

Experts Weigh In on Bilingual Best Practices for Jobsites



Several studies have found significantly higher occupational-injury rates among Hispanic and immigrant workers. PHOTO COURTESY OF GETTY IMAGES

By Jim Parsons,

It's the rare construction firm that doesn't cite people as its most important resource. And over the past two decades, that asset has become increasingly bilingual. Indeed, more than 27% of workers in construction are Hispanic or of Latino ethnicity, according to the most recent available data from the U.S. Bureau of Labor Statistics (BLS).

For many contractors, particularly larger firms and those in the Southwest, where worksite banter has long been a mix of Spanish and English, conducting jobsite tasks in both languages is largely second nature.

But as the population of Hispanic construction workers has grown and expanded to other parts of the country, contractors appear to have minimal guidance for ensuring that otherwise capable members of their workforce fully understand what's expected of them, how work can be performed safely and how they can refine and enhance key skills.

"It used to be that a worker had to be proficient in English to step on a jobsite," ob-

serves Paul Goodrum, a professor in construction engineering and management at the University of Colorado and a specialist in researching industry demographics. Some companies have formulated their own policies as those barriers have fallen, he adds, "but there's really no formal set of best practices for managing a bilingual workforce."

Instinct and experience may be sufficient for some aspects of managing employees who speak English as a second language, but those methods may not be enough in critical areas such as safety. Numerous studies have found significantly higher occupational-injury rates among Hispanic and immigrant workers. And of the 991 U.S. private-sector construction-related fatalities recorded in 2016, 29% involved Hispanic workers.

Research by the National Institute for Occupational Safety and Health (NIOSH) has uncovered several contributing factors to this statistic, with both employers and workers citing language difficulties as the biggest obstacle to conveying safety information.

The inherent risks of construction work can also be compounded by immigrant workers' unfamiliarity with certain tasks and standard safety procedures as well as work styles that differ from what their employer requires. But the challenge works both ways, according to NIOSH. Immigrant workers frequently report receiving little or no on-the-job safety training at all.

Goodrum notes that not all barriers to understanding may be readily obvious. "Trainees may speak Spanish but have little formal education," he explains. "Their ability to read and comprehend Spanish in written form may be limited."

Cirse Ruiz, a project manager with the Hispanic American Construction Industry Association (HACIA), says in urban areas that problem can affect small and midsize contractors who cannot afford union dues, and therefore aren't bound by the organizations' safety-training requirements.

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California Sub-Bid Request Ads

Balfour Beatty Infrastructure Inc.

9800 S Meridian Blvd Suite 250, Englewood, CO 80112 • Phone: (720) 643-2292

Request for Proposal – Muni Metro System King Substation Upgrade

Balfour Beatty Infrastructure, Inc. (BBI) is soliciting proposals from all interested contractors for architectural (restroom demolition and reconstruction, re-roofing, roll up door work, and specialty signing), roadway, structural steel and concrete, sewer, mechanical (plumbing, fire suppression, ventilation), security, and traffic control associated with the Muni Metro System King Substation Upgrade currently advertised by San Francisco Municipal Transportation Agency (SFMTA) in San Francisco, California.

For this project, a goal for Local Business Enterprise (LBE) participation has been established. Subcontractors meeting project goals for LBE criteria may be given preference in order to meet these goals.

If interested in submitting a bid in any of these categories, please email railbids@bbi.us for a link to the specifications and plans.

All questions or clarifications with respect to the inquiry can be addressed to Kelsey Chiarelli by email at kchiarelli@bbi.us or by phone at 720-737-4390.

Balfour Beatty is an Equal Opportunity Employer



BROSAMER & WALL, INC.

