

# STATE OF NEW YORK

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6141

2019-2020 Regular Sessions

## IN SENATE

May 17, 2019

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Introduced by Sen. SANDERS -- read twice and ordered printed, and when printed to be committed to the Committee on Finance

AN ACT to amend the executive law, the state finance law, and the public authorities law, in relation to the reauthorization of the minority and women-owned business enterprise program, to create the minority and women-owned business enterprise fund, and to establish the workforce diversity program; to amend chapter 261 of the laws of 1988, amending the state finance law and other laws relating to the New York state infrastructure fund, in relation to the effectiveness of certain provisions thereof; and providing for the repeal of certain provisions upon expiration thereof

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Subdivisions 2, 7, 8, 13, 15, 16, 19, 20, 21 and 22 of  
2 section 310 of the executive law, subdivisions 2 and 8 as added by chap-  
3 ter 261 of the laws of 1988, subdivisions 7 and 15 as amended by chapter  
4 22 of the laws of 2014, subdivision 13 as amended by chapter 506 of the  
5 laws of 2009, subdivision 16 as amended by section 3 of part BB of chap-  
6 ter 59 of the laws of 2006, subdivisions 19, 20, 21 and 22 as added by  
7 chapter 175 of the laws of 2010, are amended and a new subdivision 24 is  
8 added to read as follows:

9 2. "Contracting agency" shall mean a state agency or state-funded  
10 entity which is a party or a proposed party to a state contract or, in  
11 the case of a state contract described in paragraph (c) of subdivision  
12 thirteen of this section, shall mean the New York state housing finance  
13 agency, housing trust fund corporation or affordable housing corpo-  
14 ration, whichever has made or proposes to make the grant or loan for the  
15 state assisted housing project.

16 7. "Minority-owned business enterprise" shall mean a business enter-  
17 prise, including a sole proprietorship, partnership, limited liability  
18 company or corporation that is:

EXPLANATION--Matter in italics (underscored) is new; matter in brackets  
[-] is old law to be omitted.

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1 (a) at least fifty-one percent owned by one or more minority group  
2 members;

3 (b) an enterprise in which such minority ownership is real, substan-  
4 tial and continuing;

5 (c) an enterprise in which such minority ownership has and exercises  
6 the authority to control independently the day-to-day business decisions  
7 of the enterprise;

8 (d) an enterprise authorized to do business in this state and inde-  
9 pendently owned and operated would not qualify if it exceeds sixty  
10 million dollars in contracts over three consecutive years or exceeds the  
11 threshold of the federal small business administration standards of what  
12 constitutes a small business; and

13 ~~(e) [an enterprise owned by an individual or individuals, whose owner-~~  
14 ~~ship, control and operation are relied upon for certification, with a~~  
15 ~~personal net worth that does not exceed three million five hundred thou-~~  
16 ~~sand dollars, as adjusted annually on the first of January for inflation~~  
17 ~~according to the consumer price index of the previous year; and~~

18 ~~(f)]~~ an enterprise that is a small business pursuant to subdivision  
19 twenty of this section.

20 8. "Minority group member" shall mean a United States citizen or  
21 permanent resident alien who is and can demonstrate membership in one of  
22 the following groups:

23 (a) Black persons having origins in any of the Black African racial  
24 groups;

25 (b) ~~[Hispanic]~~ Hispanic/Latino persons of Mexican, Puerto Rican,  
26 Dominican, Cuban, Central or South American of either Indian or Hispanic  
27 origin, regardless of race;

28 (c) Native American or Alaskan native persons having origins in any of  
29 the original peoples of North America.

30 (d) Asian and Pacific Islander persons having origins in any of the  
31 Far East countries, South East Asia, the Indian subcontinent or the  
32 Pacific Islands.

33 13. "State contract" shall mean: (a) a written agreement or purchase  
34 order instrument, providing for a total expenditure in excess of twen-  
35 ty-five thousand dollars, whereby a contracting agency is committed to  
36 expend or does expend funds in return for labor, services including but  
37 not limited to legal, financial and other professional services,  
38 supplies, equipment, materials or any combination of the foregoing, to  
39 be performed for, or rendered or furnished to the contracting agency;

40 (b) a written agreement in excess of one hundred thousand dollars where-  
41 by a contracting agency is committed to expend or does expend funds for  
42 the acquisition, construction, demolition, replacement, major repair or  
43 renovation of real property and improvements thereon; ~~[and]~~ (c) a writ-

44 ten agreement in excess of one hundred thousand dollars whereby the  
45 owner of a state assisted housing project is committed to expend or does  
46 expend funds for the acquisition, construction, demolition, replacement,  
47 major repair or renovation of real property and improvements thereon for  
48 such project; and (d) a written agreement or purchase order instrument,

49 providing for a total expenditure in excess of one hundred thousand  
50 dollars, whereby the majority of the funds a state-funded entity is  
51 committed to expend or does expend are paid to the state-funded entity  
52 by the state of New York, including those paid to the state-funded enti-  
53 ty pursuant to an appropriation, for any product or service. The state  
54 utilization goal shall not apply to municipalities that currently have a  
55 minority and women-owned business enterprise program. The state shall

1 provide technical assistance to municipalities regarding minority and  
2 women-owned business enterprise programs subject to appropriations.

3 15. "Women-owned business enterprise" shall mean a business enter-  
4 prise, including a sole proprietorship, partnership, limited liability  
5 company or corporation that is:

6 (a) at least fifty-one percent owned by one or more United States  
7 citizens or permanent resident aliens who are women;

8 (b) an enterprise in which the ownership interest of such women is  
9 real, substantial and continuing;

10 (c) an enterprise in which such women ownership has and exercises the  
11 authority to control independently the day-to-day business decisions of  
12 the enterprise;

13 (d) an enterprise authorized to do business in this state and inde-  
14 pendently owned and operated; and

15 (e) ~~[an enterprise owned by an individual or individuals, whose owner-~~  
16 ~~ship, control and operation are relied upon for certification, with a~~  
17 ~~personal net worth that does not exceed three million five hundred thou-~~  
18 ~~sand dollars, as adjusted annually on the first of January for inflation~~  
19 ~~according to the consumer price index of the previous year; and~~

20 ~~(f)]~~ an enterprise that is a small business pursuant to subdivision  
21 twenty of this section.

22 A firm owned by a minority group member who is also a woman may be  
23 certified as a minority-owned business enterprise, a women-owned busi-  
24 ness enterprise, or both, and may be counted towards either a minority-  
25 owned business enterprise goal or a women-owned business enterprise  
26 goal, in regard to any contract or any goal, set by an agency or author-  
27 ity, but such participation may not be counted towards both such goals.  
28 Such an enterprise's participation in a contract may not be divided  
29 between the minority-owned business enterprise goal and the women-owned  
30 business enterprise goal.

31 16. "Statewide advocate" shall mean the person appointed by the  
32 ~~commissioner~~ director to serve in the capacity of the minority and  
33 women-owned business enterprise statewide advocate.

34 ~~[10. "Personal net worth" shall mean the aggregate adjusted net value~~  
35 ~~of the assets of an individual remaining after total liabilities are~~  
36 ~~deducted. Personal net worth includes the individual's share of assets~~  
37 ~~held jointly with said individual's spouse and does not include the~~  
38 ~~individual's ownership interest in the certified minority and women-~~  
39 ~~owned business enterprise, the individual's equity in his or her primary~~  
40 ~~residence, or up to five hundred thousand dollars of the present cash~~  
41 ~~value of any qualified retirement savings plan or individual retirement~~  
42 ~~account held by the individual less any penalties for early withdrawal.]~~

43 20. "Small business" as used in this section, unless otherwise indi-  
44 cated, shall mean a business which has a significant business presence  
45 in the state, is independently owned and operated, not dominant in its  
46 field and employs, based on its industry, a certain number of persons as  
47 determined by the director~~[, but not to exceed three hundred]~~, taking  
48 into consideration factors which include, but are not limited to, feder-  
49 al small business administration standards pursuant to 13 CFR part 121  
50 and any amendments thereto. The director may issue regulations on the  
51 construction of the terms in this definition.

52 21. "The ~~[2010]~~ disparity study" shall refer to the most recent  
53 disparity study commissioned by the ~~[empire state development corpo-~~  
54 ~~ration]~~ department of economic development, pursuant to section three  
55 hundred twelve-a of this article, and published on ~~[April twenty-nine,~~  
56 ~~two thousand ten]~~ June thirtieth, two thousand seventeen.

