

## Hand Safety 101: How to Find the Right Work Gloves for You?



[ Article was originally posted on [www.constructconnect.com](http://www.constructconnect.com) ]

By Barb Abrahms,

Most jobs are already tough enough without cuts and bruises. Add these hand injuries into the equation, and you get a whole new level of complication. Worst of all, some injuries could even keep you away from work. Nothing could help prevent these injuries better than a pair of high-quality work gloves—they reduce the risk of occupational injury by up to 70%.

If you are in the market for the perfect pair of work gloves, the sheer number of options that exist might make the selection process difficult. You will have to choose from gloves of various sizes, textures, and thicknesses. However, different work environments call for different types of work gloves, and picking the right one will make your job easier. Here's how to find the ideal protection for your hands.

### Pick the Ideal Material

Consider the hazards you face every day. These potential dangers should dictate what material your gloves are made of. Some common workplace hazards include:

### Cuts and Punctures

If your work involves handling sharp building materials and power tools, you need to get cut or puncture-resistant gloves. These will reduce the occurrence of sharp or blunt punctures. Choose gloves made of Kevlar or lightweight Dyneema, as these materials are known for their high tensile strength. This means that, while they cannot be easily pierced by nails, glass, and other objects, your gloves will remain durable and flexible.

### Water and Chemicals

Construction work could expose you to dangerous liquids. Long neoprene or latex gloves that also cover your forearms, for example, are ideal when you're working with oils, acids, and various solvents. Similarly, outdoor construction jobs that involve working around concrete, mortar, and tar will call for gloves with special rubber coatings to protect your hands from these harmful materials.

### Bruising and Blistering

Thick, impact-resistant gloves with extra padding are a great option for most heavy construction jobs. Opt for gloves with reinforced palms, knuckle guards, or padded fingers. These features will protect your hands by absorbing the motion of vibrating power tools, heavy blows, and repeti-

tive movements, which will help keep bruising, chafing, and blistering at bay.

### Electricity

If your work involves being around live wires, you need as much protection from electric shock as possible. Rubber and leather gloves tend to be ideal at providing the needed protection. Avoid anything made from metallic materials, and be sure to check if your glove is conductive before use.

### Heat and Cold

You need ample protection from heat and cold when working in extreme environments. Most cold-resistant gloves combine leather or a waterproof outer layer with internal insulation to help trap heat and keep your hands dry. On the other hand, heat-resistant gloves tend to be made of fire-resistant materials, such as leather, to prevent the glove from catching on fire.

### Ensure That the Glove Is the Right Fit

Sizing and fit will determine how comfortable you are wearing your glove. Since you could be using your gloves for hours without end, compromising comfort should never be an option. In fact, poorly fitting gloves could restrict your movement and easily cause injuries, like muscle cramps and blisters. Before buying a glove, be sure to test out how comfortable it is on your hand. You should also consider that:

- Gloves with outside seams are quite comfortable, but they will wear out quickly.
- Gloves with internal seams are quite durable, but some could irritate your skin.
- Gloves with seams across the back tend to provide a better fit and improve your productivity at work.
- Gloves with seams across the palm area tend to be quite flexible and comfortable.

### Features and Add-Ons

Some gloves come with features that are uniquely targeted for specific situations. Some of these features include:

1. Fingerless Gloves - Some tasks will require protecting your hands without losing the natural dexterity of your fingertips. Fingerless or half-finger gloves offer you the best of both worlds. You can keep your hand protected and warm while completing tasks like

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# California Sub-Bid Request Ads



Is requesting quotes from certified and qualified **MBE, DBE, WBE, SBRA, LSAF** and **HUB** Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

#### SUBS/SERVICE PROVIDERS

Const. Area Signs, Asphalt Concrete, Remove Concrete, Hydroseeding, Erosion Control, Portland Cement, Roadway Sign, Asbestos-Cement Pipe Removal, Plastic Pipe, Concreted-Rock Slope Protection, Saw Cutting, Engineering, Survey, SWPPP, Steel Piles, Rebar, Traffic Control, Bore & Jack Steel Casing, Demo, Equipment Rental, Bottom Dump Trucking, Transfer Dump Truck, Super 10 Dump Truck, Flat Bed Trucking, Water Truck, End Dump Truck, and Street Sweeping, Fencing and Guard Railing & Barriers

#### SUPPLIERS

Safety Equipment, Landscaping Materials, Sand & Gravel, Asphalt, Concrete & Cement, Lumber, and Pipe

**COACHELLA VALLEY STORMWATER CHANNEL IMPROVEMENT PROJECT - AVENUE 54 TO THE THERMAL DROP STRUCTURE, COACHELLA, CA**  
Specification No.: 2018-60

DBE GOAL - Fair Share

**REVISED BID DATE: January 20, 2021 at 2:00 p.m.**

All Quotes Due Prior

### **Sukut Construction, LLC**

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Rick Welshiemer

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: [estimating@sukut.com](mailto:estimating@sukut.com)

Plans/specs are available for viewing at our office by appointment, by Sukut FTP, or from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut will assist qualified subcontractors in obtaining bonds, insurance, and/or lines of credit. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination. Please contact Rick Welshiemer at Sukut Construction for assistance in responding to this solicitation.

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

**Sukut Construction, LLC**

An Equal Opportunity Employer

**WESTERN WATER (WW)**, is seeking quotes from qualified subcontractors and suppliers, including but not limited to certified Disadvantaged Business Enterprise (DBE) firms, for the construction of:

Tahoe City Public Utility District -  
West Lake Tahoe Regional Water Treatment Plant Project  
Engineer's Estimate: \$12,500,000

**Bid Date & Time: January 27, 2021 at 2:00 P.M.**

Project Location: Tahoe City, CA

WW has identified the following potential contracting opportunities for qualified subcontractors and suppliers on this project:

**General Engineering, Framing and Rough Carpentry, Concrete, Electrical, Earthwork and Paving, Fire Protection, Glazing, Building Moving / Demolition, Masonry, Painting / Waterproofing, Pipeline, Plumbing, Roofing, Reinforcing Steel, Structural Steel, Door Specialty, Waterproofing and Weatherproofing.**

Information regarding bonding, insurance, lines of credit, and any technical assistance or information related to the plans or specifications and requirements for the work will be made available to all interested firms. Plans and specs are available to view at our office and access to digital copies will be provided upon request.

For more information or to provide quotes, please contact:

Western Water, 707 Aviation Blvd, Santa Rosa, CA

Ken Leef, Project Procurement Manager

[bids@westernwater.com](mailto:bids@westernwater.com), Phone: (707) 540-9640, Fax: (707) 540-9641

Subcontractors will be required to comply with all subcontract insurance requirements, which include providing a waiver of subrogation endorsement to their worker's compensation insurance.

Interested subs and suppliers should complete and submit the attached solicitation form no later than 24 hours prior to bid.

## CLASSIFIED AD



### **RCS Inc.**

Kim Romero, President  
[kimromero777@gmail.com](mailto:kimromero777@gmail.com)  
1-562-307-7734  
[www.rcsinc.info](http://www.rcsinc.info)  
SBE/DBE/MBE Certified  
DIR Certified

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Servicing the Contractor with  
Dedication and Professionalism

#### Consulting Services

Baseline Schedule, Monthly Schedule Updates, Earned Value, Resource/Cost Loading, Cost Analysis, Change Order Review/Negotiation, Claim Assessment, Schedule Delay, Disruption, Impact and Acceleration Analysis, Settlement Negotiation, Litigation Support, Arbitration Support, Expert Reporting and Testimony.

