



**D.A. COLLINS CONSTRUCTION CO., INC.**

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November 4, 2022

Iron Workers Union – Local 12  
17 Hemlock St  
Latham, NY 12110  
518-435-0470

Re: NYSDOT D264818 Where and When Bridge Repair Project 2022

Minority Labor Goal – 3.2%; Female Labor Goal – 6.9%

To Whom It May Concern:

D.A. Collins Construction Co., Inc. (DAC) is firmly dedicated to providing equal employment opportunities for all its employees and applicants. Accordingly, DAC prohibits discrimination based on race, color, religion, sex, pregnancy, national origin or ancestry, creed, age, sexual orientation, veteran status, mental or physical disability, and any other category protected by applicable law. By providing equal employment opportunities to all applicants and employees and by judging them based upon experience, skills and other qualifications, DAC achieves its goal of promoting the progress of meritorious individuals. To these ends, DAC strictly adheres to the following guidelines:

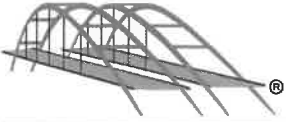
- use merit, qualifications (such as education, experience and skills) and other job-related criteria and business goals as the sole basis for all employment-related decisions affecting employees and applicants;
- recruit, hire, train, compensate, promote and provide other conditions of employment without regard to any characteristics protected by law;
- provide a work environment free of unlawful harassment based on any of these protected classifications; and
- prohibit retaliation against any individual who reasonably and in good faith raises any concern regarding a possible violation of this policy with management or an appropriate government agency or court, who participates in an investigation into such concern, or who provides testimony in any proceeding regarding a claim of unlawful discrimination.

Additionally, D.A. Collins Construction Co., Inc. (DAC) is strongly committed to providing a working environment free from harassment of any kind, including sexual harassment and harassment based on race, color, religion, sex, pregnancy, national origin or ancestry, creed, age, sexual orientation, veteran status, mental or physical disability, or any other basis proscribed by applicable nondiscrimination laws. This policy applies to all employees of DAC as well as those with whom DAC does business (e.g., temporary workers, consultants, independent contractors and vendors).

Please furnish a written statement on union letterhead indicating the labor union's policy regarding nondiscrimination on the basis of race, creed, color, national origin, sex, age, disability, marital status, or any other category protected by applicable law and that union will affirmatively cooperate in the implementation of Contractor's obligations herein.

Respectfully,

Brooke Bottum  
Administrative Assistant / EEO / DMWBE Officer



## D.A. COLLINS CONSTRUCTION CO., INC.

November 4, 2022

Laborers Union – Local 190  
668 Wemple Rd  
Glenmont, NY 12077  
(518) 465-1376

Re: NYS DOT D264818 Where and When Bridge Repair Project 2022

Minority Labor Goal – 3.2%; Female Labor Goal – 6.9%

To Whom It May Concern:

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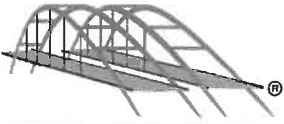
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Respectfully,

Brooke Bottum  
Administrative Assistant / EEO / DMWBE Officer



## D.A. COLLINS CONSTRUCTION CO., INC.

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November 4, 2022

Operators Union – Local 158  
27 Hannay Lane  
Glenmont, NY 12077  
518-431-0600

Re: NYS DOT D264818 Where and When Bridge Repair Project 2022

Minority Labor Goal – 3.2%; Female Labor Goal – 6.9%

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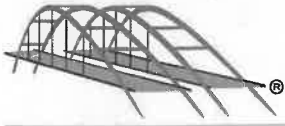
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Respectfully,

Brooke Bottum  
Administrative Assistant / EEO / DMWBE Officer



**D.A. COLLINS CONSTRUCTION CO., INC.**

February 27, 2023

Carpenters Union – Local 291  
14 Corporate Circle  
Albany, NY 12203  
518-438-1905

Re: NYSDOT D264818 Where and When Bridge Repair Project 2022

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Brooke Bottum  
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