22. "Diversity practices" shall mean the contractor's practices and policies with respect to:

(a) utilizing or mentoring certified minority and women-owned business enterprises in contracts awarded by a state agency or other public corporation, as subcontractors and suppliers; and

(b) entering into partnerships, joint ventures or other similar arrangements with certified minority and women-owned business enterprises as defined in this article or other applicable statute or regulation governing an entity's utilization of minority or women-owned business enterprises.

24. "State-funded entity" shall mean any unit of local government, including, but not limited to, a county, city, town, village, or school district that is paid pursuant to an appropriation in any state fiscal year provided, however, a state-funded entity shall not include any unit of local government that, pursuant to local law, has a minority and women-owned business enterprise program.

§ 1-a. Paragraphs (h) and (i) of subdivision 3 of section 311 of the executive law, paragraph (h) as amended and paragraph (i) as added by section 1 of part BB of chapter 59 of the laws of 2006, are amended to read as follows:

(h) notwithstanding the provisions of section two hundred ninety-six of this chapter, to file a complaint pursuant to the provisions of section two hundred ninety-seven of this chapter where the director has knowledge that a contractor may have violated the provisions of paragraph (a), (b) or (c) of subdivision one of section two hundred ninety-six of this chapter where such violation is unrelated, separate or distinct from the state contract as expressed by its terms; ~~and~~

(i) to streamline the state certification process to accept federal and municipal corporation certifications; and

(j) to keep a record of partial and total waivers of compliance reported pursuant to paragraph (b) of subdivision six of section three hundred thirteen of this article and to make such record publicly available on the division's website. The record shall provide, at a minimum: (i) information identifying the contract, including the value of the contract; (ii) information identifying the contracting agency; (iii) the name of the contractor receiving the waiver; and (iv) the date of the waiver.

§ 2. Subdivision 4 of section 311 of the executive law, as amended by chapter 361 of the laws of 2009, is amended to read as follows:

4. The director ~~may~~ shall provide assistance to, and facilitate access to programs serving ~~[certified businesses as well as applicants]~~ minority and women-owned business enterprises to ensure that such businesses benefit, as needed, from technical, managerial and financial, and general business assistance; training; marketing; organization and personnel skill development; project management assistance; technology assistance; bond and insurance education assistance; and other business development assistance. In addition, the director may, either independently or in conjunction with other state agencies:

(a) develop a clearinghouse of information on programs and services provided by entities that may assist such businesses;

(b) review bonding and paperwork requirements imposed by contracting agencies that may unnecessarily impede the ability of such businesses to compete; and

(c) seek to maximize utilization by minority and women-owned business enterprises of available federal resources including but not limited to federal grants, loans, loan guarantees, surety bonding guarantees, tech-

1 nical assistance, and programs and services of the federal small busi-  
2 ness administration.

3 § 3. Subdivisions 1 and 2 of section 311-a of the executive law, as  
4 added by section 4 of part BB of chapter 59 of the laws of 2006, are  
5 amended to read as follows:

6 1. There is hereby established within the [~~department of economic~~  
7 ~~division of minority and women's business~~ development [~~an office of the~~  
8 ~~minority and women-owned business enterprise~~] a statewide advocate. The  
9 statewide advocate shall be appointed by the commissioner with the  
10 advice of the small business advisory board as established in section  
11 one hundred thirty-three of the economic development law and shall serve  
12 in the unclassified service of the director. [~~The statewide advocate~~  
13 ~~shall be located in the Albany empire state development office.~~]

14 2. The advocate shall act as a liaison for minority and women-owned  
15 business enterprises (MWBEs) to assist them in obtaining technical,  
16 managerial, financial and other business assistance for certified busi-  
17 nesses and applicants. The advocate shall receive and investigate  
18 complaints brought by or on behalf of MWBEs concerning certification  
19 delays and instances of violations of [~~law~~] the requirements of this  
20 article by contractors and state agencies. The statewide advocate shall  
21 assist certified businesses and applicants in the certification process.  
22 Other functions of the statewide advocate shall be directed by the  
23 commissioner. The advocate may request and the director may appoint  
24 staff and employees of the division of minority and women business  
25 development to support the administration of the office of the statewide  
26 advocate.

27 § 4. Section 312-a of the executive law, as amended by section 1 of  
28 part Q of chapter 58 of the laws of 2015, is amended to read as follows:

29 § 312-a. Study of minority and women-owned business [~~enterprise~~  
30 ~~programs~~] enterprises. 1. The director of the division of minority and  
31 [~~women-owned~~] women's business development [~~in the department of econom-~~  
32 ~~ic development~~] is authorized and directed to recommission a statewide  
33 disparity study regarding the participation of minority and women-owned  
34 business enterprises in state contracts since the amendment of this  
35 article to be delivered to the governor and legislature no later than  
36 August fifteenth, [~~two thousand sixteen~~] two thousand twenty-three. The  
37 study shall be prepared by an entity independent of the department and  
38 selected through a request for proposal process. The purpose of such  
39 study is:

40 (a) to determine whether there is a disparity between the number of  
41 qualified minority and women-owned businesses ready, willing and able to  
42 perform state contracts for commodities, services and construction, and  
43 the number of such contractors actually engaged to perform such  
44 contracts, and to determine what changes, if any, should be made to  
45 state policies affecting minority and women-owned business enterprises;  
46 and (b) to determine whether there is a disparity between the number of  
47 qualified minorities and women ready, willing and able, with respect to  
48 labor markets, qualifications and other relevant factors, to participate  
49 in contractor employment, management level bodies, including boards of  
50 directors, and as senior executive officers within contracting entities  
51 and the number of such group members actually employed or affiliated  
52 with state contractors in the aforementioned capacities, and to deter-  
53 mine what changes, if any, should be made to state policies affecting  
54 minority and women group populations with regard to state contractors'  
55 employment and appointment practices relative to diverse group members.  
56 Such study shall include, but not be limited to, an analysis of the

1 history of minority and women-owned business enterprise programs and  
2 their effectiveness as a means of securing and ensuring participation by  
3 minorities and women, and a disparity analysis by market area and region  
4 of the state. Such study shall distinguish between minority males,  
5 minority females and non-minority females in the statistical analysis.

6 2. The director of the division of minority and ~~[women-owned]~~ women's  
7 business development is directed to transmit the disparity study to the  
8 governor and the legislature ~~[not later than August fifteenth, two thou-~~  
9 ~~sand sixteen]~~, and to post the study on the website of the department of  
10 economic development.

11 § 5. Section 313 of the executive law, as amended by chapter 175 of  
12 the laws of 2010, is amended to read as follows:

13 § 313. Opportunities for minority and women-owned business enter-  
14 prises. 1. Goals and requirements for agencies and contractors. Each  
15 agency shall structure procurement procedures for contracts made direct-  
16 ly or indirectly to minority and women-owned business enterprises, in  
17 accordance with the findings of the ~~[two thousand ten]~~ disparity study,  
18 consistent with the purposes of this article, to attempt to achieve ~~[the~~  
19 ~~following]~~ the recommended results with regard to ~~[total]~~ annual state-  
20 wide procurement for each of the following:

21 (a) construction industry for certified minority-owned business enter-  
22 prises~~[: fourteen and thirty four hundredths percent];~~

23 (b) construction industry for certified women-owned business enter-  
24 prises~~[: eight and forty one hundredths percent];~~

25 (c) construction related professional services industry for certified  
26 minority-owned business enterprises~~[: thirteen and twenty one hundredths~~  
27 ~~percent];~~

28 (d) construction related professional services industry for certified  
29 women-owned business enterprises~~[: eleven and thirty two hundredths~~  
30 ~~percent];~~

31 (e) non-construction related services industry for certified minori-  
32 ty-owned business enterprises~~[: nineteen and sixty hundredths percent];~~

33 (f) non-construction related services industry for certified women-  
34 owned business enterprises~~[: seventeen and forty four hundredths~~  
35 ~~percent];~~

36 (g) commodities industry for certified minority-owned business enter-  
37 prises~~[: sixteen and eleven hundredths percent];~~

38 (h) commodities industry for certified women-owned business enter-  
39 prises~~[: ten and ninety three hundredths percent];~~

40 (i) overall agency total dollar value of procurement for certified  
41 minority-owned business enterprises~~[: sixteen and fifty three hundredths~~  
42 ~~percent];~~

43 (j) overall agency total dollar value of procurement for certified  
44 women-owned business enterprises~~[: twelve and thirty nine hundredths~~  
45 ~~percent];~~ and

46 (k) overall agency total dollar value of procurement for certified  
47 minority, women-owned business enterprises~~[: twenty eight and ninety two~~  
48 ~~hundredths percent].~~

49 1-a. The director shall ensure that each state agency has been  
50 provided with a copy of the ~~[two thousand ten]~~ most recent disparity  
51 study.