## SBE OUTREACH SERVICES

With 1.5 million businesses in our database, SBE is California's #1 source for diversity outreach.

#### Advertisements

Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at [www.sbeinc.com](http://www.sbeinc.com)

#### Faxed and Eblast Solicitations

Targeted mailings sent to businesses per your criteria.

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Telephone follow-up calls that follow a script of 5 questions you create.

#### Computer Generated Reports

Will fit right into your proposal, along with a list of interested firms to contact.

#### Contact Info:

795 Folsom Street, 1st Flr, Room 1124  
San Francisco, CA 94107  
Email: [sbe@sbeinc.com](mailto:sbe@sbeinc.com)  
Website: [www.sbeinc.com](http://www.sbeinc.com)  
Phone: (415) 778-6250, (800) 800-8534  
Fax: (415) 778-6255

#### Publisher of

Small Business Exchange  
weekly newspaper



# California Sub-Bid Request Ads



## JOINT VENTURE

Is requesting quotes from certified and qualified **DBE** Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

### SUBS/SERVICE PROVIDERS

Clear & Grub, Concrete Barrier, Construction Stake, Demo Minor, Earthwork & Base, Electrical Hway, Fence & MBGR, Minor Flat Conc, Joint Seals, Landscape, Erosion Control, Metal Bridge Rail, Minor Conc Struct, Pavement Grinding, Paving PCC, Plane A C, Paving Asph Conc, A C Dike & Misc., Recycle A C - Disposal, Pile Drive, Prestress Conc, Rebar, Rock Slope Protect, Signs Roadside, Stripe & Mark, Struct Conc - Place/Fin, Struct Conc - Bridge, Struct Conc - Footing, Struct Conc - Box Culv, Struct Excavate Bridge, Struct Excavate Site, Traffic Control, Trucking Dirt Haul, Trucking High/Low Haul, Underground Drainage, and Underground Sewer Pipe

### SUPPLIERS

Aggregate, Rip Rap Mat'l, Conc Pumping, Consult - Enviro Comply, Const Supply - Gen, Const Sup - BR Bearing, Equip Rent - Crane, Equip Rent - Dirt/Gen, Equip Rent - Small Only, Form Systems, Form Liners, Joint Seal ASM, K-Rail, Lumber & Timber, Metal Bridge Rail, Misc Iron & Steel, Misc Metal Bridge, Pipe - Steel, Pipe - Corr Steel, Pipe PVC, Precast Conc Pipe, Ready Mix Conc, Ready Mix Portable, and Traffic Control Supply

## GREEN TREE BOULEVARD EXTENTION

Project No. BM021-064  
Location: Victorville, CA

DBE GOAL 16%

**REVISED BID DATE: JANUARY 21st, 2021 at 2:30 p.m.**

All Quotes Due Prior

## Sukut / Myers & Sons JV

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Steve Gonzalez

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: [estimating@sukut.com](mailto:estimating@sukut.com)

Plans/specs are available by Sukut / Myers & Sons, FTP site, or from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut / Myers & Sons will assist qualified subcontractors in obtaining bonds, insurance, and/or lines of credit. Subcontractors/Vendors will be required to sign Sukut / Myers & Sons JV Standard Subcontract/Purchase Order. Copies are available for examination. Please contact Steve Gonzales at Sukut Construction for assistance in responding to this solicitation.

Sukut / Myers & Sons JV listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

Sukut / Myers & Sons JV

An Equal Opportunity Employer

### REQUESTING SUB-BIDS

From All Qualified **Small Businesses (SBE, \*WBE, VOSB, SDVOSB and HUBZone)**

Subcontractors/Sub-consultants/Suppliers/Vendors registered as a small business for:

**N62473-16-D-1852 X023, Repairs to the NOTS Pier and Timber Rail on the Wilson Cove Pier on SCI**

Owner: NAVFAC Southwest

Period of Performance is 225 calendar dys for NOTS Pier & 255 calendar days for Wilson Cove Pier

Reyes Construction is requesting quotes from **Subcontractors:** Electrical, Barges, Divers and Quality Control

**Vendors/Suppliers:** Misc. Stainless Steel, Temp Fence, BMP, Misc. Marine Supplies (Bumpers, Cleats), Friction Collars

**REVISED BID DATE: December 29, 2020 at 10AM**

**REYES CONSTRUCTION, INC.**

State License Number 507561

1383 South Signal Drive, Pomona, CA 91766

Phone: 909-622-2259 • Fax: 909-622-3053

Contact: Estimating Mon-Fri 8am-5pm

Assistance will be available for obtaining Bonds, Lines of Credit, and/or Insurance, necessary equipment, supplies, materials or related assistance services.

\*Women owned businesses must register on SAM.GOV as a WOSB before being issued a subcontract.

Plans and Specifications can be obtained via iSift or Sharefile, send your requests to

Brenda Martinez at [estimating@reyesconstruction.com](mailto:estimating@reyesconstruction.com)

Please email quotes to [estimating@reyesconstruction.com](mailto:estimating@reyesconstruction.com)



**SYBLON REID**  
General Engineering Contractors  
Providing Solutions to Difficult Projects

P.O. BOX 100 Folsom, CA 95763

Phone: (916) 351-0457 Fax: (916) 351-1674

Contact: John Pottenburgh

Email: [johnp@src.com](mailto:johnp@src.com) & [estimating@src.com](mailto:estimating@src.com)

Sub-Bids Requested From **DBE, MBE and WBE** Subcontractors & Suppliers for:

**OWNER: DEL ORO WATER COMPANY**  
**RIVER ISLAND DISTRICT-WATER TREATMENT**

**PLANT PROJECT- REBID**

**LOCATION: PORTERVILLE, CA**

**BID DATE: JANUARY 5, 2021 @ 2:00 PM**

**\*\*ADDENDUM #3\*\***

Scope of Work: The project includes but is not limited to the following elements: the construction of a surface water treatment plant to include the addition of a water treatment packaged modules, along with all associated chemical feed equipment, backwash system, backwash tank, transfer tank, pre-engineered metal building; piping, valving, booster pumps controls and electrical, the installation of a finished water mainline to connect to the existing Territory #1 service area; the installation of two new 500,000 gallon bolted steel finished water storage tanks; the installation of two new 60,000 gallon bolted steel backwash tanks, the installation of one 10,000 gallon backwash transfer tank, the installation of a raw water pipeline and canal turnout structure to divert raw water from the Pleasant Valley Canal to be treated; installation of two separate pipelines to future wells on the water treatment plant (WTP) site; installation of a pre-engineered metal building for storage and maintenance equipment; and an all-weather access road and onsite paving and fencing.

Trades Solicited: Traffic Control, Erosion Control, Demo, Clear and Grub, Earthwork, Trenching, Paving, Fence, Concrete, Pre-Cast, Metal, Door & Frames, Gypsum Board, Painting, Metal Building, Sign & Safety Equipment, Storage Tank, Pipe, Valve, etc, Pump Treatment System, Electrical, HVAC, Roofing, Overhead Door, Trucking, Rebar and Aggregate Supply.

If a portion of the work is too large for you to handle, contact us and we will try and break it into smaller portions

Subcontractors and suppliers must be licensed to conduct business in the state of California. Must be able to provide payment and performance bonds provided by approved surety company. SRC will pay bond premium up to 1.5% of subcontract amount and will assist with insurance compliance. SRC will work with subcontractors on joint check agreements. Plans and specs are available for viewing at our Folsom office and upon request will provide FTP site for electronic viewing of project.

