

April 19, 2002

Vicki Sandberg
Minnesota Mechanical Contractors Association
766 Transfer Road
St. Paul, MN 55114-1470

Dear Vicki Sandberg:

The Department of Human Rights has reviewed the Affirmative Action Plan between the City of Minneapolis and the Minnesota Mechanical Contractors Association, Minneapolis Pipefitters Local 539 and Minneapolis Plumbers Local 15. The Department has also reviewed the Minnesota Mechanical Contractors Association's Affirmative Action Plan for Disabled Individuals.

In accordance with MN Stat. 363.074 and its implementing Rules, parts 5000.3400 to 5000.3600, your submission meets the minimum requirements and has been approved by the Commissioner. In order for it to fully meet the rule requirements, the Affirmative Action Plan for Disabled individuals needs a schedule (timetable) for review of all physical and mental job requirements to the extent that these requirements tend to screen out qualified disabled individuals.

This compliance determination does not preclude a subsequent finding of noncompliance should a member deviate substantially from the commitments set forth in your plan.

Certificates of compliance will be issued to your members listed in Exhibit A of your plan, who are covered by M.S. 363.073 Subd. 1, upon their request to the Department of Human Rights.

Should you have any questions or desire clarification, please contact me at 651-297-1687.

Sincerely,


Melanie Miles
Contract Compliance Supervisor