

Adams looks out for civil rights

everything unfair is also illegal."

A Chicago native, Adams joined the U.S. Labor Department in 1970 and first became involved in equal employment opportunity issues as a manpower development specialist with the Employment and Training Administration in 1974. She became supervisor in the equal employment opportunity (EEO) unit in 1978 and became a senior equal employment opportunity specialist when that unit became the Office of Civil Rights in 1981.

"After nearly 15 years in the Labor Department," the 1976 graduate of Chicago's Roosevelt University says, "I know a lot of people here. I've dealt with them as a co-worker, supervisor, and as a union steward. And that's an important factor in carrying out my duties."

As Adams explains, her job requires a great deal of negotiation and conciliation. "Everyone who files a complaint with our office believes

Doing what was best for Annette P. Adams has come to mean doing what is best for other people in the U.S. Labor Department's Chicago Regional Office of Civil Rights (OCR). Adams, a career federal employee, was named regional director of that office in July of this year.

"As regional director for OCR," Adams says, "I have the responsibility for managing a region-wide equal opportunity compliance and enforcement program. Our office covers recipients of assistance from Department of Labor program, as well as Labor Department employees."

Running that office is a job which Adams says she finds both fascinating and frustrating.

"It is fascinating to see our work make a difference," Adams explains. "That is a very rewarding experience. It is frustrating at times because you'd come across situations that are beyond our scope. That's because not

the complaint is valid. Quite often people who are acting in a discriminatory manner are not aware of the impact of their actions. It is difficult to explain to one that no real complaint exists, or to the other that they are pursuing policies that discriminate."

For those reasons, Adams says that it is useful for her office to advise agencies on what constitutes compliance with non-discriminatory statutes. "Part of the purpose of a compliance review in a particular office or agency is to insure that written policies are non-discriminatory and that those policies are followed," she says.

Adams, who began her federal career as a part-time postal clerk in 1961, says that to be a successful EEO compliance officer, "a person's needs to have good management skills, analytical and writing skills, and the ability to maintain composure under often hostile situations."

Small companies pay more for government contracts

A study commissioned by the Small Business Administration's Office of Advocacy has found that regulatory compliance cost per employee for small firms is an estimated 2.83 times greater than that of large firms.

"The average cost per employee of complying with federal regulations at the median small firm is estimated to be three times greater than that at the median large firm and two times greater than that at the median mid-sized firm," the SBA study states.

In some instances, the cost ratio for small businesses was exceedingly burdensome. For example, reporting requirements in the savings and loan industry cost \$611 per employee for small firms and only \$33 per employee for large firms, a disproportionate cost ratio of 18.52 times greater for small firms than large.

In chemical hazard reports, this cost \$172 for small, \$25 for large; for lead standards, the difference was \$12,953 (per employee) for small firms and only \$7,412 for large.

"The major results of this study constitute strong evidence of the disproportionate burden placed on small business by federal regulations," the report states.

This analysis of "differential impacts of regulation by firm size" was prepared by Jack Faucett Associates of Chevy Chase, Md., in 1984 at the request of the SBA.

The main thrust of the study centers around the term "economies of scale" that refers to the relationship of average cost per unit of production to the scale of the firm.

Simply put, this means that a firm doing business with the federal government has to comply with certain standard forms and procedures and these can be just a complicated for a small firm as for a large one.

For example, a business might have to employ five people (out of 50) on staff, just to handle government record-keeping. But if another firm has 500 employees (and needs only five to do this paperwork) then the overall cost

(per employee) is smaller for a large firm than small ones.

This is an important consideration for small businesses because they must realize the increased cost they will bear in accepting government contracts, and make provision for this in their bid proposal, or their profits could be diminished by having to hire extra employees just to handle the ongoing paperwork the government demands.

The study points out that "federal agencies must increase their efforts to formulate positive regulatory policy which does not place a disproportionate burden on small business."



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CIVIL RIGHTS DIRECTOR—Annette P. Adams is the regional director of the Office of Civil Rights for the U.S. Department of Labor in Chicago. She manages equal opportunity compliance and enforcement

programs for Labor Department employees and others in the six state Chicago region which includes Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin.

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Women/Minority Business Enterprise Program

It is the policy of the Clark County Public Transportation Benefit Area Authority (dba C-TRAN) to encourage Disadvantaged and Women Owned Business Enterprise (DBE/WBE) participation on all C-TRAN projects. Therefore, C-TRAN maintains a DBE/WBE Program based upon Department of Transportation (DOT) Rule 49, CFR, Part 23, and directives of the Urban Mass Transportation Administration (UMTA) Office of Civil Rights.

The overall goal of C-TRAN's DBE/WBE Program is to insure that DBE/WBE's are given the maximum opportunity to participate in all projects. Specifically, C-TRAN is securing a minimum of 12% Disadvantaged Business Enterprise participation and 2% Women-Owned Business Enterprise participation in all procurement opportunities.

The C-TRAN Executive Director is responsible for insuring the success of the DBE/WBE Program in accordance with policy directives of the C-TRAN Board of Directors. The Procurement and Grants Manager, also acting as the DBE/WBE Program Coordinator, is responsible for monitoring the DBE/WBE program, insuring Program compliance with federal and state guidelines, and soliciting DBE/WBE participation in all procurements. All Departmental Directors assume responsibility for DBE/WBE Program compliance within their department.

In addition to the routine purchase of transit coach and facility maintenance supplies, C-TRAN is currently participating in construction of a 3-block Transit Center in Vancouver. Future major projects include construction of a smaller Transit Center and two Park and Ride Lots. DBE/WBE's are welcome and encouraged to apply for C-TRAN certification in order to facilitate participation in any present and future contracting opportunities.

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