Bonding, insurance, lines of credit and any technical assistance or information related to the plans or specifications for the work will be made available. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered.



# California Sub-Bid Request Ads

## SWINERTON

**INVITATION TO BID FOR  
RENTAL CAR RECONFIGURATION Work Package 3 - Kiosks  
JOHN WAYNE AIRPORT  
PROJECT NO: P446  
APPLICABLE TRADES**

Demolition; Concrete; Misc. Metals; Millwork; Glazing; Interior Finishes; Drywall; Painting; Plumbing; HVAC; Electrical; Fire Alarm; Data/Comm; Fireproofing.

### APPLICANTS

If interested in prequalifying and bidding, please contact Ruth.Perez@swinerton.com or (949) 538-5439 for the prequalification and Bid Forms. Do NOT contact the County of Orange, John Wayne Airport, Architect or any of the project Consultants. All queries direct to Swinerton.

### PREQUALIFICATION SUBMITTALS

1. Submit all documents required for Swinerton Prequalification.
  - a. Visit: <http://www.swinerton.com/subcontractors/subcontractor-prequal>.
2. Complete Review of and Sign Swinerton Master Service Agreement.

### PROJECT INFORMATION AND DESCRIPTION:

#### PROJECT DESCRIPTION

Project entails constructing nine (9) new 612 square foot each transaction offices or "kiosks". Scope includes kiosk structures with new split system air conditioning units, electrical panels, outside air intakes, equipment yard, demolition of nine existing kiosks, patch back and lighting infill where existing kiosks are to be removed. Project is located in the basement level of the East Parking Structures A-2 and B-2 at 18601 Airport Way at John Wayne Airport. Existing Rental Car operations will continue out of the existing kiosks during construction. Once new kiosks are constructed and operational, the existing kiosks are to be demolished. Construction barriers are to be erected around the perimeter of each new kiosk location and low noise generating work on the kiosks can be accomplished during normal hours M-F 5:00AM to 8:00PM However any work that creates noise in excess of 80 decibels or interferes, delays or conflicts with ongoing operations and activities such as pedestrian circulation, vehicular circulation, etc. shall be accomplished at night between the hours of 11:00 PM and 5:AM M-F. Public Safety is top priority. Operations and Rental Car Operations must continue throughout the project.

#### DUE DATE FOR BID RFI's

Monday, Jan 11, 2021 1:00PM PST

#### DUE DATE FOR TRADE CONTRACTOR BIDS

Thursday, Jan 14, 2021 at 12:00PM PST

Submit Bids to Swinerton Estimating at:

EstimatingLA@swinerton.com & zcarey@swinerton.com

*Swinerton is an Equal Employment Opportunity, Minority, Women, Disability, and Veteran Employer*

### REQUEST FOR CERTIFIED DBE SUBCONTRACTORS & SUPPLIERS

From All **Disadvantaged Business Enterprises (DBE)**

Subcontractors/Sub-consultants/Suppliers/Vendors registered as a DBE business for:

**Project Name: Construction of Anaheim Canyon Metrolink Station Improvements  
IFB No. 0-2193**

**Owner: Orange County Transportation Authority (OCTA)**

Reyes Construction is requesting bids in the areas described, but not limited to: (**Subcontractors**) Guard Rail & Fencing, Minor Concrete, Steel Structures, Striping & Signage, Reinforcing Steel, Electrical & Communication, Landscape & Irrigation, Asphalt Concrete Pavement, Traffic Control, Track, Survey, Quality Control, Trucking, Welding, SWPPP, Jack & Bore, Concrete Pumping and Street Sweeping - (**Suppliers**) Ready Mix Concrete, Aggregate, Yellow Warning Tile, Steel Pipe ( Drainage), PVC Pipe (Drainage), Geotextile, Erosion Control Materials, Traffic Control Signs, Precast Structure (Drainage), Gravity Block Walls, CMP Arched Culverts, Misc. Metals, Canopies, Metal Benches, Trash Cans, Smooth Dowels and Import Borrow

**BID DATE: January 21st, 2021 @ 11 AM**

**REYES CONSTRUCTION, INC.**

State License Number 507561

1383 South Signal Drive, Pomona, CA 91766

Phone: 909-622-2259 ext. 303 Fax: 909-622-3053

Contact: Brenda Martinez Mon-Fri 7:00 A.M - 4:00 P.M

Assistance will be available in obtaining bonds, lines of credit, insurance, necessary equipment, supplies, materials or related technical assistance.

Plans, Specifications, and Contract requirements can be viewed online at no additional cost:

- 1) Via iSqFt - please send an email request to Brenda Martinez at [estimating@reyesconstruction.com](mailto:estimating@reyesconstruction.com)
- 2) Via CAMM NET the Authority's on-line website at <https://cammnet.octa.net>

Please email quotes to [estimating@reyesconstruction.com](mailto:estimating@reyesconstruction.com)

**McGuire and Hester**  
2810 Harbor Bay Parkway • Alameda, CA 94502  
Phone: 510-632-7676 • Fax: 510-562-5209  
Contact: Justine Cooper

Sub Bids Requested From Qualified  
DBE Subcontractors & Suppliers for  
CDOT 03-1F1504 Construction on State Hwy  
Near Rancho Cordova from Bradshaw Rd  
Overcrossing to Mather Field Overcrossing  
Project # 201235

Location: Sacramento, Sacramento County

**Bid Date: 1/13/2021 @ 2:00 PM**

McGuire and Hester is seeking qualified subcontractors in the following trades:

Trucking, SWPPP, Traffic Control, Construction Area Signs, Striping and Signage, Hydroseed, Biologist, Clearing, Landscape and Irrigation, Cold Plane Asphalt, CIDH, Highway Signs, Minor Concrete, & Electrical.

We will pay up to and including one-half percent (1 1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

An Equal Opportunity Employer

**McGuire and Hester**  
2810 Harbor Bay Parkway • Alameda, CA 94502  
Phone: 510-632-7676 • Fax: 510-562-5209  
Contact: Justine Cooper

Sub Bids Requested From Qualified  
DBE Subcontractors & Suppliers for  
CDOT- 03-4F1714: CONSTRUCTION ON STATE  
HIGHWAY IN YOLO COUNTY IN ESPARTO FROM  
0.2 MILE EAST OF FREMONT STREET TO 0.2  
MILE SOUTH OF PLAINFIELD STREET.  
Located in Yolo County In Esparto.  
Project # 201226

**Bid Date: 1/14/2021 @ 2:00 PM**

McGuire and Hester is seeking qualified subcontractors in the following trades:

SWPPP, Trucking, Stamped Colored Asphalt, Concrete, Paving Oil, Striping & Signage, and Electrical.

We will pay up to and including one-half percent (1 1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

An Equal Opportunity Employer

**D'Arcy & Harty Construction, Inc**  
(415) 822-5200 ph • (415) 822-0747 Fx  
Estimator: [willie@darcyhart.com](mailto:willie@darcyhart.com)

**Sanitary Sewer Point Repairs 2021  
San Leandro, CA**

**Bids: January 12, 2021 at 2:00 PM**

**Requesting Sub-bids from Local  
San Leandro Businesses for:**

**Saw-cutting, Trucking, Traffic Control,  
Asphalt Paving, VCP Pipe Supply,  
HDPE & PVC pipe supply.**

**Plans & specs are available to view upon request.**

SMALL  
**BUSINESS**  
EXCHANGE

# How to Recruit Gen Z to the Construction Industry

[ Article was originally posted on [www.forconstructionpros.com](http://www.forconstructionpros.com) ]

By Jessica Lombardo,

Many construction business owners have a negative mindset when it comes to the Millennial generation of workers. These workers are categorized as lazy, entitled, narcissistic and job jumpers, all characteristics not suited for careers in construction.