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. 04-2640N4
Construct HOV Lanes

FOR CONSTRUCTION ON STATE HIGHWAY IN MARIN AND SONOMA COUNTIES IN AND NEAR PETALUMA FROM 0.6 MILE SOUTH OF SAN ANTONIO CREEK BRIDGE TO 0.3 MILE SOUTH OF EAST WASHINGTON STREET OVER CROSSING

Bid Closing Date: February 28, 2018 @ 2:00 PM

DBE GOAL: 12%

CONTACT:

Robert Rosas
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:

- ASPHALT PAVING
- CAST IN DRILLED HOLE (CIDH)
- CLEAR & GRUB
- COLD PLANE
- CONCRETE BARRIER
- CONCRETE MATERIALS – CURE, DOWELS, ETC
- CONSTRUCTION AREA SIGNS
- EARTHWORK/GRADING/ROADWAY EXCAVATION
- DEMOLITION
- ELECTRICAL
- EROSION CONTROL – PERMANENT AND TEMPORARY
- FENCE
- GRINDING (COLD MILL)
- LANDSCAPING
- METAL BEAM GUARD RAIL (MBGR),
- MINOR CONCRETE
- REBAR
- ROADSIDE SIGNS
- SHOTCRETE
- STORM DRAIN UNDERGROUND
- STREET SWEEPING
- STRIPING
- STRUCTURE CONCRETE
- SWPPP/WPC
- TRAFFIC CONTROL
- AGGREGATES SUPPLY
- TRUCKING
- WATER TRUCK
- WATER DIVERSION

For the complete list of the Actual Project Bid Items go to:
<http://www.dot.ca.gov/des/oe/weekly-ads/oe-biditems.php?q=04-4G8504>

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 Robert Rosas 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 rrosas@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 Robert Rosas Chief Estimator 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.

The 7 Deadly Sins of Construction Business Owners

By Aubrey Barlow,

Here's a quick fact. Nearly 70% of contractors fail in first 7 years of doing business. Studies show that the reason contractor business owners fail is not from a lack of skill, but from a lack of good business management practices. The following "7 deadly sins" include the biggest mistakes contractors make in business.

1. Failure to Plan. Too many contractors go to work just planning the next week, month, or job. In order to grow your business to the level you want, you're going to need a plan. It doesn't have to be too complicated, but it needs to hit some basic points about what your business does. Such as:

- What services do you offer?
- Who is your ideal customer?
- How will your business bring value to your customers?
- How much do you charge?
- How will your customers pay you?
- When will your customer pay you?
- How will customers learn about your services?
- How will you get referrals?
- What's your annual net income goal?

Don't feel overwhelmed by these questions. Even if you take out a piece of scratch paper and write a 3-4 sentence paragraph for each question, you are off to a great start!

2. Improper Accounting.

Having an accountant who knows the ins-and-outs of the construction industry can make or break your business. In order to make a profit, you have to track your expenses meticulously, budget bids accurately and calculate insurance premiums correctly. Some basics you should be keeping track of include:

- Time card accuracy
- Work accomplished on jobs
- Time spent on different aspects of a project (i.e. framing, drywall, electrical, etc.)

Proper accounting improves the bidding process and increases your ability to get the next job. Transferring that information from the field to the office is also critical. Estimators and accountants are counter-productive if they don't have accurate information to do their jobs. To find a qualified construction accountant in your area check out CICPAC, they have a directory of accountants that specialize in construction.

3. Getting into Bidding Wars.

How are you creating your bids... shooting from the hip? Are they based on a rough estimate from past jobs?

The ability to accurately bid on a project will determine if your company makes it through the quarter. Avoid the race to the bottom with your competitors and give an accurate bid that you know you can make money on.

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California Sub-Bid Request Ads

PROJECT: RTE 40 – LUDLOW – CRUCERO ROAD TO BADGER WASH – REGRADE MEDIAN CROSS SLOPES – SAN BERNARDINO COUNTY - CALTRANS CONTRACT # 08-0R1604

****THIS PROJECT HAS A 13 % DBE GOAL****

BID DATE: FEBRUARY 21ST, 2018 • BID TIME: 2:00 P.M.

