



March 22, 2016

Joint Committee on Judiciary
Legislative Office Building, Room 2500
Hartford, CT 06106

Re: S.B. 468, An Act Concerning the Commission on Human Rights and Opportunities

Dear Chairmen Senator Coleman and Representative Tong and Esteemed Members of the Judiciary Committee,

Civitillo Masonry, Inc. is herein supporting S.B.468 Act Concerning the Commission on Human Rights and Opportunities (CHRO) requiring a decision on a contractor's Affirmative Action Plan within 90-days.

Our experience with CHRO has been difficult at best. We offer the following project example to demonstrate timelines and experiences:

Project #901710 UConn Masonry Restoration at Hale and Ellsworth Halls, Storrs, Ct

- Contract signed 5/23/13
- Affirmative Action Plan submitted to CHRO on the same date, 5/23/13
- CHRO initial response to our plan 5/6/14 - disapproved.
- Revised plan resubmitted 7/2/14
- April 1, 2015, letter from CHRO stating plan was still deficient, but was moved to the closeout process. We were at this point denied the opportunity to take any further correction action.
- Project Substantial Completion date: 9/27/13

Project #201471-PH2 UConn Mansfield Apartments, Storrs, CT

- Subcontract signed 7/10/15
- As the subcontractor we were not required to submit a plan, but had to perform monthly - reporting which was provided.
- Project Substantial Completion date 10/15/15
- Withheld retainage of 2% still being held as of 3/22/16, pending approval of Contractor's submission to CHRO.

Project #BI-CTC-442 Founders Hall Renovations for Allied Health & Nursing Naugatuck Valley Community College, Waterbury, CT

- Project bid date 11/13/14
- Subcontract signed 3/17/15
- Set-Aside Plan submitted to CHRO 8/24/15
- CHRO initial response to our plan 2/17/16
- Civitillo Masonry is meeting with CHRO 3/22/16 in effort to make corrective changes to our Plan.

AA/EOE

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Civitillo Masonry, Inc.

As a certified Small Business Enterprise in the State of Connecticut, cash flow is impacted by the additional 2% withheld on these projects. Construction notably has a long turnaround time for payment in general and additional monies held impact our ability to have full use of funds for operational needs.

Again, we fully support approval of S.B.468 requiring a 90-day decision on a contractor's Affirmative Action Plan by the Commission on Human Rights and Opportunities.

Respectfully Submitted,



William J. Civitillo
President of Civitillo Masonry, Inc.

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