Still, many companies are putting their efforts in to recruiting these workers in hope to help continue to close the labor shortage and skills gap the construction industry is facing. With most Millennials well in to their careers at ages between 24 and 38, the construction industry may have missed the boat on these workers. Good riddance you say? Perhaps.

To better attract the next up-and-comers, a number of organizations are turning their focus to the next defined group of young people: Generation Z. Gen-Z workers were born between about 1995 and 2010 (ages 10 to 25). The leaders of this group are already graduating college and heading to work. They are 72.8 million strong and it looks like the financially prudent, entrepreneurial and hands-on aspects of the construction industry will appeal more to these individuals than their millennial predecessors.

## Millennials vs. Gen Z Workers

The frustrated recruiters in construction industry should be happy to learn that Gen Z is quite different from Millennials, and these differences should be noted in order to successfully attract and hire these workers.

While Millennials were raised by Baby-Boomers who never wanted their children to suffer and to always know their worth, Gen-Z children were raised by parents in Generation X who came of age amid a series of crises: Watergate, the fall of the Berlin Wall, the Challenger explosion, etc. They also watched their parents stress over bills and make serious efforts to cut spending however possible after the economy took a turn in 2008.

As a result, Gen-Z children tend to be far less entitled and at the end of the day feel lucky to have a job. This is good for the construction industry.

“Millennials were all about finding meaning in their jobs and how best to make the world a better place,” David Stillman said to a crowd of asphalt contractors during the National Asphalt Pavement

Association annual meeting. “With Gen Z coming of age during the recession, they are putting money and job security at the top of the list. Sure, they want to make a difference, but surviving and thriving are more important. The cultures that can foster that are the ones that will win the war for talent with Gen Z.”

David travels around the country with his son Jonah, a child of Generation-Z, speaking about the differences between these groups of workers and how businesses can take advantage of those differences when hiring.

“At a young age, we were told by our Xer parents that there are winners and losers, and that more often than not, you lose,” Jonah said. “For this reason, we are looking for stability and opportunities to advance in our careers and are willing to stick around if we can find it.”

## How to Recruit Gen Z

So how can construction companies attract this pool of workers to the industry? Start by discussing opportunity.

Smart companies are figuring out what value propositions they need to put forth. For Millennials, it was all about how they could make a difference in the world, even more than a paycheck. For Gen Z, it will be about salary and benefits first and how they will be able to advance. That’s a huge shift.

While Gen Z is very salary-focused, it’s not out of a sense of entitlement as some feared with Millennials. This generation didn’t grow up in the booming 90’s and as a result they want financial security and traditional benefits such as health insurance. Though this may be a welcome change for older managers, it also means that companies will have to give Gen Z workers stronger incentives to stay loyal and that means you may have to pay them more if you want them to stick around.

Gen Z will also be motivated by a clear career path. Millennials paved the way for pushing career paths to advance at a much faster pace. Gen Z will continue to push for fast advancement; however, it will go way beyond just pace.

“We won’t be motivated if opportunities to get ahead are based on how long you’ve been in a job, that will make no sense to Gen Z,” Jonah said. “In our eyes, it should strictly be based on performance, whether you’ve been there three weeks or three years.”

One way to get around this is to offer Gen Z workers several different opportunities to learn at once. Research from the Stillman’s found that 75 percent of Gen Z would be interested in a situation where they could have multiple roles within one place of employment.

“Our national studies show how Gen Z is looking for customization in their careers,” Davis said. “Fifty-six percent of Gen Z would rather write their own job description than be given a generic one and 62 percent of Gen Z would rather customize their own career plan than have the organization lay one out for them.”

Ideally this means managers should figure out a way to offer multiple career paths for these workers, but if they can’t, creating environments where Gen Z can be exposed to as many roles as possible will be critical. Initiatives like rotation programs and cross training will hit a home run with Gen Z because they’ll get to feel as though they are working in many areas and therefore not fear they are missing out on anything.

And while being mentored may not have appealed to Millennials, the thought of learning from more experienced workers is expected by Gen Z.

“Our Gen X parents drilled into us that our opinions aren’t always the best and that we have a lot to learn from others. Because of this, we will be very open to being mentored,” Jonah said. “It’s never easy to be the youngest or newest employee, but because we know we have to start at the bottom and are not delusional about what it will take, we’re hopeful we can create the common ground we need to be accepted and get ahead. Where Millennials came across as feeling the job was lucky to have them, we feel we are lucky to have the job. Seventy-six percent of Gen Z said we are willing to start at the bottom and work our way up. Paying dues is back on the radar!”

## Expect Gen Z to Disrupt - In a Good Way

Since the construction industry never quite became a home for Millennials, they never really had a chance to leave their impact. Don’t expect that from Gen Z workers.

First of all, Gen Z has already disrupted the education industry as 61 percent of Gen Zers feel you should only go to college if you already know what

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## Hand Safety 101: How to Find the Right Work Gloves for You?

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- handling delicate machinery or typing on a computer.
2. Rubber Grip - Some tasks might require full hand protection and some form of dexterity. Since going for fingerless gloves might not be ideal, you should look for gloves with a rubber grip around the fingers or palm areas. This will allow you to handle detailed work without sacrificing protection.

3. Touch Screen Pads - It can be tough to use touch screen devices unless you are using gloves with touch-sensitive pads. These gloves are ideal options when you need to protect your hands while simultaneously controlling machinery through touch-screen devices.

### Good Hand Protection Will Go a Long Way

Picking a one-size-fits-all glove will not always work, especially if your job demands that you

protect yourself from hazards that change from day to day. Take time assessing your job and pick a glove that will offer ample protection, dexterity, comfort, and durability. You can always ask reputable vendors for insights into how effective a glove is for your line of work.

### SOURCE:

[www.constructconnect.com/blog/hand-safety-101-how-to-find-the-right-work-gloves-for-you](http://www.constructconnect.com/blog/hand-safety-101-how-to-find-the-right-work-gloves-for-you)



# California Sub-Bid Request Ads

Sub-Bids Requested from qualified **DBE** Subcontractors and Suppliers For:

**YORBA LINDA WATER DISTRICT HQ PFAS WATER TREATMENT PLANT  
CONTRACT NO. YLWD-2020-1**

**Owner: Orange County Water District  
Location: Placentia, CA**

**Bid Date: January 27, 2021 @ 2:00 P.M.**

**J.F. Shea Construction, Inc.**

**667 Brea Canyon Road, Suite 30 • Walnut, CA 91789  
Phone: (909) 595-4397, Fax: (909) 444-4268  
Contact: Lori Olivas, [lori.olivas@jfshea.com](mailto:lori.olivas@jfshea.com)**

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items: AC Paving, Welded Steel Pipe, Ready-Mix Concrete, Reinforcing Steel, Masonry, Structural Steel, Miscellaneous Metals, Sealants, Steel Doors/Frames/Hardware, Painting & Coatings, Equipment, Pre-Engineered Fiberglass Shelters, HVAC, Electrical and Instrumentation

**Plans and Specifications:** Email your request to [elizabeth.schmid@jfshea.com](mailto:elizabeth.schmid@jfshea.com). Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

J.F. Shea Construction, Inc. is an equal opportunity employer and intends to negotiate in good faith with interested DBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.