Coffman Specialties, Inc. (CSI) is requesting quotes from all qualified subcontractors and suppliers especially certified DBE firms for the following items of work, including but not limited to:

- TRUCKING
- EQUIPMENT RENTAL
- LEAD COMPLIANCE PLAN
- CONSTRUCTION AREA SIGNS
- ROADSIDE SIGNS
- TRAFFIC CONTROL
- WATER TRUCK
- EARTHWORK/GRADING/ROADWAY EXCAVATION
- EROSION CONTROL
- METAL BEAM GUARD RAIL (MBGR)
- STREET SWEEPING
- REBAR
- CONCRETE
- MINOR CONCRETE
- BIOLOGIST
- CLEAR & GRUB
- LANDSCAPING
- ROCK SLOPE PROTECTION
- STORM DRAIN UNDERGROUND
- SWPPP/WPC
- AGGREGATE SUPPLY – AGGREGATE BASE
- SURVEY/QC

Coffman Specialties, Inc. is signatory to Operating Engineers, Laborers, Teamsters, Cement Masons and Carpenters unions. Quotations must be valid for the same duration as specified by the Owner for contract award. Insurance and 100% Payment & Performance Bonds will be required, and will pay up to 1.5% for the cost of the bond. Waiver of Subrogation will be required. We will provide assistance/advice with obtaining Bonds/Insurance/Credit/Equipment. Subcontractors must provide contractor's license number and Department of Industrial Relations (DIR) registration number with their quote. Plans and specs are available at no cost to interested DBE firms from the CALTRANS WEBSITE using the Project ID # 08-0R1604 and/or our San Diego Office. We are an EOE & seriously intend to negotiate with qualified firms.

**Please send quotes via email to estimating@coffmanspecialties.com or via fax to (858) 586-0164

If you have any questions or need further information, please contact Marty Keane @ (858) 536-3100 or email estimating@coffmanspecialties.com



9685 Via Excelencia, Ste 200 • San Diego, CA 92126

Phone: (858) 536-3100 • Bid Fax: (858) 586-0164 • e-mail inquiries to: estimating@coffmanspecialties.com



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

Signs, Erosion Control, Fencing, Landscape, Trucking, Rip Rap, Guardrail, Traffic Control, Treated Wood Waste, Rebar, Steel Pipe Arch, Corrugated Steel Pipe

FOR CONSTRUCTION ON STATE HIGHWAY IN NEAR LUDLOW FROM 0.3 MILES EAST OF CRUCERO ROAD TO 0.4 MILE WEST OF BADGER WASH

In District 08 On Route 40

Contract No. 08-0R1604 Federal-Aid Project ACHSIM-040-1(084)E

DBE Goal 13%

BID DATE: February 28, 2018 @ 2:00 p.m.

Sub & Vendor Scopes and Bids Due Prior

Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Jerry Pabbruwe

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

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

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all of 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

The 7 Deadly Sins of Construction Business Owners

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Research old jobs to identify the cost of each portion of the job. For example, if you're an excavator, how much did it cost you to dig a deep trench cost versus a shallow trench?

4. Not Keeping a Steady Flow of Clients.

No customers means no business. Its extremely important to generate new business in order for your construction business to thrive. The construction business relies on referrals. Many contractors don't even advertise, and survive simply off their reputation and the referrals they get from past clients.

Customers love to know the progress on their construction projects. For some clients it will be their own custom house and for others it will be the commercial building they're going to build their business empire in.

An easy way to keep customers updated on the progress of their project is to take mobile photos as work is completed, and email them.

5. Making Too Many Mistakes.

You know having to redo work sucks. It is very costly and adds time to the job. Mistakes like this can be avoided with proper communication. How are your crew members getting directions from the office?

Do you have a system that is simple to track and use? Instead of relying on the old form of communication, use a simple task manager. This will keep your employees accountable and you organized.

Task management is key to any well-oiled construction organization, and can mean the difference between profitability and bankruptcy. busybusy has a simple task management system designed to keep everyone on the same page, with all tasks tied to the job they are a part of. It was designed based on world famous productivity authors such as "Getting Things Done" by David Alle.

6. Not being unique.

The most successful companies are always looking for something that makes them stand out. If you're just another white sheep in a flock of a hundred, you will go unnoticed and your business will suffer. What makes your company different from any other construction company. What makes you the black sheep?

