New York State Minority and Women-Owned Business Enterprise (MWBE) Program
Waivers/Approved Utilization Plans

Agency Name:	Office of Employee Relations (OER)
Date:	1/15/2026

Agency Contact:	
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(1) Description of Contract Scope Includes:	
Construction	
Non Construction	
Commodities	
Services	
Services and Commodities	

(2) Description of Approved Waiver Includes:
- Lack of MWBE firms available
- MWBE firms were non responsive to solicitations
- Insufficient subcontracting opportunities
- Specialized work/knowledge/equipment required
- Location impacted availability
- MWBE firms responded to solicitation but declined to bid
- Change in budget and/or project phasing limited the scope for subcontracting
- Change in timeline affected MWBE utilization and availability
- MWBE bid(s) were too high compared to non-MWBE
- No MWBE waiver requested
- Other

(3) Description of Denied Waiver Includes:
- Sub contracting opportunities available
- MWBE vendor availability
- Lack of good faith effort (GFE)
- Inadequate documentation

Contract Number	Prime Contractor Name	Contract term dates	Contract Amount	(1) Description of Contract Scope	MWBE Certified Subcontractor Name	(1) Description of Subcontract scope	Waiver Requested	(2) Description of Approved Waiver	(3) Description of Denied Waiver
T26001	Gleason Dunn Walsh & O'Shea P.C.	12/31/2027	$ 85,000.00	Services			Yes	Insufficient subcontracting opportunities	
T23005	Capezza Hill, LLP.	2/14/2025	$ 49,999.00	Services			Yes	Change in timeline affected MWBE utilization and availability	