52 1-b. Each agency shall develop and adopt agency-specific goals based  
53 on the findings of the ~~[two thousand ten]~~ most recent disparity study.

54 1-c. The goals set pursuant to subdivision one of this section shall  
55 be consistent with the findings of the most recent disparity study.

1 Every division of a contract shall attempt to meet a goal of thirty  
2 percent.

3 2. The director shall promulgate rules and regulations pursuant to the  
4 goals established in subdivision one of this section that provide meas-  
5 ures and procedures to ensure that certified minority and women-owned  
6 businesses shall be given the opportunity for maximum feasible partic-  
7 ipation in the performance of state contracts and to assist in the agen-  
8 cy's identification of those state contracts for which minority and  
9 women-owned certified businesses may best bid to actively and affirma-  
10 tively promote and assist their participation in the performance of  
11 state contracts so as to facilitate the agency's achievement of the  
12 maximum feasible portion of the goals for state contracts to such busi-  
13 nesses.

14 2-a. The director shall promulgate rules and regulations that will  
15 accomplish the following:

16 (a) provide for the certification and decertification of minority and  
17 women-owned business enterprises for all agencies through a single proc-  
18 ess that meets applicable requirements;

19 (b) require that each contract solicitation document accompanying each  
20 solicitation set forth the expected degree of minority and women-owned  
21 business enterprise participation based, in part, on:

22 (i) the potential subcontract opportunities available in the prime  
23 procurement contract; ~~and~~

24 (ii) the availability, as contained within the study, of certified  
25 minority and women-owned business enterprises to respond competitively  
26 to the potential subcontract opportunities, as reflected in the divi-  
27 sion's directory of certified minority and women-owned business enter-  
28 prises; and

29 (iii) the findings of the disparity study.

30 (c) require that each agency provide a current list of certified  
31 minority business enterprises to each prospective contractor;

32 (d) allow a contractor that is a certified minority-owned or women-  
33 owned business enterprise to use the work it performs to meet require-  
34 ments for use of certified minority-owned or women-owned business enter-  
35 prises as subcontractors;

36 (e) provide for joint ventures, which a bidder may count toward meet-  
37 ing its minority and women-owned business enterprise participation;

38 (f) consistent with subdivision six of this section, provide for  
39 circumstances under which an agency or state-funded entity may waive  
40 obligations of the contractor relating to minority and women-owned busi-  
41 ness enterprise participation;

42 (g) require that an agency or state-funded entity verify that minority  
43 and women-owned business enterprises listed in a successful bid are  
44 actually participating to the extent listed in the project for which the  
45 bid was submitted;

46 (h) provide for the collection of statistical data by each agency  
47 concerning actual minority and women-owned business enterprise partic-  
48 ipation; ~~and~~

49 (i) require each agency to consult the most current disparity study  
50 when calculating ~~[agency-wide and contract-specific]~~ contract-specific  
51 participation goals pursuant to this article; ~~and~~

52 (j) provide for the periodic collection of reports from state-funded  
53 entities in such form and at such time as the director shall require.

54 3. Solely for the purpose of providing the opportunity for meaningful  
55 participation by certified businesses in the performance of state  
56 contracts as provided in this section, state contracts shall include

1 leases of real property by a state agency to a lessee where: the terms  
2 of such leases provide for the construction, demolition, replacement,  
3 major repair or renovation of real property and improvements thereon by  
4 such lessee; and the cost of such construction, demolition, replacement,  
5 major repair or renovation of real property and improvements thereon  
6 shall exceed the sum of one hundred thousand dollars. Reports to the  
7 director pursuant to section three hundred fifteen of this article shall  
8 include activities with respect to all such state contracts. Contracting  
9 agencies shall include or require to be included with respect to state  
10 contracts for the acquisition, construction, demolition, replacement,  
11 major repair or renovation of real property and improvements thereon,  
12 such provisions as may be necessary to effectuate the provisions of this  
13 section in every bid specification and state contract, including, but  
14 not limited to: (a) provisions requiring contractors to make a good  
15 faith effort to solicit active participation by enterprises identified  
16 in the directory of certified businesses provided to the contracting  
17 agency by the office; (b) requiring the parties to agree as a condition  
18 of entering into such contract, to be bound by the provisions of section  
19 three hundred sixteen of this article; and (c) requiring the contractor  
20 to include the provisions set forth in paragraphs (a) and (b) of this  
21 subdivision in every subcontract in a manner that the provisions will be  
22 binding upon each subcontractor as to work in connection with such  
23 contract. Provided, however, that no such provisions shall be binding  
24 upon contractors or subcontractors in the performance of work or the  
25 provision of services that are unrelated, separate or distinct from the  
26 state contract as expressed by its terms, and nothing in this section  
27 shall authorize the director or any contracting agency to impose any  
28 requirement on a contractor or subcontractor except with respect to a  
29 state contract.

30 4. In the implementation of this section, the contracting agency shall  
31 (a) consult the findings contained within the disparity study evidencing  
32 relevant industry specific availability of certified businesses and  
33 disparities in the utilization of minority and women-owned businesses  
34 relative to their availability;

35 (b) implement a program that will enable the agency to evaluate each  
36 contract to determine the [~~appropriateness of the~~] appropriate goal  
37 pursuant to subdivision one of this section for participation by minori-  
38 ty-owned business enterprises and women-owned business enterprises;

39 (c) consider where practicable, the severability of construction  
40 projects and other bundled contracts; and

41 (d) consider compliance with the requirements of any federal law  
42 concerning opportunities for minority and women-owned business enter-  
43 prises which effectuates the purpose of this section. The contracting  
44 agency shall determine whether the imposition of the requirements of any  
45 such law duplicate or conflict with the provisions hereof and if such  
46 duplication or conflict exists, the contracting agency shall waive the  
47 applicability of this section to the extent of such duplication or  
48 conflict.

49 5. (a) Contracting agencies shall administer the rules and regulations  
50 promulgated by the director in a good faith effort to [~~meet~~] achieve the  
51 maximum feasible portion of the agency's goals adopted pursuant to this  
52 article and the regulations of the director. Such rules and regulations:  
53 shall require a contractor to submit a utilization plan after bids are  
54 opened, when bids are required, but prior to the award of a state  
55 contract; shall require the contracting agency to review the utilization  
56 plan submitted by the contractor and to post the utilization plan and

1 any waivers of compliance issued pursuant to subdivision six of this  
2 section on the website of the contracting agency within a reasonable  
3 period of time as established by the director; shall require the  
4 contracting agency to notify the contractor in writing within a period  
5 of time specified by the director as to any deficiencies contained in  
6 the contractor's utilization plan; shall require remedy thereof within a  
7 period of time specified by the director; shall require the contractor  
8 to submit periodic compliance reports relating to the operation and  
9 implementation of any utilization plan; shall not allow any automatic  
10 waivers but shall allow a contractor to apply for a partial or total  
11 waiver of the minority and women-owned business enterprise participation  
12 requirements pursuant to subdivisions six and seven of this section;  
13 shall allow a contractor to file a complaint with the director pursuant  
14 to subdivision eight of this section in the event a contracting agency  
15 has failed or refused to issue a waiver of the minority and women-owned  
16 business enterprise participation requirements or has denied such  
17 request for a waiver; and shall allow a contracting agency to file a  
18 complaint with the director pursuant to subdivision nine of this section  
19 in the event a contractor is failing or has failed to comply with the  
20 minority and women-owned business enterprise participation requirements  
21 set forth in the state contract where no waiver has been granted.

22 (b) The rules and regulations promulgated pursuant to this subdivision  
23 regarding a utilization plan shall provide that where enterprises have  
24 been identified within a utilization plan, a contractor shall attempt,  
25 in good faith, to utilize such enterprise at least to the extent indi-  
26 cated. A contracting agency may require a contractor to indicate, within  
27 a utilization plan, what measures and procedures he or she intends to  
28 take to comply with the provisions of this article, but may not require,  
29 as a condition of award of, or compliance with, a contract that a  
30 contractor utilize a particular enterprise in performance of the  
31 contract.