What's your competitive edge? The most successful companies are always looking for something that makes them stand out.

Write your unique selling point or competitive edge down on a piece of paper.

*Put it somewhere you will see it everyday. *

7. Using Paper Time Cards

It's rare to have an employee that needs no supervision. When you're the owner/manager of a project, you can easily clock in all your team members at

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California Sub-Bid Request Ads

SKANSKA

Skanska USA Civil West California District Inc. is seeking qualified DBEs and invites you to bid on the following contract:

PROJECT NAME: Orange County Streetcar Construction Project
BID DUE DATE: April 27, 2018 11:00 AM
SOLICITATION NUMBER: 71904
AWARDING AGENCY/OWNER: Orange County Transportation Authority
PROJECT LOCATION: Garden Grove and Santa Ana, California

Skanska, an equal opportunity employer, is interested in soliciting in Good Faith all subcontractors and suppliers as well as certified Disadvantaged Business Enterprises (DBE) companies for this project. All interested subcontractors, suppliers, please indicate all lower tier DBE participation offered on your quotation as it will be evaluated with your price. Please call if we can assist you in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies. Skanska will also review breaking out scope packages and adjusting schedules to help permit maximum participation. Plans and Specifications are available for view at our main office in Riverside (Please call or email for appointment) or on the Orange County Transportation Authority Webpage; <https://cammnet.octa.net>, Procurements, Construction of the OC Streetcar Project, Solicitation Number #71904

Quotes requested for Subcontractors, suppliers and service providers include but are not limited to the following work categories:

Forklifts, Protective Coating, Road building materials, Security Systems, Traffic Control Devices, Audio Video/Multimedia Equipment, Roadside Signs, Train Wash Systems, Equipment Rental or Lease, Safety Equipment, Surveillance Systems, Door - Roller Garage (Overhead), Hoists, Lift Equipment, Hydraulic Equipment, Industrial Supplies, Machine Shop Equipment, Material Handling - Equipment, Tools - General, Carpentry, Minor Concrete, Electrical Installation, Drywall / Plastering, Earthwork / Paving, Electrical Contractor, Elevator Contractor, Excavation, Fencing, Fire Protection, Flooring Contractor, Glazing, HVAC (Heating, Ventilation & Air Conditioning) Contractor, Insulation/Acoustical Contractor, Landscape Contractor, Masonry, Painting Contractor, Pipeline, Plumbing, Roofing Contractor, Ceramic Tile, Welding, Land Surveying, SWPPP, Hazardous Waste Management Plan, Clear and Grub, Asphalt Paving, Reinforcing Steel, Aggregates, Striping, Ready-mix Concrete, Structural Steel, RCP, Waterline Pipe and related, Sewer Pipe and related, Cold Mill Asphalt, Precast Girders, Joint Seal Assembly, Bearing Pads, Soundwall, Lightweight Fill Material, Metal Decking, Metal Stairs (D/B), Misc. Metals, Handrail/Safety Rail, Architectural Woodwork, Waterproofing, Metal Panels, Doors/Frames/Hardware, Four Fold Train Doors, Skylights, Resilient Flooring/Carpeting, Specialties Package, Signage, and Fire Alarm System.

Non-DBE firms: you will be expected to carry a proportionate percentage of 2nd tier DBE

participation with your quote. 2nd tier participation will be evaluated with your proposal. Please submit scope sheets as soon as possible, but a minimum of 3 days prior to bid to allow for proper evaluation

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. & general agg. \$1M Auto Liability, \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., & a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance & payment bonds in the full amount of their subcontract by an admitted surety & subject to approval by Skanska. Skanska will pay bond premium up to 1%. Quotations must be valid for the same duration as specified by the Owner for contract award. Conditions or exceptions in Subcontractor's quote are expressly rejected unless accepted in writing. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, & Carpenters Unions. Subcontractors must provide weekly, one original and one copy of all certified payrolls, including non-performance and fringe benefit statements if required by law or by the Prime Contract. This contractor and subcontractor(s) shall abide by the requirements of 41 CFR 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals on the basis of protected veteran status or disability, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and individuals with disabilities.