Sub-Bids Requested from qualified **DBE** Subcontractors and Suppliers For:

**GARDEN GROVE WELLS 21, 23, 28, 29 AND 30 PFAS WATER TREATMENT PLANTS PROJECT**

**Owner: Orange County Water District  
Location: Garden Grove, CA**

**Bid Date: February 2, 2021 @ 2:00 P.M.**

**J.F. Shea Construction, Inc.**

**667 Brea Canyon Road, Suite 30 • Walnut, CA 91789  
Phone: (909) 595-4397, Fax: (909) 444-4268  
Contact: Lori Olivas, [lori.olivas@jfshea.com](mailto:lori.olivas@jfshea.com)**

J.F. Shea Construction, Inc. is soliciting your participation in the preparation of this bid. We are particularly interested in bids from subcontractors/suppliers for the following work items: Demolition, Aggregates, AC Paving, Chain Link Fencing, Decorative Metal Fences and Gates, Geotextiles, Ready-Mix Concrete, Reinforcing Steel, Glass Unit Masonry, Miscellaneous Metals, Sealants, Painting, Fire Extinguishers, Precast Concrete Building, HVAC, Electrical and Instrumentation

**Plans and Specifications:** Email your request to [elizabeth.schmid@jfshea.com](mailto:elizabeth.schmid@jfshea.com). Plans may also be viewed at the Dodge Plan Rooms or at our Walnut Office.

J.F. Shea Construction, Inc. is an equal opportunity employer and intends to negotiate in good faith with interested DBE firms and intends to utilize the lowest responsive bidder. J.F. Shea expects potential subcontractors to be bondable. J.F. Shea will pay for up to 1% for subcontractor bond costs. Subcontractors and Suppliers are expected to bid per plans and specifications, including requirements for warranties. Standard manufacturer's warranties, if not in conformance with owner's specifications, will not be accepted.

## Looking for Subcontractors, Vendors, and Suppliers?

Advertise your Sub-Bid Requests in the  
Small Business Exchange.

With a monthly readership of 26,000, SBE reaches a diverse audience, cutting across ethnic and gender lines as well as traditional industry segments.  
Call 1-800-800-8534 or visit us at [www.sbeinc.com](http://www.sbeinc.com)



**O.C. Jones & Sons, Inc.**  
1520 Fourth Street • Berkeley, CA 94710  
Phone: 510-526-3424 • FAX: 510-526-0990  
Contact: Greg Souder

**REQUEST FOR DBE  
SUBCONTRACTORS AND SUPPLIERS FOR:  
Place HMA, RHMA, aggregate base and  
fiber optic system**

**Hwy 50 Rancho Cordova  
Caltrans #03-1F1504**

**BID DATE: January 13, 2021 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Temporary and Permanent Erosion Control Measures, QC/QA Testing, Lead Compliance Plan, Develop Water Supply, Temporary Crash Cushion, Construction Area Signs, Traffic Control System, Plastic Traffic Drums, Portable Radar Feedback Sign, Portable Changeable Message Sign, SWPPP, Rain Event Action Plan, Storm Water Sampling, Analysis and Annual Report, Sweeping, Treated Wood Waste, Biologist, Biological Resource Information Program, Clearing & Grubbing, Temporary High Visibility Fence, Soil Amendment, Planting & Irrigation, Compost, AC Dike, Data Core, Tack Coat, Cold Plane AC, CIDH Concrete Pile, Rock Slope Protection, Misc. Iron & Steel, Pavement Marker, Milepost Marker, Object Marker, Roadside Signs, Midwest Guardrail System, Vegetation Control (Minor Concrete), Alternative In-Line Terminal System, Concrete Barrier, Striping & Marking, Locating and Mapping Underground Facilities, Fiber Optic Cable Systems, Modify Sign Illumination Systems, Modify Traffic Monitoring Systems, and Construction Materials

Greg Souder (510-809-3430 [gsouder@ocjones.com](mailto:gsouder@ocjones.com)) is the estimator on this project and he is available to provide assistance or answer questions regarding the project scope of work including bid requirements, break out of bid items, plan or spec interpretation, bonding or insurance requirements, and other bid assistance. Plans and specs are available to review at our Berkeley office, or can be sent out via Building Connected. Plans are also available under the Advertised Projects tab at the Caltrans website at: <http://ppmoe.dot.ca.gov/des/oe/contract-awards-services.html>. PDF format quotes should be emailed to the estimator or faxed to 510-526-0990 prior to 12:00 PM on the date of the bid. Quotes from DBE Subcontractors, Suppliers and Truckers are highly encouraged. OCJ is willing to breakout any portion of work to encourage DBE participation. Subcontractors must possess a current DIR, Contractors License, and insurance and workers compensation coverage including waiver of subrogation. OCJ may require Performance and Payment bonds on subcontracts. OCJ will pay the bond premium up to 2% of the contract value. Please contact OCJ for any assistance required by your firm in obtaining bonding or insurance. The US Small Business Administration may also assist you in obtaining bonding - please see the following site for information: <http://www.sba.gov/content/contractors>. Visit the California Access to Capital Program Financing Solutions website for additional resources for your small business - [http://www.calbizfinance.org/cal\\_cert\\_biz\\_program.html](http://www.calbizfinance.org/cal_cert_biz_program.html). OCJ is available to help obtain necessary equipment, material and/or supplies. All subcontractors are required to execute OC Jones' standard subcontract agreement, comply with all insurance requirements, and name OCJ as additional insured. Copies of our agreement and insurance requirements are available upon request. OCJ is a Union contractor, and we are signatory to the Operating Engineers, Laborers, Teamsters, and Carpenters. OCJ is an Equal Opportunity Employer.



# California Sub-Bid Request Ads

## W.A. Rasic Construction Company

Our firm is preparing a bid for the following project as a prime contractor and we are interested in receiving subcontractor quotations for items of work or materials required below from interested Disadvantaged Business Enterprise (DBE), Minority Business Enterprise (MBE) and Women Business Enterprise (WBE).

### City of San Diego

North City Pure Water Pipeline  
Bid No. K21-1744-DBB-3-A

**Bid Date: January 20, 2021 @ 2:00 PM**

Engineer's Estimate: \$ 138 Million

Outreach: DBE/ MBE/WBE

Senior Estimator: Mark Setzer

Phone: (562) 928-6111

Email: [msetzer@warasic.com](mailto:msetzer@warasic.com)

### W.A. Rasic is requesting bids for the following trades and/or material supplies:

Electrical including Fiber Optic Cable & Conduit, AC Cold Milling / Demolition, Asphalt Cap Paving & Crack Seal, Traffic Signals / Loop Detectors & Signal Modifications, Slurry Seal (Type 1,2,3), Minor Concrete, Trenchless Crossings, Subaqueous Pipeline, Pre-Construction Video, Landscaping, Sawcutting, Potholing, Waterproofing & Coatings, Striping, Welding, Install 8", 12", 16", 30" & 48" Pipeline including Appurtenances, Fencing, De-chlorination Building, Furnish Steel & PVC Pipe, Furnish Valves & Appurtenances, Furnish Sand & Gravel, Furnish CSLM / PCC and Asphalt, Traffic Control Signs & Equipment, Cathodic Protection, Trucking, SWPPP Development, Dewatering, Contaminated Soils (Monitoring, Hauling & Disposal), Geotechnical Instrumentation & Monitoring, Traffic Control Plans / Engineering, Equipment Rental, Shoring Equipment

Plans and Specifications are available at no cost to interested firms by either contacting W.A. Rasic Construction, downloading from the City of San Diego's Planet Bids Portal or by utilizing the following FTP link <https://www.dropbox.com/sh/hjqzm8rfa98apkg/AAC-SZH1SP7J2at9u2FdpNU2a?dl=0>

W.A. Rasic will assist in obtaining bonds, lines of credit, insurance, equipment, supplies and materials upon request. W.A. Rasic will consider each DBE, MBE, and WBE quote, including those that are broken down into economically feasible units as well as arrange delivery schedules to facilitate and encourage maximum bidding participation. W.A. Rasic also encourages a consortium of DBE / MBE / WBE firms when a contract portion is too large to handle individually. Subcontractors must have a valid California Contractors License and must be registered with the Department of Industrial Relations (DIR) as required by Section 1725.5 of the Public Contract Code. Subcontractors will be required to execute W.A. Rasic's standard subcontract agreement and general insurance requirements. A copy of our subcontractor agreement and insurance requirements is available in electronic format upon request. W.A. Rasic reserves the right to require each subcontractor to provide payment and performance bonds in the amount of 100% of the subcontractors bid. Bond Premium will be reimbursed up to a cost not to exceed 2.5%.