32 (c) Without limiting other grounds for the disqualification of bids or  
33 proposals on the basis of non-responsibility, a contracting agency may  
34 disqualify the bid or proposal of a contractor as being non-responsible  
35 for failure to remedy notified deficiencies contained in the contrac-  
36 tor's utilization plan within a period of time specified in regulations  
37 promulgated by the director after receiving notification of such defi-  
38 ciencies from the contracting agency. Where failure to remedy any noti-  
39 fied deficiency in the utilization plan is a ground for disqualifica-  
40 tion, that issue and all other grounds for disqualification shall be  
41 stated in writing by the contracting agency. Where the contracting agen-  
42 cy states that a failure to remedy any notified deficiency in the utili-  
43 zation plan is a ground for disqualification the contractor shall be  
44 entitled to an administrative hearing, on a record, involving all  
45 grounds stated by the contracting agency. Such hearing shall be  
46 conducted by the appropriate authority of the contracting agency to  
47 review the determination of disqualification. A final administrative  
48 determination made following such hearing shall be reviewable in a  
49 proceeding commenced under article seventy-eight of the civil practice  
50 law and rules, provided that such proceeding is commenced within thirty  
51 days of the notice given by certified mail return receipt requested  
52 rendering such final administrative determination. Such proceeding shall  
53 be commenced in the supreme court, appellate division, third department  
54 and such proceeding shall be preferred over all other civil causes  
55 except election causes, and shall be heard and determined in preference  
56 to all other civil business pending therein, except election matters,

1 irrespective of position on the calendar. Appeals taken to the court of  
2 appeals of the state of New York shall be subject to the same prefer-  
3 ence.

4 6. (a) Where it appears that a contractor cannot, after a good faith  
5 effort, comply with the minority and women-owned business enterprise  
6 participation requirements set forth in a particular state contract, a  
7 contractor may file a written application with the contracting agency  
8 requesting a partial or total waiver of such requirements setting forth  
9 the reasons for such contractor's inability to meet any or all of the  
10 participation requirements together with an explanation of the efforts  
11 undertaken by the contractor to obtain the required minority and women-  
12 owned business enterprise participation. In implementing the provisions  
13 of this section, the contracting agency shall consider the number and  
14 types of minority and women-owned business enterprises ~~located~~ avail-  
15 able to provide goods or services required under the contract in the  
16 region in which the state contract is to be performed, the total dollar  
17 value of the state contract, the scope of work to be performed and the  
18 project size and term. If, based on such considerations, the contracting  
19 agency determines there is not a reasonable availability of contractors  
20 on the list of certified business to furnish services for the project,  
21 it shall issue a waiver of compliance to the contractor. In making such  
22 determination, the contracting agency shall first consider the avail-  
23 ability of other business enterprises located in the region and shall  
24 thereafter consider the financial ability of minority and women-owned  
25 businesses located outside the region in which the contract is to be  
26 performed to perform the state contract.

27 (b) Within thirty days of the issuance of a partial or total waiver of  
28 compliance as provided in paragraph (a) of this subdivision, the  
29 contracting agency shall:

30 (i) report the issuance of the waiver to the director; and  
31 (ii) publish on the contracting agency's website: (A) information  
32 identifying the contract, including the value of the contract; (B) the  
33 name of the contractor receiving the waiver; (C) the date of the waiver;  
34 (D) whether the waiver was a total or partial waiver; and (E) the  
35 specific contract provisions to which the waiver applies.

36 7. For purposes of determining a contractor's good faith effort to  
37 comply with the requirements of this section or to be entitled to a  
38 waiver therefrom the contracting agency shall consider:

39 (a) whether the contractor has advertised in general circulation  
40 media, trade association publications, and minority-focus and women-fo-  
41 cus media and, in such event, (i) whether or not certified minority or  
42 women-owned businesses which have been solicited by the contractor  
43 exhibited interest in submitting proposals for a particular project by  
44 attending or having attended a pre-bid conference, if any, scheduled by  
45 the state agency awarding the state contract with certified minority and  
46 women-owned business enterprises; and

47 (ii) whether certified businesses which have been solicited by the  
48 contractor have responded in a timely fashion to the contractor's solici-  
49 tations for timely competitive bid quotations prior to the contracting  
50 agency's bid date; and

51 (b) whether there has been written notification to appropriate certi-  
52 fied businesses that appear in the directory of certified businesses  
53 prepared pursuant to paragraph (f) of subdivision three of section three  
54 hundred eleven of this article; and

1 (c) whether the contractor can reasonably structure the amount of work  
2 to be performed under subcontracts in order to increase the likelihood  
3 of participation by certified businesses.

4 8. In the event that a contracting agency fails or refuses to issue a  
5 waiver to a contractor as requested within twenty days after having made  
6 application therefor pursuant to subdivision six of this section or if  
7 the contracting agency denies such application, in whole or in part, the  
8 contractor may file a complaint with the director pursuant to section  
9 three hundred sixteen of this article setting forth the facts and  
10 circumstances giving rise to the contractor's complaint together with a  
11 demand for relief. The contractor shall serve a copy of such complaint  
12 upon the contracting agency by personal service or by certified mail,  
13 return receipt requested. The contracting agency shall be afforded an  
14 opportunity to respond to such complaint in writing.

15 9. If, after the review of a contractor's minority and women owned  
16 business utilization plan or review of a periodic compliance report and  
17 after such contractor has been afforded an opportunity to respond to a  
18 notice of deficiency issued by the contracting agency in connection  
19 therewith, it appears that a contractor is failing or refusing to comply  
20 with the minority and women-owned business participation requirements as  
21 set forth in the state contract and where no waiver from such require-  
22 ments has been granted, the contracting agency may file a written  
23 complaint with the director pursuant to section three hundred sixteen of  
24 this article setting forth the facts and circumstances giving rise to  
25 the contracting agency's complaint together with a demand for relief.  
26 The contracting agency shall serve a copy of such complaint upon the  
27 contractor by personal service or by certified mail, return receipt  
28 requested. The contractor shall be afforded an opportunity to respond to  
29 such complaint in writing.

30 § 6. Section 314 of the executive law, as added by chapter 261 of the  
31 laws of 1988, subdivision 2-a as amended by chapter 175 of the laws of  
32 2010, subdivision 2-b as added by chapter 409 of the laws of 2018,  
33 subdivision 4 as amended and subdivision 5 as added by chapter 399 of  
34 the laws of 2014, is amended to read as follows:

35 § 314. Statewide certification program. 1. The director shall promul-  
36 gate rules and regulations providing for the establishment of a state-  
37 wide certification program including rules and regulations governing the  
38 approval, denial or revocation of any such certification. Such rules  
39 and regulations shall include, but not be limited to, such matters as  
40 may be required to ensure that the established procedures thereunder  
41 shall at least be in compliance with the code of fair procedure set  
42 forth in section seventy-three of the civil rights law.

43 2. For the purposes of this article, the office shall be responsible  
44 for verifying businesses as being owned, operated, and controlled by  
45 minority group members or women and for certifying such verified busi-  
46 nesses. The director shall prepare a directory of certified businesses  
47 for use by contracting agencies and contractors in carrying out the  
48 provisions of this article. The director shall periodically update the  
49 directory.

50 2-a. (a) The director shall establish a procedure enabling the office  
51 to accept New York municipal corporation certification verification for  
52 minority and women-owned business enterprise applicants in lieu of  
53 requiring the applicant to complete the state certification process. The  
54 director shall promulgate rules and regulations to set forth criteria  
55 for the acceptance of municipal corporation certification. All eligible

1 municipal corporation certifications shall require business enterprises  
2 seeking certification to meet the following standards:

3 (i) have at least fifty-one percent ownership by a minority or a  
4 women-owned enterprise and be owned by United States citizens or perma-  
5 nent resident aliens;

6 (ii) be an enterprise in which the minority and/or women-ownership  
7 interest is real, substantial and continuing;

8 (iii) be an enterprise in which the minority and/or women-ownership  
9 has and exercises the authority to control independently the day-to-day  
10 business decisions of the enterprise;

11 (iv) be an enterprise authorized to do business in this state;

12 (v) be subject to a physical site inspection to verify the fifty-one  
13 percent ownership requirement; **and**

14 (vi) ~~[be owned by an individual or individuals, whose ownership,~~  
15 ~~control and operation are relied upon for certification, with a personal~~  
16 ~~net worth that does not exceed three million five hundred thousand~~  
17 ~~dollars, as adjusted annually for inflation according to the consumer~~  
18 ~~price index; and~~

19 ~~(vii)]~~ be an enterprise that is a small business pursuant to subdivi-  
20 sion twenty of section three hundred ten of this article.

21 (b) The director shall work with all municipal corporations that have  
22 a municipal minority and women-owned business enterprise program to  
23 develop standards to accept state certification to meet the municipal  
24 corporation minority and women-owned business enterprise certification  
25 standards.

26 (c) The director shall establish a procedure enabling the division to  
27 accept federal certification verification for minority and women-owned  
28 business enterprise applicants, provided said standards comport with  
29 those required by the state minority and women-owned business program,  
30 in lieu of requiring the applicant to complete the state certification  
31 process. The director shall promulgate rules and regulations to set  
32 forth criteria for the acceptance of federal certification.