Skanska Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509
 Ph: (951) 684-5360, Fax: (951) 788-2449
 Estimator: Joe Sidor - Email: bids.social@skanska.com



PROJECT NAME: 1950 Mission Street
BID DATE: March 9th, 2018 at 2:00 PM

Swinerton
 Contact: Dolores Aguirre
 Tel: (415) 421-2980 Fax: (415) 984-1304
 EMAIL TO: Daguirre@swinerton.com

Swinerton is requesting quotations from certified Small Businesses. The project has a 20% SBE goal, which will be monitored by CMD (contract monitoring division). Provide "Local Hiring and Business Program Requirements".

Building Construction Estimate is: \$71.5M

Scopes: Fire Suppression (Design Build), Abatement, Deep Foundation (Design Build)

Project Description:

The 1950 Mission street project is a 157 BMR unit rental project. The project consists of 2 buildings, 1-9 story building and 1-5 story building connected by an open air bridge on levels 2 through 5. The ground floor has a plaza connecting the buildings and the buildings contain a mixture of future retail spaces, a future café, property management offices and support areas, artists' studios and a mixture of community non-profit providers. The upper levels are dedicated to residential units. The building frame consists of CIP concrete structure on deep foundations in the BART zone of influence. Assume project starts on October of 2018.

PLANS & SPECIFICATIONS:

<https://secure.smartbidnet.com/External/PublicPlanRoom.aspx?id=353402>

WE REQUEST BIDS FROM ALL SUBS

Please submit your bid to Dolores Aguirre via SmartBid or by email at Daguirre@swinerton.com

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

D'Arcy & Harty Construction, Inc
 (415) 822-5200 Phone • (415) 822-0747 (Fax)

Estimator : willie@darcyharty.com

Rodeo Sanitary District
Sewer Year 3C Improvements
Rodeo, CA

Bids: 2/27/2018 at 2:00 PM

DBE sub-bids requested for:
 Traffic Control, Saw-cutting, Trucking
 Paving and Concrete sidewalk

The 7 Deadly Sins of Construction Business Owners

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8am every morning and clock them out at 5pm every day. While the standard work week is typically 40 hours, the typical employee does not put in 40 hours of work per week.

Here's an example to put it in perspective:

After every week crew members have to rack their brain to fill out their time cards. More often than not a team member will simply put he was

on the job at 8 am. When he really showed up at 8:17. Then when lunch rolls around he puts a 30 minute lunch break on his time card, not remembering the actual time he took for lunch. Then he puts 5:00 pm for clock out time, weather he left at 4:45 or not.

On average this adds up an extra 42 minutes per day of rounding and padding time cards.

15 minutes here and there might seem harmless, but it really adds up.

When you use paper time cards, you are potentially losing up to \$200 per month PER EMPLOYEE! If you want to grow then you've got to systemize your time cards. You've got to use tools that make time cards automatic. This will not only save you thousands of dollars per year, but it will help you get more accurate labor costs for your projects and in turn allow you to bid smarter.

SOURCE: busybusy.com

Experts Weigh In on Bilingual Best Practices for Jobsites

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With little financial flexibility and minimal profit margins, Ruiz adds, human resources services are secondary to getting the job done.

“They have to get by with what they have, and sometimes that means tools with bad electrical cords and no proper safety equipment,” she says. “Their excuse is that it’s a very small job and no OSHA inspectors will show up.

However, Christine M. Branche, director of NIOSH’s Office of Construction Safety and Health, notes that focusing on language alone may lead contractors to overlook cultural differences that can affect how non-English-speaking workers understand, adapt to and address work-related safety concerns. Examples include “showing off” their productivity to secure or retain a job and being reluctant to speak up about potential safety risks for fear of attracting unwanted attention.

Mutual Understanding

Still, no contractor can hope to ensure a productive and safe workplace for a bilingual workforce without the ability to communicate.