W.A. Rasic is an equal opportunity employer and Union signatory Contractor.

W.A. Rasic Construction Company is requesting bids from qualified and certified Community Business Enterprise (CBE) firms, including Disadvantaged Business Enterprise (DBE), Women Business Enterprise (WBE) and Disabled Veteran Business Enterprise (DVBE) Subcontractors and material Vendors / Suppliers for the following project:

Sun Valley Watershed Upper  
Storm Drain System, Phase 1  
Project ID: FCC0001221  
Location: Los Angeles, Ca

Owner: Los Angeles County Public Works

**Revised Bid Date: January 5, 2021 at 11:00 AM**

Estimated Bid Value: \$9-14M

W.A. Rasic Construction is requesting quotes from certified firms above for subcontractors and suppliers for the following, but not limited to, scopes of work:

Shoring Engineering, Survey, SWPPP Development, Video Recording of Existing Conditions, Trucking (Soil Disposal), CPM Scheduling, Aggregate Material Suppliers, Pipe Supplier, Precast Concrete, Asphalt Paving, Minor Concrete, Structural Concrete, Sawcutting, Fencing, Rebar, Miscellaneous Metals, Paintings & Coatings and Electrical

All Subcontractors must be licensed in the State of California at the time of bid and have a valid DIR Registration Number. W.A. Rasic is a Union Signatory Contractor to all Building Trades and thus any subcontractor must be signatory or willing to sign a project labor agreement. Subcontractors and suppliers are advised to submit their quotes 2 working days before the Prime's bid due date for evaluation and completion of all necessary forms to submit with our bid. Please use the following Drop Box link containing the Plans and Specifications which are available at no cost. <https://www.dropbox.com/sh/s2pg9z94id7e-atx/AAc1xb9Dw3KD9mwFqkqhbR8a?dl=0>

Plans and Specifications are also available at no cost for review from 8:00 am to 4:00 pm, Monday through Friday at our office located at 4150 Long Beach Blvd., Long Beach, CA 90802. Assistance in obtaining bonds, lines of credit, insurance, equipment, supplies, materials or related services are available to all firms. W.A. Rasic is also willing to break any work items down into smaller categories or quantities and we can also arrange delivery schedules in order to facilitate maximum subcontractor and supplier participation. Please contact Mariah Medina via phone (562) 928-6111 or email ([mmedina@warasic.com](mailto:mmedina@warasic.com)) if you have any questions or require further assistance.

## ADVERTISE YOUR AD HERE

Advertise your Sub-Bid Requests in the Small Business Exchange

With a monthly readership of 26,000, SBE reaches a diverse audience, cutting across ethnic and gender lines as well as traditional industry segments.



## GRANITE

### GRANITE CONSTRUCTION COMPANY

Is requesting DBE quotes for the following Project:  
Coachella Valley Stormwater Channel Improvement Project  
(Specification No. 2018-60)

Project Owner: Coachella Valley Water District Estimate # SCS20021

Estimators: Sara Hayes, John Nottberg, and Kurt Davis

Phone: 760-775-7500

**Revised Bid Date: 01/20/21 at 2:00 PM**

Please Fax Quotes to: (760) 775-8229

Plans and specifications can be accessed at no cost at:

<https://www.dropbox.com/sh/yh5m9aiowmlvnm8/AAoKYNBVb1OBW97ckQNNKGa7d1=0>

Additionally, plans and specifications can be viewed at our office located at: 38000 Monroe Street, Indio, CA 92203. Please call to make an appointment.

**General work description:** This project improves approximately 2 miles of the Coachella Valley Stormwater Channel from Avenue 54 to the Thermal Drop Structure. The scope of work includes dewatering, earthwork, reinforced concrete slope protection, storm drains, irrigation drains, and bridge substructure strengthening on two bridges.

Granite Construction Company (Granite) is requesting quotes from qualified Subcontractors and Suppliers including Certified DBE firms for the following items of work, including but not limited to: C0625 Sand & Gravel Supplier, C0627 Rock, Cobbles, Boulders Supplier, C0651 Concrete & Cement Supplier, C0652 Reinforcing Bar Section Supplier, C0659 Paint Supplier, C0670 Pipe Supplier, C0671 Draining Systems Supplier, C0672 Storm Water Systems Supplier, C1532 Remove Concrete, C1580 Modify Bridge Item, C1601 Clearing & Grubbing, C1701 Develop Water Supply, C1801 Dust Palliative, C1910 Grading, C1920 Structure Excavation, C1930 Structure Backfill, C1940 Ditches Excavation, C1970 Embankment Construction, C2030 Erosion Control, C2065 Irrigation System, C2066 Temporary Erosion Control, C2301 Pipeline, Drain Inspection & Cleaning, C2602 Aggregate Base, C3000 Concrete Pumping, C4010 Portland Cement & Concrete Pavement, C5100 Concrete Structure, C5105 Minor Concrete Structure, C5110 Concrete Surface Finish, C5201 Reinforcing Steel, C6819 Filter Fabric, C6820 Permeable Material, C7000 Plastic Pipe, C7035 Welded Steel Pipe, C7036 Welding Contractor, C7041 Jacked Welded Steel Pipe, C7065 Debris Rack-Drainage Gate, C7160 Asbestos-Cement Sewer Pipe, C7194 Junction Chamber, C7200 Rock Slope Protection, C7215 Concrete-Rock Slope Protection, C7301 Concrete Curb & Sidewalk - Misc, C7405 Drainage Pumping Equipment, C7500 Misc Iron & Steel Frame, Cover & Gate, C7601 Directional Boring/Drilling, C7602 Saw Cutting, C7804 Paint And Stain Concrete, C8001 Temporary Fencing, C8759 Surveying - Aerial Geophysical, C8760 Land Surveyor, C8852 Swppp Planning, C9601 Super Dump Truck 4-Axle, C9602 Bottom Dump Trucking, C9603 Transfer Dump Truck, C9604 Super 10 Dump Truck, C9605 Flat Bed Trucking, C9606 Water Truck, C9607 End Dump Truck, C9632 Hazardous Substance Removal, C9670 Truck Rental, C9771 Truck Broker, C9774 Trucker, C9826 Land Surveying, C9868 Insulation, C9869 Asbestos Removal/Abatement, C9907 Construction Equipment Rental, C9908 Heavy Equipment Rental (Owned Equip Only), C9980 Demolition, C9982 Construction Staking (Surveying)

Granite is an Equal Opportunity Employer and will work with any interested subcontractor to identify opportunities to break items into any economically feasible packages. We welcome quotes from qualified Minority Business Enterprise (MBE), Women Business Enterprises (WBE), Small Business Enterprises (SBE), Disadvantaged Businesses and other entities defined as socially and/or economically disadvantaged.