33 2-b. The director shall establish a procedure enabling an applicant  
34 who was a military service member to prove his or her race or ethnicity,  
35 date of birth, place of birth and verification of address for purposes  
36 of certification of the applicant's business as a minority-owned busi-  
37 ness by submission of the DD Form 214 issued to the applicant by the  
38 United States department of defense upon such applicant's retirement,  
39 separation, or discharge from active duty in the armed forces of the  
40 United States, provided the DD Form 214 contains such information, in  
41 lieu of requiring the applicant to otherwise prove his or her race or  
42 ethnicity. The director shall promulgate rules and regulations to set  
43 forth criteria for the acceptance of the DD Form 214 by the office.

44 3. Following application for certification pursuant to this section,  
45 the director shall provide the applicant with written notice of the  
46 status of the application, including notice of any outstanding deficien-  
47 cies, within ~~[thirty]~~ **fifteen** days. Within ~~[sixty]~~ **thirty** days of  
48 submission of a final completed application, the director shall provide  
49 the applicant with written notice of a determination by the office  
50 approving or denying such certification and, in the event of a denial a  
51 statement setting forth the reasons for such denial. Upon a determi-  
52 nation denying or revoking certification, the business enterprise for  
53 which certification has been so denied or revoked shall, upon written  
54 request made within thirty days from receipt of notice of such determi-  
55 nation, be entitled to a hearing before an independent hearing officer  
56 designated for such purpose by the director. In the event that a request

1 for a hearing is not made within such thirty day period, such determi-  
2 nation shall be deemed to be final. The independent hearing officer  
3 shall conduct a hearing and upon the conclusion of such hearing, issue a  
4 written recommendation to the director to affirm, reverse or modify such  
5 determination of the director. Such written recommendation shall be  
6 issued to the parties. The director, within thirty days, by order, must  
7 accept, reject or modify such recommendation of the hearing officer and  
8 set forth in writing the reasons therefor. The director shall serve a  
9 copy of such order and reasons therefor upon the business enterprise by  
10 personal service or by certified mail return receipt requested. The  
11 order of the director shall be subject to review pursuant to article  
12 seventy-eight of the civil practice law and rules.

13 4. The director may, after performing an availability analysis and  
14 upon a finding that industry-specific factors coupled with personal net  
15 worth or small business eligibility requirements pursuant to [~~subdivi-~~  
16 ~~sions nineteen and~~] subdivision twenty of section three hundred ten of  
17 this article, respectively, have led to the significant exclusion of  
18 businesses owned by minority group members or women in that industry,  
19 grant provisional MWBE certification status to applicants from that  
20 designated industry, provided, however, that all other eligibility  
21 requirements pursuant to subdivision seven or fifteen of section three  
22 hundred ten of this article, as applicable, are satisfied. Any indus-  
23 try-based determination made under this section by the director shall be  
24 made widely available to the public and posted on the division's  
25 website.

26 5. With the exception of provisional MWBE certification, as provided  
27 for in subdivision twenty-three of section three hundred ten of this  
28 article, all minority and women-owned business enterprise certifications  
29 shall be valid for a period of [~~three~~] five years. The division shall  
30 publish online a clear timeline of process with the number of days  
31 expected to pass until certification. However, firms must recertify if  
32 they buy out another firm. The online certification platform shall be  
33 designed so that the certification timeline does not begin until all  
34 documents are submitted.

35 § 7. Subdivisions 4, 5 and 7 of section 315 of the executive law, as  
36 added by chapter 175 of the laws of 2010, are amended to read as  
37 follows:

38 4. The division of minority and women's business development shall  
39 issue an annual report which: (a) summarizes the report submitted by  
40 each contracting agency pursuant to subdivision three of this section;  
41 (b) contains such comparative or other information as the director deems  
42 appropriate, including but not limited to goals compared to actual  
43 participation of minority and women-owned business enterprises in state  
44 contracting, to evaluate the effectiveness of the activities undertaken  
45 by each such contracting agency to promote increased participation by  
46 certified minority or women-owned businesses with respect to state  
47 contracts and subcontracts; (c) contains a summary of all waivers of the  
48 requirements of subdivisions six and seven of section three hundred  
49 thirteen of this article allowed by each contracting agency during the  
50 period covered by the report, including a description of the basis of  
51 the waiver request and the contracting agency's rationale for granting  
52 any such waiver; (d) describes any efforts to create a database or other  
53 information storage and retrieval system containing information relevant  
54 to contracting with minority and women-owned business enterprises; [~~and~~]  
55 (e) contains a summary of: (i) all determinations of violations of this  
56 article by a contractor or a contracting agency made during the period

covered by the annual report pursuant to section three hundred sixteen-a of this article; and (ii) the penalties or sanctions, if any, assessed in connection with such determinations and the rationale for such penalties or sanctions. Copies of the annual report shall be provided to the commissioner, the governor, the comptroller, the temporary president of the senate, the speaker of the assembly, the minority leader of the senate, the minority leader of the assembly and shall also be made widely available to the public via, among other things, publication on a website maintained by the division of minority and women's business development.

5. Each agency shall include in its annual report to the governor and legislature pursuant to section one hundred sixty-four of ~~[the executive law]~~ this chapter its annual goals for contracts with minority-owned and women-owned business enterprises, the number of actual contracts issued to minority-owned and women-owned business enterprises; and a summary of all waivers of the requirements of subdivisions six and seven of section three hundred thirteen of this article allowed by the reporting agency during the preceding year, including a description of the basis of the waiver request and the rationale for granting such waiver. Each agency shall also include in such annual report whether or not it has been required to prepare a remedial plan, and, if so, the plan and the extent to which the agency has complied with each element of the plan.

7. If it is determined by the director that any agency has failed to act in good faith to implement the remedial action plan, pursuant to subdivision six of this section within one year, the director shall provide written notice of such a finding, which shall be publicly available, and direct implementation of remedial actions to:

(a) assure that sufficient and effective solicitation efforts to women and minority-owned business enterprises are being made by said agency;

(b) divide contract requirements, when economically feasible, into quantities that will expand the participation of women and minority-owned business enterprises;

(c) eliminate extended experience or capitalization requirements, when programmatically and economically feasible, that will expand participation by women and minority-owned business enterprises;

(d) identify specific proposed contracts as particularly attractive or appropriate for participation by women and minority-owned business enterprises with such identification to result from and be coupled with the efforts of paragraphs (a), (b), and (c) of this subdivision; and

(e) upon a finding by the director that an agency has failed to take affirmative measures to implement the remedial plan and to follow any of the remedial actions set forth by the director, and in the absence of any objective progress towards the agency's goals, require some or all of the agency's procurement, for a specified period of time, be placed under the direction and control of another agency or agencies, unless such agency is a state funded entity.

§ 8. Section 316-a of the executive law, as added by chapter 175 of the laws of 2010, is amended to read as follows:

§ 316-a. Prohibitions in contracts; violations. Every contracting agency shall include a provision in its state contracts expressly providing that any contractor who willfully and intentionally fails to comply with the minority and women-owned participation requirements of this article as set forth in such state contract shall be liable to the contracting agency for liquidated or other appropriate damages and shall provide for other appropriate remedies on account of such breach. A contracting agency that elects to proceed against a contractor for

breach of contract as provided in this section shall be precluded from seeking enforcement pursuant to section three hundred sixteen of this article; provided however, that the contracting agency shall include a summary of all enforcement actions undertaken pursuant to this section in its annual report submitted pursuant to ~~[subdivision three of]~~ section three hundred fifteen of this article.

§ 9. Subdivision 6 of section 163 of the state finance law, as amended by chapter 569 of the laws of 2015, is amended to read as follows:

6. Discretionary buying thresholds. Pursuant to guidelines established by the state procurement council: the commissioner may purchase services and commodities in an amount not exceeding eighty-five thousand dollars without a formal competitive process; state agencies may purchase services and commodities in an amount not exceeding fifty thousand dollars without a formal competitive process; and state agencies may purchase commodities or services from small business concerns or those certified pursuant to articles fifteen-A and seventeen-B of the executive law, or commodities or technology that are recycled or remanufactured, or commodities that are food, including milk and milk products, grown, produced or harvested in New York state in an amount not exceeding ~~[two]~~ four hundred thousand dollars without a formal competitive process.