Branche identifies several possible best practices for overcoming language barriers, beginning with choosing the best English speaker among non-English-speaking employees to serve as a translator for other workers.

“If possible, safety professionals should consider having someone translate for them in real time.”

– Christine M. Branche, Director, Office of Construction Safety and Health, NIOSH

“If possible, safety professionals should consider having someone translate for them in real time,” she adds. Similarly, conducting daily and on-the-spot safety training in both English and Spanish “will prevent ‘lost-in-translation’ occurrences.”

A frequently cited example of bilingual construction safety training is a 40-hour course created for a major expansion program at Dallas/Fort Worth International Airport in the early 2000s. Prime contractors Hensel Phelps and Austin Commercial worked with a local training and development consultant to incorporate elements that helped overcome many common barriers. Those elements included bilingual instructors and curriculum developers; understanding and addressing cultural barriers, including those among different Hispanic communities; and verifying learning by having students replicate specific practices multiple times.

Contractors may want to consider going a step further, Branche says, by providing language classes in both English and Spanish. “All workers will have the opportunity to improve their communication skills and even their economic situation if proficiency with a second language is rewarded by a salary increase or a promotion,” she says.



Pictograms and images with simple sentences or no words at all also can help convey important safety information. Mike Pappas, associate director for funded studies at the Construction Industry Institute, cites Shell Oil’s “12 Life-Saving Rules” as a highly effective example of a useful way to reach all workers, including native-English speakers who may have limited formal education.

Goodrum believes that many successful construction safety-culture tactics transcend all languages.

“Love of family is a universal concept,” he says. “Encouraging workers to get to know each other better and put family photos in helmets and badges is a powerful reminder to help each other get home safely.”

The Center for Construction Research and Training (CPWR) has likewise collected several recent studies and programs to address safety and health risks among Hispanic and Latino workers. Techniques for providing safety information ranged from on-site training to incorporating a plotline about fall protection into a popular Spanish-language telenovela, or soap opera.

CPWR also cites a Philadelphia study on the use of social media to convey safety messages that found that text messages sent during work hours were more effective than a specially developed Facebook page. Both were most effective when augmented with face-to-face interaction and training related to the message. The study also found that workers wanted information on how to report hazardous worksites without jeopardizing their jobs, on safe tools and equipment and on workers’ compensation rights and responsibilities.

Bilingual Management Toolbox

While there are some established strategies for making construction sites safer for workers of all languages, other areas—such as developing skills and training, project delivery, etc.—will almost certainly require creating a set of best practices as the presence of Hispanics in the workforce continues to grow. A 2015 study by Lexington, Mass.-based research organization HIS predicts that Hispanics will account for 75% of U.S. job growth between 2020 and 2034.

How the nation’s immigration policies unfold may alter those trends somewhat, but it’s “certainly an issue that contractors need to be aware of,” Pappas says. He adds that Hispanic demographics in construction also are poised for change. “Language may be less of an issue for the children and grandchildren of immigrants who were raised in the U.S. and are more integrated with our culture,” he says.

Indeed, Ruiz says a younger generation of Hispanic workers are already starting to take over the small construction businesses started by their parents. “They are more open to training their employees to avoid human casualties and stiff penalties,” he says.

But Goodrum would like to see greater investment in secondary education and overall training so that all students—Hispanic and non-Hispanic alike—are better equipped to learn and acquire skills that will be more in demand in the coming years.

“That,” he says, “is where success in the industry begins.”

SOURCE: enr.com



California Sub-Bid Request Ads



Kiewit

Kiewit Infrastructure West Co.
4650 Business Center Drive Fairfield, CA 94534
Attn: Victor Molina · norcal.bids@kiewit.com
Fax: 707-439-7301

Requests sub-bids from qualified Subcontractor, Consultants, and/or Suppliers seeking to participate in the Sacramento Regional County Sanitation District of Sacramento County, Tertiary Treatment Facilities Project (TTF) Project in Elk Grove, CA.