Assistance in obtaining bonding, insurance, equipment, materials and/or supplies is available upon request. Additionally, please contact us if you require any technical assistance. Quotations must be valid for same duration as specified by Owner for contract award. Granite intends to work cooperatively with all qualified firms seeking work on this project. In addition to request for participation from Certified DBE subcontractors and suppliers, Granite request Non-DBE subcontractors to provide lower-tier DBE subcontractor and/or supplier participation. Bidders are encouraged to indicate lower-tier DBE participation, as it will be evaluated as part of their quote.

**Please include your Contractor License Number and DIR Registration Number on your quote**

Granite Construction Company is signatory to Operating Engineers, Laborers, Cement Masons Teamsters and Carpenters unions. Granite may require 100% performance and payment bonds for the full amount of subcontract price. Granite Construction will assist with bonding costs for subcontractors. Additionally, The US Small Business Administration may also assist you in obtaining bonding, for more information please visit them at <http://www.sba.gov/content/contractors#>. Subcontractors must possess a current contractor's license, insurance and worker's compensation coverage meeting Granite's requirements and will be required to sign the standard Granite Subcontract Agreement. A copy of the insurance requirements and subcontract agreement are available upon request. The full agreement can be obtained by contacting Granite. Subcontractors must also be registered with a current DIR number.

Granite Construction Company  
38000 Monroe Street • Indio, CA 92203  
Phone (760) 775-7500 • Fax (760) 775-8229  
Julia Hays • Email: [DCR.estimating@qcinc.com](mailto:DCR.estimating@qcinc.com)

SMALL BUSINESS EXCHANGE



# California Sub-Bid Request Ads



An Equal Opportunity Employer  
is requesting quotations from all qualified  
DBE

Professional services, sub-contractors, material suppliers and trucking for the following project:

Contract No. 04-0A7714

**CONSTRUCT PEDESTRIAN OVERCROSSING BRIDGE & RETAINING WALLS.**

FOR CONSTRUCTION ON STATE HIGHWAY IN ALAMEDA COUNTY IN BERKELEY FROM 0.6 MILE NORTH OF UNIVERSITY AVENUE OVERCROSSING TO 0.1 MILE SOUTH OF GIMAN STREET UNDERCROSSING.

Bid Closing Date: JANUARY 13, 2021 @ 2:00 PM

DBE GOAL: 14%

**CONTACT:**

David Aboujdom

Brosamer & Wall Inc.

1777 Oakland Blvd, Suite 300

Walnut Creek, California 94596

PH: 925-932-7900 FAX: 925-279-2269

**PROJECT SCOPE:**

We are requesting bids for the following trades and/or material suppliers:

Brosamer & Wall Inc., is requesting quotes from all qualified subcontractors and suppliers including certified DBE firms for all items of work type, including but not limited to:

- AC DIKE
- AGGREGATE BASE AND SUBBASE
- BAR REINFORCING STEEL
- CAST IN DRILLING HOLE CONCRETE PILING
- CLEAR & GRUB
- CONCRETE BARRIER RAIL
- CONSTRUCTION AREA SIGNS
- DRAINAGE
- ELECTRICAL
- EROSION CONTROL
- FENCE
- HOT MIX ASPHALT
- JOINT SEAL
- MBGR
- MINOR CONCRETE
- PAVEMENT MARKERS
- PERMANENT STEEL CASING
- PRE-STRESSING CAST IN PLACE CONCRETE
- REMOVE CONCRETE
- ROADSIDE SIGNS
- ROADWAY EXCAVATION
- RUBBERIZED HOT MIX ASPHALT
- SIGN STRUCTURES
- STRIPING
- STRUCTURE CONCRETE
- STRUCTURE EXCAVATION
- STRUCTURE STEEL
- SWPPP
- TRAFFIC CONTROL
- UNDERGROUND

For the complete list of the Actual Project Bid Items go to:

<http://ppmoe.dot.ca.gov/des/oe/weekly-ads/oe-biditems.php?q=04-0A7714>

**Requirements:** Brosamer & Wall, Inc. will work with interested subcontractors/suppliers to identify opportunities to break down items into economically feasible packages to facilitate DBE Participation. Brosamer & Wall, Inc. is a union signatory contractor. Subcontractors must possess a current contractor's license, insurance coverage and worker's compensation for the entire length of the contract.

All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining/waiving insurance, bonding, equipment, materials and/or supplies please call or email David Aboujdom contact information below.

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at no cost from Caltrans website. B&W will also make plans electronically please email daboujdom@brosamerwall.com for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact DAVID ABOUJDOM at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT DBE CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date. B&W, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.

**Bellingham Marine**

8810 Sparling Lane, Dixon CA 95620  
Phone: (707) 678-2385 | Fax: (707) 678-1760

An Equal Opportunity Employer

Bellingham Marine is accepting proposals from CBE Subcontractors in the following trades: Survey, Demolition, Earthwork, Rough Carpentry, Finish Carpentry, Framing, Roofing, Painting, Electrical, Plumbing, Thermal Insulation, Drywall, Flooring and Tile, HVAC, Fire Suppression, Crane and Equipment Rentals, Concrete Piles and Pile Driving, Structural Welders, Metal Fabrication of Aluminum Gangways and Ramps, Vibration Monitors, Certified Divers, Cabinetry and Fencing.

**Project Location:**

Marina Del Rey Public Safety Dock Replacement Project  
13851 Fiji Way, Marina del Rey, CA 90292

**Bid Due Date: 2/10/21 at 5pm. • Bids Due to Bellingham Marine by 2/3/2021 at 5pm.**

Project ID: BRC0000173

Plans can be viewed at no cost by following this link to our Dropbox directory.

<https://www.dropbox.com/sh/ixt6oyy1q2d0xzg/AAAARf5NFt1VqqNazfj259a?dl=0>

**Project Description:**

The Project consists of demolishing the current Public Safety Dock and replacing with a concrete floating dock with two dock houses with utilities, a storage building, land-based fuel piping supply system, ADA compliant gangway and a docked vessel sewage disposal system. The County of LA is requiring a 25% CBE participation requirement. A CBE is defined as a MBE, WBE, DBE or DVBE that has registered for CBE membership on the LA County Department of Consumer & Business Affairs Website. All Subcontractors must be certified with the Department of Industrial Relations and have a DIR number.



**SWINERTON**

**PROJECT NAME: 921 Howard St Apt. - Group 2**  
**BID DATE: Jan 12th, 2020 at 3:00 PM**

Swinerton is requesting quotations from certified SBE's, MBE's, WBE's, LBE's, and DBE's. The project has a 20% SBE goal. Provide "Local Hiring and Business Program Requirements" and Prevailing Wage.

Building Construction Estimate is: \$106M

**Scopes:** Metal Stairs, windows/glazing, Personnel Hoist, Tower Crane, Concrete, Scaffolding

**Project Description:**

BIDS FOR THE ABOVE SCOPE ONLY AT THIS TIME  
The proposed project consists of an 18-story, 180-foot-high, high-rise residential-rental mixed-use building. No below grade program area is proposed. Ground floor program includes retail and elevator lobby entrance for residents with access from Howard Street, vehicular parking with access from Tehama Street. The structure will be High-Rise Type I concrete frame with concrete shear walls and Auger cast piles. There are 3' and 6' mat foundations, 12" slab on grade, pile caps, and include 8", 10", and 12" decks. There are checker plate stairs, an amenity terrace stair, aluminum punched windows, and glass railings. There will be a dual manlift, and a tower crane for approx. 64 weeks. Required to have SBE participation for each scope.