§ 10. Subparagraph (i) of paragraph (b) of subdivision 3 of section 2879 of the public authorities law, as amended by chapter 174 of the laws of 2010, is amended to read as follows:

(i) for the selection of such contractors on a competitive basis, and provisions relating to the circumstances under which the board may by resolution waive competition, including, notwithstanding any other provision of law requiring competition, the purchase of goods or services from small business concerns or those certified as minority or women-owned business enterprises, or goods or technology that are recycled or remanufactured, in an amount not to exceed ~~[two hundred thousand]~~ one million dollars without a formal competitive process;

§ 11. The opening paragraph of subdivision (h) of section 121 of chapter 261 of the laws of 1988, amending the state finance law and other laws relating to the New York state infrastructure trust fund, as amended by section 1 of part 000 of chapter 59 of the laws of 2018, is amended to read as follows:

The provisions of sections sixty-two through sixty-six of this act shall expire and be deemed repealed on December thirty-first, two thousand ~~[nineteen]~~ twenty-four, except that:

§ 12. The executive law is amended by adding a new article 28 to read as follows:

## ARTICLE 28

### WORKFORCE DIVERSITY PROGRAM

#### Section 821. Definitions.

##### 822. Workforce participation goals.

##### 823. Reporting.

##### 824. Enforcement.

##### 825. Powers and responsibilities of the division.

##### 826. Severability.

§ 821. Definitions. As used in this article, the following terms shall have the following meanings:

1. "Contractor" shall mean an individual, a business enterprise, including a sole proprietorship, a partnership, a corporation, a not-for-profit corporation, or any other party to a state contract, or a

1 bidder in conjunction with the award of a state contract or a proposed  
2 party to a state contract.

3 2. "Department" shall mean the department of labor.

4 3. "Director" shall mean the director of the division of minority and  
5 women's business development.

6 4. "Disparity study" shall mean the most recent study of disparities  
7 between the utilization of minority group members and women in the  
8 performance of state contracts and the availability of minority group  
9 members and women to perform such work by the director pursuant to arti-  
10 cle fifteen-A of this chapter.

11 5. "Division" shall mean the department of economic development's  
12 division of minority and women's business development.

13 6. "List of non-compliant contractors" shall mean a list of contrac-  
14 tors and subcontractors, maintained by the division and published on the  
15 website of the division, that are ineligible to participate as contrac-  
16 tors or subcontractors in the performance of state contracts for a term  
17 determined by the director.

18 7. "Minority group member" shall mean a United States citizen or  
19 permanent resident alien who is and can demonstrate membership in one of  
20 the following groups:

21 (a) Black persons having origins in any of the Black African racial  
22 groups;

23 (b) Hispanic/Latino persons of Mexican, Puerto Rican, Dominican,  
24 Cuban, Central or South American of either Indian or Hispanic origin,  
25 regardless of race;

26 (c) Native American or Alaskan native persons having origins in any of  
27 the original peoples of North America;

28 (d) Asian and Pacific Islander persons having origins in any of the  
29 Far East countries, South East Asia, the Indian subcontinent or the  
30 Pacific Islands.

31 8. "Non-compliant contractor" shall mean a contractor or subcontractor  
32 that has failed to make a good faith effort to meet the workforce  
33 participation goal established by a state agency on a state contract,  
34 and has been listed by the division on its list of non-compliant  
35 contractors.

36 9. "State agency" shall mean (a)(i) any state department, or (ii) any  
37 division, board, commission or bureau of any state department, or (iii)  
38 the state university of New York and the city university of New York,  
39 including all their constituent units except community colleges and the  
40 independent institutions operating statutory or contract colleges on  
41 behalf of the state, or (iv) a board, a majority of whose members are  
42 appointed by the governor or who serve by virtue of being state officers  
43 or employees as defined in subparagraph (i), (ii) or (iii) of paragraph  
44 (i) of subdivision one of section seventy-three of the public officers  
45 law.

46 (b) a "state authority," as defined in subdivision one of section two  
47 of the public authorities law, and the following:

48 Albany County Airport Authority;

49 Albany Port District Commission;

50 Alfred, Almond, Hornellsville Sewer Authority;

51 Battery Park City Authority;

52 Cayuga County Water and Sewer Authority;

53 (Nelson A. Rockefeller) Empire State Plaza Performing Arts Center  
54 Corporation;

55 Industrial Exhibit Authority;

56 Livingston County Water and Sewer Authority;

1 Long Island Power Authority;  
2 Long Island Rail Road;  
3 Long Island Market Authority;  
4 Manhattan and Bronx Surface Transit Operating Authority;  
5 Metro-North Commuter Railroad;  
6 Metropolitan Suburban Bus Authority;  
7 Metropolitan Transportation Authority;  
8 Natural Heritage Trust;  
9 New York City Transit Authority;  
10 New York Convention Center Operating Corporation;  
11 New York State Bridge Authority;  
12 New York State Olympic Regional Development Authority;  
13 New York State Thruway Authority;  
14 Niagara Falls Public Water Authority;  
15 Niagara Falls Water Board;  
16 Port of Oswego Authority;  
17 Power Authority of the State of New York;  
18 Roosevelt Island Operating Corporation;  
19 Schenectady Metroplex Development Authority;  
20 State Insurance Fund;  
21 Staten Island Rapid Transit Operating Authority;  
22 State University Construction Fund;  
23 Syracuse Regional Airport Authority;  
24 Triborough Bridge and Tunnel Authority;  
25 Upper Mohawk valley regional water board;  
26 Upper Mohawk valley regional water finance authority;  
27 Upper Mohawk valley memorial auditorium authority;  
28 Urban Development Corporation and its subsidiary corporations.

29 (c) the following only to the extent of state contracts entered into  
30 for its own account or for the benefit of a state agency as defined in  
31 paragraph (a) or (b) of this subdivision:

32 Dormitory Authority of the State of New York;  
33 Facilities Development Corporation;  
34 New York State Energy Research and Development Authority;  
35 New York State Science and Technology Foundation.

36 10. "State contract" shall mean: (a) a written agreement or purchase  
37 order instrument, providing for a total expenditure in excess of twenty-five  
38 thousand dollars, whereby a state agency is committed to expend or does expend or grant funds in return for labor, services including  
39 but not limited to legal, financial and other professional services, supplies, equipment, materials or any combination of the foregoing, to  
40 be performed on behalf of, for, or rendered or furnished to the state agency; (b) a written agreement in excess of one hundred thousand  
41 dollars whereby a state agency is committed to expend or does expend or grant funds for the acquisition, construction, demolition, replacement,  
42 major repair or renovation of real property and improvements thereon; and (c) a written agreement in excess of one hundred thousand dollars  
43 whereby the owner of a state assisted housing project is committed to expend or does expend funds for the acquisition, construction, demolition,  
44 replacement, major repair or renovation of real property and improvements thereon for such project.

51 11. "Subcontractor" shall mean any individual or business enterprise  
52 that provides goods or services to any individual or business for use in  
53 the performance of a state contract, whether or not such goods or services are provided to a party to a state contract.  
54  
55

1 § 822. Workforce participation goals. 1. The director, in consulta-  
2 tion with the department, shall develop aspirational goals for the  
3 utilization of minority group members and women in construction trade,  
4 profession, and occupation. The minimum for each goal shall be thirty  
5 percent.

6 (a) Aspirational goals for the utilization of minority group members  
7 and women must set forth the expected participation of minority group  
8 members and women in each construction trade, profession, and occupa-  
9 tion, and shall be expressed as a percentage of the total hours of work  
10 to be performed by each trade, profession, and occupation based on the  
11 availability of minority group members and women within each trade,  
12 profession, and occupation.

13 (i) The aspirational goals shall set forth separate levels of expected  
14 participation by men and women for each minority group, and for Cauca-  
15 sian women, in each construction trade, profession, and occupation.

16 (ii) Aspirational goals for the expected participation of minority  
17 group members and women shall be established for each county of the  
18 state. The director may establish aspirational goals for the expected  
19 participation of minority group members and women for municipalities  
20 where the director deems feasible and appropriate.

21 (iii) The director shall, in establishing the aspirational goals,  
22 consider the findings of the most recent disparity study and any rele-  
23 vant data published by the United States Census Bureau.

24 (b) The director shall update the aspirational goals on a periodic  
25 basis, no less than annually.

26 2. State agencies shall, for each invitation for bids, request for  
27 proposals, or other solicitation that will result in the award of a  
28 state contract, set forth the expected degree of workforce participation  
29 by minority group members and women.

30 (a) Each workforce participation goal established by a state agency  
31 shall set forth the expected level of participation by minority group  
32 members and women in the performance of each trade, profession, and  
33 occupation required in the performance of the contract.

34 (b) Goals for the participation of minority group members and women  
35 shall set forth separate goals for each of the following groups in each  
36 trade, profession, and occupation:

37 (i) Black men;

38 (ii) Black women;

39 (iii) Hispanic/Latino men;

40 (iv) Hispanic/Latino women;

41 (v) Native American men;

42 (vi) Native American women;

43 (vii) Asian men;

44 (viii) Asian women;

45 (ix) Caucasian women.

