

City of **New Haven**

CONNECTICUT

COMMISSION ON EQUAL OPPORTUNITIES

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Mayor Justin Elicker

SECTION 3 FINAL RULE

Defining a Section 3 Worker

A section 3 worker is any worker who currently fits, or when hired within the past five years fits, at least one of the following categories, as documented:

- A low or very low-income worker
- Employed by a Section 3 Business concern
- A YouthBuild participant

Targeted Section 3 Worker is:

- Employed by a Section 3 business concern
- Currently fits or when hired fits at least one of the following categories as documented within the past five years:
 - Living within the service area or the neighborhood of the project, as defined in 24 CFR 75.5
 - A YouthBuild participant

What is Labor Hour?

- Hours worked by all workers employed with public housing financial assistance in a (PHA) fiscal year.
- Hours worked by all workers employed on a Section 3 Project (HCD)

Benchmarks

- 25% or more of all labor hours must be worked by Section 3 Workers
- 5% or more of all labor hours must be worked by Targeted Section 3 Workers

****Section 3 Does not apply:***

- Material Supply Contractors
- Indian and Tribal Preference

Certification: Section 3 Business Concern

To qualify as a Section 3 Business, one of the following must be documented (within the last six-month period):

- 51% or more owned and controlled by low or very-low-income persons
- Over 75% of the labor hours performed for the business over the prior three-month period are performed by Section 3 workers
- 51% or more owned and controlled by current residents of public housing or Section 8 assisted housing

For more information please visit: www.hud.gov

Section 3 opportunity Portal for Business/Worker, please visit:

<https://hudapps.hud.gov/OpportunityPortal/>

The Commission On Equal Opportunities ("CEO") is available for further assistance, please contact us. Thank you!



Nichole Jefferson
Executive Director