**Pre-Bid Meeting:** Call in number on Dec 23th, 2020 at 10 am.

Call in number: 1 (312) 757-3121

Access Code: 399-175-853

**PLANS & SPECIFICATIONS:**

<https://swinerton.com/subcontractors/current-bid-opportunities/>

Contact: John Collins

Tel: (415) 984-1326

Email To: [jcollins@swinerton.com](mailto:jcollins@swinerton.com)

Please submit your bid to John Collins via Building Connect or via email.

*"Swinerton is an Equal Employment Opportunity, Minority, Women, Disability, and Veteran Employer"*

**RCS Inc.**

Kim Romero, President

kromero777@gmail.com

1-562-307-7734

www.rcsinc.info

SBE/DBE/MBE Certified

DIR Certified

**California Located**

**Servicing the Contractor with  
Dedication and Professionalism**

**Consulting Services**

Baseline Schedule, Monthly Schedule Updates, Earned Value, Resource/Cost Loading, Cost Analysis, Change Order Review/Negotiation, Claim Assessment, Schedule Delay, Disruption, Impact and Acceleration Analysis, Settlement Negotiation, Litigation Support, Arbitration Support, Expert Reporting and Testimony.





# California Sub-Bid Request Ads

## DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: VICTOR LE  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity/  
Affirmative Action Employer

DeSilva Gates Construction (DGC)  
is preparing a bid as a Prime Contractor  
for the project listed below:

**CALTRANS ROUTE 99 - CONSTRUCTION ON  
STATE HIGHWAY IN MERCED COUNTY IN  
MERCED FROM 0.2 MILE SOUTH OF CHILDS  
AVENUE OVERCROSSING TO 0.2 MILE  
SOUTH OF FRANKLIN ROAD OVERCROSSING**  
Contract No. 10-1C1704,  
Federal Aid Project No. ACNH-P099(662)E  
Disadvantaged Business Enterprise Goal  
Assigned is 16%

**OWNER: STATE OF CALIFORNIA  
DEPARTMENT OF TRANSPORTATION  
1727 30th Street, Bidder's Exchange, MS 26,  
Sacramento, CA 95816**

**Revised Bid Date: January 6, 2021 @ 2:00 P.M.**

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

**CLEARING AND GRUBBING/DEMOLITION,  
CONCRETE BARRIER, CONSTRUCTION AREA  
SIGNS, CHANNELIZERS, BARRICADES, OBJECT  
MARKERS, ELECTRICAL, EROSION  
CONTROL, ADL, HAZARDOUS MATERIAL,  
LANDSCAPING, LEAD COMPLIANCE PLAN,  
METAL BEAM GUARDRAIL, MINOR CONCRETE,  
MINOR CONCRETE STRUCTURE, PCC PAVING,  
RUMBLE STRIP, SIGN STRUCTURE, STRIPING,  
SWPPP/WATER POLLUTION CONTROL PLAN  
PREPARATION, TEMPORARY EROSION CONTROL,  
TRAFFIC CONTROL SYSTEMS, UNDERGROUND,  
TRUCKING, WATER TRUCKS, STREET  
SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL,  
HOT MIX ASPHALT (TYPE A) MATERIAL.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is [ftp@desilvagates.com](ftp://ftp%25desilvagates.com) and password is [f7pa55wd](ftp://ftp%25desilvagates.com)) or from the Owner's site at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php)

Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at [www.dir.ca.gov/Public-Works/PublicWorks.html](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

## DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: JIM YACKLEY  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity/  
Affirmative Action Employer

DeSilva Gates Construction (DGC)  
is preparing a bid as a Prime Contractor  
for the project listed below:

**CALTRANS RTE 50 - STATE HIGHWAY IN  
SACRAMENTO COUNTY IN AND NEAR  
RANCHO CORDOVA FROM BRADSHAW ROAD  
OVERCROSSING TO MATHER FIELD  
OVERCROSSING**  
Contract No. 03-1F1504  
Federal Aid Project No. ACNH-P050(155)E  
Disadvantaged Business Enterprise Goal  
Assigned is 17%

**OWNER:  
STATE OF CALIFORNIA  
DEPARTMENT OF TRANSPORTATION  
1727 30th Street, Bidder's Exchange, MS 26,  
Sacramento, CA 95816**

**BID DATE: JANUARY 13TH, 2021 @ 2:00 P.M.**

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

**AC DIKE, BARRIER RAIL SUB, BIOLOGIST CONSULTANT, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EROSION CONTROL, LANDSCAPING, MBGR, ROADSIDE SIGNS, ROADWAY EXCAVATION, SIGN STRUCTURE, STRIPING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREPARE, TEMPORARY EROSION CONTROL, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL, ASPHALT BINDER.**

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is [ftp@desilvagates.com](ftp://ftp%25desilvagates.com) and password is [f7pa55wd](ftp://ftp%25desilvagates.com)) or from the Owner's site at [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php)

Fax your bid to (925) 803-4263 to the attention of Estimator Jim Yackley. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at [www.dir.ca.gov/Public-Works/PublicWorks.html](http://www.dir.ca.gov/Public-Works/PublicWorks.html)

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center ([www.transportation.gov/osdbu/SBTRCs](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

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## How to Recruit Gen Z to the Construction Industry

Continued from page 5

you want to be. This presents an opportunity for an industry like construction to get in on the ground floor and offer good careers and good salaries to these future workers early.

"Companies on the leading edge are getting on our radar as early as possible," Jonah said. "Because we are in survival mode, we are focused on creating security at a younger age. Fifty-five percent of Gen Z feels pressure to gain professional experience in high school and traditional industries are struggling with Gen Z because they are not on our radar. We are daydreaming out the window [about working] at companies like Netflix or Google. We aren't likely thinking about construction or manufacturing. Usually companies think about reaching out to college students or they offer internships, but innovative companies should be looking for ways to partner with high schools to get on the radar even sooner."

Outside of education, technology adoption and use in an industry that traditionally lags behind the rest of the world will become even more important.

Members of Gen Z are the true "digital natives." As they've grown older, things like smartphones, tablets, social media and even virtual reality have been the norm. They're thoroughly comfortable with technology, and if they've learned anything from their resourceful Gen X parents, could come up with new ways to use tech to solve common problems faced by the industry.

"Gen Zers are true digital natives and 91 percent of Gen Z said technological sophistication would impact their interest in working at a company," David said. "As the workplace continues to figure out how best to incorporate technology, this generation will lead the way. This will not feel natural, as usually it is the older generations to lead the way. However, this is the first time we have the youngest generation as an authority figure on something really important."

**Jonah agrees.**

"I believe my generation will bring an important entrepreneurial spirit to work," he says. "We will constantly look for ways to streamline processes and procedures. One thing we hear from a lot of Gen Zers is that we think the other generations over-complicate things. We have grown up in a time where often the middleman has been eliminated so we will look for ways to do things more efficiently when we show up at work. We truly are a DIY [do it yourself] generation and will bring this mentality with us to work."

There has never been a better time to recruit these realistic and exceptionally motivated young individuals to the construction industry. Generation Z workers will be integral to helping the construction industry solve the growing labor shortage. Start recruiting early and keep the opportunities our thriving industry presents these workers in front of them often.

**SOURCE:**

<https://www.forconstructionpros.com/asphalt/article/21118186/how-to-recruit-gen-z-to-the-construction-industry>