46 (c) In establishing workforce participation goals, state agencies  
47 shall consider factors including, but not limited to:

48 (i) the findings of the most recent disparity study;

49 (ii) any relevant data published by the United States Census Bureau;  
50 and

51 (iii) if applicable, any aspirational goal established by the divi-  
52 sion.

53 (d) In any case where a state agency establishes a workforce partic-  
54 ipation goal on an invitation for bids, request for proposals, or other  
55 solicitation that will result in the award of a state contract for  
56 construction that deviates from the aspirational goal for construction

1 work in the county or municipality in which the work will be performed,  
2 the state agency shall document numerical evidence demonstrating that  
3 the application of the aspirational goal would not be practical, feasi-  
4 ble, or appropriate.

5 3. Every contractor responding to an invitation for bids, request for  
6 proposals, or other solicitation that will result in the award of a  
7 state contract subject to workforce participation goals pursuant to this  
8 section shall agree to make a good faith effort to achieve such work-  
9 force participation goal or request a waiver of such goal.

10 (a) A contractor that certifies that it will make a good faith effort  
11 to achieve a workforce participation goal shall provide with its  
12 response to the applicable invitation for bids, request for proposals,  
13 or other solicitation:

14 (i) A certification stating that the contractor will make a good faith  
15 effort to achieve the applicable workforce participation goal and will  
16 contractually require any subcontractors to the contractor to make a  
17 good faith effort to achieve the applicable workforce participation goal  
18 in any subcontracted work, which certification shall acknowledge that  
19 failure by the contractor or any of its subcontractors to make a good  
20 faith effort to achieve the applicable workforce participation goal may  
21 result in a determination by the contracting state agency that the  
22 contractor or its subcontractor is a non-compliant contractor;

23 (ii) The level of anticipated participation by minority group members  
24 and women as employees to the contractor, or, if the state agency has  
25 specifically indicated that such documentation is not required as part  
26 of the response to the invitation for bids, request for proposals, or  
27 other solicitation, a date certain for the submission of such documenta-  
28 tion after the award of the state contract;

29 (iii) A list of all subcontractors anticipated to perform work on the  
30 state contract and the level of anticipated participation by minority  
31 group members and women as employees to each subcontractor, or, if the  
32 state agency has specifically indicated that such documentation is not  
33 required as part of the response to the invitation for bids, request for  
34 proposals, or other solicitation, a date certain for the submission of  
35 such documentation after the award of the state contract; and

36 (iv) Such other information as the contracting state agency shall  
37 require.

38 (b) A contractor that requests a waiver of a workforce participation  
39 goal shall provide with its response to the applicable invitation for  
40 bids, request for proposals, or other solicitation:

41 (i) Numerical evidence setting forth why the achievement of the work-  
42 force participation goal is not practical, feasible, or appropriate in  
43 light of the trades, professions, and occupations required to perform  
44 the work of the state contract;

45 (ii) Documentation of the contractor's efforts, and any efforts by  
46 subcontractors to the contractor, to promote the inclusion of minority  
47 group members and women in trades, professions, and occupations required  
48 in the performance of the state contract;

49 (iii) The maximum feasible level of participation by minority group  
50 members and women in each of the trades, professions, and occupations  
51 required in the performance of the work of the state contract;

52 (iv) The level of anticipated participation by minority group members  
53 and women as employees to the contractor;

54 (v) A list of all subcontractors anticipated to perform work on the  
55 state contract and the level of anticipated participation by minority  
56 group members and women as employees to each subcontractor; and

1 (vi) Any other relevant information evidencing that the contractor's  
2 achievement of the workforce participation goal would not be practical,  
3 feasible, or appropriate.

4 4. A state agency shall not award a state contract to a contractor  
5 unless the contractor has (i) certified that it will make a good faith  
6 effort to achieve the applicable workforce participation goal and  
7 provided documentation of the workforce anticipated to perform the work  
8 of the state contract or (ii) submitted a waiver request which the state  
9 agency deems to reflect the maximum feasible participation of minority  
10 group members and women in each of the trades, professions, and occupa-  
11 tions required in performance of the work of the state contract.

12 (a) In the event that a contractor submits a certification or waiver  
13 request that is accepted by the state agency, the state agency shall  
14 establish in the state contract the expected level of participation by  
15 minority group members and women in each of the trades, professions, and  
16 occupations required in performance of the work of the state contract,  
17 require that the contractor make good faith efforts to achieve such  
18 workforce participation goals, require that the contractor require any  
19 subcontractors to make a good faith effort to achieve the applicable  
20 workforce participation goal in any subcontracted work, and indicate  
21 that the failure of the contractor or any of its subcontractors to make  
22 a good faith effort to achieve the workforce participation goal may  
23 result in the contractor or subcontractor being deemed a non-compliant  
24 contractor.

25 (b) In the event that a contractor fails to submit a certification,  
26 waiver request, or any other information required by the state agency,  
27 or the state agency determines that a contractor's waiver request does  
28 not demonstrate that the applicable workforce participation goal is  
29 impractical, unfeasible, or inappropriate, the state agency shall notify  
30 the contractor of the deficiency in writing and provide the contractor  
31 ten business days to remedy the noticed deficiency. A state agency shall  
32 reject any bid or proposal of a contractor that fails to timely respond  
33 to a notice of deficiency or to provide documentation remedying the  
34 deficiency to the satisfaction of the state agency.

35 (i) Where failure to remedy any notified deficiency in the workforce  
36 utilization plan is a ground for disqualification, that issue and all  
37 other grounds for disqualification shall be stated in writing by the  
38 contracting state agency. The contractor shall be entitled to an admin-  
39 istrative hearing, on a record, involving all grounds stated by the  
40 contracting state agency in its notice of the contractor's disqualifica-  
41 tion. Such hearing shall be conducted by the division to review the  
42 determination of disqualification. Contractors required to submit to  
43 such hearing shall have an opportunity to be heard. A final administra-  
44 tive determination made following such hearing shall be reviewable in a  
45 proceeding commenced under article seventy-eight of the civil practice  
46 law and rules, provided that such proceeding is commenced within one  
47 hundred twenty days of the notice given by certified mail return receipt  
48 requested rendering such final administrative determination. Such  
49 proceeding shall be commenced in the supreme court and such proceeding  
50 shall be preferred over all other civil causes except election causes,  
51 and shall be heard and determined in preference to all other civil busi-  
52 ness pending therein, except election matters, irrespective of position  
53 on the calendar. Appeals taken to the court of appeals of the state of  
54 New York shall be subject to the same preference.

55 § 823. Reporting. 1. State contracts shall require contractors to  
56 submit, and to require any subcontractors to submit, to the contracting

1 state agency reports documenting the hours worked by employees of the  
2 contractor and any subcontractors in the performance of the work of the  
3 state contract. Such reports shall be submitted no less frequently than  
4 monthly for state contracts for construction and quarterly for all other  
5 state contracts. Such reports shall identify the race, ethnicity,  
6 gender, and trade, profession, and occupation of each employee perform-  
7 ing work on a state contract.

8 2. State agencies shall submit periodic reports to the director, or  
9 the designee of the director, concerning the participation of minority  
10 group members and women in state contracts let by such agencies and such  
11 state agencies' compliance with this article. Such reports shall be  
12 submitted at such time, and include such information, as the director  
13 shall require in regulations. State agencies shall make available their  
14 facilities, books, and records for inspection, upon reasonable notice,  
15 by the director or the director's designee.

16 3. The department shall provide such assistance as the director shall  
17 require in carrying out the requirements of this section.

18 § 824. Enforcement. 1. Where it appears that a contractor cannot,  
19 after a good faith effort, meet the workforce participation goals set  
20 forth in a particular state contract, a contractor may file a written  
21 application with the contracting state agency requesting a partial or  
22 total waiver of such requirements. Such request shall set forth the  
23 reasons for such contractor's inability to meet the workforce partic-  
24 ipation goal, specifically describe the reasons for any deviations from  
25 the anticipated workforce participation set forth in the contractor's  
26 bid or proposal leading to the award of the state contract, and describe  
27 the efforts by the contractor and any subcontractors to achieve the  
28 maximum feasible participation of minority group members and women in  
29 the performance of the work of the state contract. Where the contrac-  
30 tor's inability to achieve the workforce participation goal on a state  
31 contract is attributable to the failure of one or more subcontractors to  
32 make good faith efforts to achieve the maximum feasible participation of  
33 minority group members and women in the performance of the work of the  
34 state contract, the contractor shall identify such subcontractor or  
35 subcontractors to the contracting state agency.

36 2. A state agency shall grant a request for a waiver of workforce  
37 participation goals on a state contract where:

38 (a) The contractor demonstrates that the contractor and its subcon-  
39 tractors made good faith efforts to achieve the workforce participation  
40 goal on the state contract, and that insufficient minority group members  
41 or women were available in the trades, professions, and occupations  
42 required to perform the work of the state contract; or,

43 (b) The contractor contractually required each of its subcontractors  
44 to make a good faith effort to achieve the maximum feasible partic-  
45 ipation of minority group members and women in the performance of the  
46 subcontracted work, periodically monitored such subcontractors' deploy-  
47 ment of minority group members and women in the performance of the  
48 subcontracted work, provided notice to such subcontractors of any defi-  
49 ciencies in their deployment of minority group members and women in the  
50 performance of such subcontracted work, and could not achieve the work-  
51 force participation goal for one or more trades, professions, or occupa-  
52 tions without the good faith efforts of such subcontractors.

53 3. Where a state agency denies a contractor's request for a waiver of  
54 workforce participation goals pursuant to this section, the state agency  
55 may recommend to the director and the department that the contractor be  
56 deemed a non-compliant contractor.

1 4. Where a state agency grants a request for a waiver of workforce  
2 participation goals pursuant to this section based on one or more  
3 subcontractors' failure to make good faith efforts to achieve the maxi-  
4 mum feasible participation of minority group members and women in the  
5 performance of the subcontracted work, the state agency may recommend to  
6 the director and the department that the subcontractor be deemed a non-  
7 compliant contractor.

8 5. Upon receipt of a recommendation from a state agency that a  
9 contractor or subcontractor should be deemed a non-compliant contractor,  
10 the director shall, with the assistance of the department, review the  
11 facts and circumstances forming the basis of the recommendation and  
12 issue a determination as to whether or not the contractor or subcontrac-  
13 tor should be deemed a non-compliant contractor and, if so, the duration  
14 of such status as a non-compliant contractor. Such status shall last for  
15 a maximum of four years in duration. In determining the duration of a  
16 contractor's or subcontractor's status as a non-compliant contractor,  
17 the director shall consider:

18 (i) whether the contractor or subcontractor has previously been deemed  
19 a non-compliant contractor;

20 (ii) the number of hours of expected participation by minority group  
21 members and women lost as a result of the contractor's or subcontrac-  
22 tor's failure to make good faith efforts to include minority group  
23 members or women in the performance of one or more state contracts; and

24 (iii) whether the contractor or subcontractor has offered to provide  
25 employment opportunities, training, or other remedial benefits to minor-  
26 ity group members or women in relevant trades, professions, or occupa-  
27 tions.

28 6. A contractor or subcontractor deemed a non-compliant contractor by  
29 the director may request an administrative hearing before an independent  
30 hearing officer to appeal the determination of the director. The deci-  
31 sion of the hearing officer shall be final and may only be vacated or  
32 modified as provided in article seventy-eight of the civil practice law  
33 and rules upon an application made within the time provided by such  
34 article.

35 7. Upon a final determination that a contractor or subcontractor is a  
36 non-compliant contractor, the director shall list the contractor or  
37 subcontractor as such on its website and indicate the term of such  
38 contractor's or subcontractor's status as a non-compliant contractor. A  
39 non-compliant contractor shall be ineligible to participate as a  
40 contractor or subcontractor on any state contract.

41 § 825. Powers and responsibilities of the division. 1. The director  
42 shall post to the website of the division on or before April first of  
43 each year the aspirational goals for the utilization of minority group  
44 members and women in construction required pursuant to section eight  
45 hundred twenty-two of this article.

46 2. The director shall promulgate rules and regulations for the imple-  
47 mentation of this article, including, but not limited to, procedures for  
48 the submission of certifications and workforce utilization plans by  
49 contractors, criteria for granting waivers of workforce participation  
50 goals, and the contents of reports by state agencies concerning their  
51 implementation of the requirements of this article.

52 3. The division shall, from time to time, review the facilities,  
53 books, and records of state agencies to ascertain the accuracy of their  
54 reports and their compliance with the requirements of this article. The  
55 department shall provide such assistance as the director shall require  
56 in carrying out the requirements of this section.

1     § 826. Severability. If any clause, sentence, paragraph, section or  
2 part of this article shall be adjudged by any court of competent juris-  
3 isdiction to be invalid, the judgment shall not affect, impair or invali-  
4 date the remainder thereof, but shall be confined in its operation to  
5 the clause, sentence, paragraph, section or part of this article direct-  
6 ly involved in the controversy in which the judgment shall have been  
7 rendered.

8     § 13. The executive law is amended by adding a new section 312-b to  
9 read as follows:

10    § 312-b. Study of the feasibility of a minority and women-owned busi-  
11 ness enterprise capacity mentorship program. 1. The empire state devel-  
12 opment corporation shall conduct a study to explore the feasibility of a  
13 minority and women-owned business enterprise capacity mentorship  
14 program. The study should focus on which agencies and industries would  
15 benefit most from such program, the utilization of any existing minority  
16 and women-owned business enterprise mentorship programs, and any fiscal  
17 implications. The study shall specifically focus on:

18    (a) which state agencies would benefit most from such program concen-  
19 trating in construction;

20    (b) which state agencies would benefit most from such program concen-  
21 trating in professional services;

22    (c) which state agencies would benefit most from such program concen-  
23 trating in non-professional services;

24    (d) which state agencies would benefit most from such program concen-  
25 trating in purchases of commodities;

26    (e) the duration of time minority and women-owned business enterprises  
27 should participate in each program concentration described in paragraphs  
28 (a) through (d) of this subdivision;

29    (f) the feasibility that such successful completion of such program  
30 could be used as a factor for prequalifying participating minority and  
31 women-owned business enterprises; and

32    (g) how such program can be tailored to better prepare minority and  
33 women-owned business enterprises for bidding on contracts with such  
34 agencies upon successful completion of the program.

35    2. Within twelve months of the effective date of this section, the  
36 empire state development corporation shall issue a report of its find-  
37 ings and recommendations to the governor, the temporary president of the  
38 senate and the speaker of the assembly. Such report shall include, but  
39 not be limited to, the following:

40    (a) actions that can be implemented to establish such capacity mentor-  
41 ship program, a plan of action for such implementation, and the esti-  
42 mated cost of the program including any additional division personnel  
43 that may be required;

44    (b) any regulatory actions required by any agency in order to imple-  
45 ment such program, a plan of action for implementing such actions, and  
46 the estimated cost of such implementation;

47    (c) actions that require statutory changes in order to be implemented  
48 and the estimated cost of such implementation; and

49    (d) the extent to which any existing minority and women-owned business  
50 enterprise mentorship program, including pursuant to section one hundred  
51 forty-seven of the state finance law, has been implemented, and the  
52 relative success of such programs.

53    3. Within twenty-four months of the effective date of this section,  
54 the empire state development corporation shall issue a report detailing  
55 the actions taken to implement the recommendations of such study to the  
56 governor, the temporary president of the senate and the speaker of the

1 assembly. Such report shall include a full examination of all aspects  
2 of a minority and women-owned business enterprise capacity mentorship  
3 program, the benefits of such program, a proposed plan of action for the  
4 permanent establishment of such program and the estimated cost of such  
5 program.

6 § 14. The executive law is amended by adding a new section 312-c to  
7 read as follows:

8 § 312-c. Minority and women-owned business enterprise mentorship  
9 program. The empire state development corporation shall establish minor-  
10 ity and women-owned business enterprise capacity mentorship program,  
11 funding subject to appropriations. The program shall be tailored to  
12 better prepare minority and women-owned business enterprises for bidding  
13 on contracts with such agencies upon successful completion of the  
14 program, ensure that mentor and mentee are connected based on a commer-  
15 cially useful function, and allow mentees to borrow under the program.

16 § 15. The empire state development corporation shall establish minori-  
17 ty and women-owned business enterprise regional councils as divisions of  
18 regional economic development councils.

19 § 16. The division of minority and women's business development shall  
20 allow the option for minority and women-owned business enterprise firms  
21 to submit invoices online. Allow the vendor and the public to track the  
22 invoice process. Subject to appropriations.

23 § 17. This act shall take effect July 1, 2019; provided, however,  
24 that:

25 (a) the amendments to article 15-A of the executive law, made by  
26 sections one, one-a, two, three, four, five, six, seven, eight, thirteen  
27 and fourteen of this act, shall not affect the expiration and repeal of  
28 such article and shall expire and be deemed repealed therewith;

29 (b) the amendments to section 163 of the state finance law, made by  
30 section nine of this act, shall not affect the expiration and repeal of  
31 such section, and shall expire and be deemed repealed therewith; and

32 (c) section twelve of this act shall expire and be deemed repealed  
33 December 31, 2024.