<http://www.epa.gov/> / <http://www.sba.gov/>
www.californiaucp.org

Subcontractors and Suppliers for the following project:

**Tertiary Treatment Facilities Project
Contract No. 4283**

**Owner: Sacramento Regional County
Sanitation District**

Bid Date: February 28, 2018 @ 1:00 P.M.

Disadvantaged Business Enterprises (DBEs)

Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Small Business Enterprise (SBE), Small Business in a Rural Area (SBRA), Labor Surplus Area Firm (LSAF), or Historically Underutilized Business (HUB) Zone Businesses wanted for the following scopes, including, but not limited to:

Asphalt Paving, Aggregates, Bird Control Devices, Carpentry, Cathodic Protection, Minor Concrete, Concrete Pumping, Concrete Ready-mix, Concrete Reinforcement Supply & Install, Concrete Forms, Precast Concrete, Cast in Place Concrete, Concrete Accessories, Clear & Grub, Grouting, Demolition, Dewatering, Earthwork, Erosion Control, Equipment, Finishes, Furnishings, Fire-Suppression Systems & Protection, Geosynthetics, HVAC, Masonry, Metals, Openings, Paintings & Coatings, Plumbing, Piping & Valves, Public Address System, Quality Control, Specialties, Signage, Street Sweeping, SWPPP, Support of Excavation, Structures, Thermal & Moisture Protection, Trucking & Hauling.

Bonding, insurance, and any technical assistance or information related to the plans or specification and requirements for the work will be made available to interested CUCP, MBE, SBE, SBRA, LSAF or HUB Certified DBE business suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

**Subcontractor and Supplier Scopes are due
February 16, 2018 and Quotes NO LATER THAN
February 27, 2018 at 4 PM.**

Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

All subcontractors that are registered in our SBN database will receive an invitation to bid. Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company to be able to receive bidding information.

You can view the plans in our office during regular business hours by appointment.

100% Performance Bond and Payment Bonds are required for this project.

**Davis-Bacon Act
Buy American Requirements Apply
Owner Controlled Insurance Program (OCIP) Applies
An Equal Opportunity Employer
CA Lic. 433176
DIR # 1000001147**



Kiewit

Kiewit Infrastructure West Co.
4650 Business Center Drive Fairfield, CA 94534
Attn: Victor Molina · norcal.bids@kiewit.com
Fax: 707-439-7301

Requests sub-bids from qualified California Unified Certification Program (CUCP) certified Disadvantaged Business Enterprise (DBE), Subcontractors, Consultants, and/or Suppliers seeking to participate in the City of Stockton, Woodward Island Bridge Project in San Joaquin County, CA.

<http://www.dot.ca.gov/obeo/index.html>

Subcontractors and Suppliers for the following project:

**Woodward Island Bridge Replacement Federal
Project No. BRNBIF-5929 (154)**

Owner: City of Stockton

Bid Date: March 1, 2018 at 1:30 P.M.

Disadvantaged Business Enterprises (DBEs)

Wanted for the following scopes, including, but not limited to:

AC Paving, Aggregates, Biologist, Bridge Bearings, Cable Railing, Minor Concrete, CIDH/CISS, Concrete Supply, Concrete Reinforcement, Prestressing Concrete, Post Tensioning, Structural Concrete, Precast Concrete, Concrete Forming, Concrete Pumping, Concrete Washouts, Clear & Grub, Demolition, Earthwork, Electrical/Lighting System, Erosion Control, Fish Protection, Hydroseeding, Joint Sealant, K Rail, Marine Navigational Equipment, Metals, Painting & Coatings, Pavement Markings, Piling, Pipe Supply, Quality Control, Structural Steel, Street Sweeping, SWPPP, Signage, Surveying, Temp Facilities/Offices, Traffic Control, Trucking & Hauling, Underwater Acoustic Monitoring & Water Truck.

Bonding, insurance and any technical assistance or information related to the plans or specification and requirements for the work will be made available to interested certified, DBE suppliers and subcontractors.

Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

**Subcontractor and Supplier Scopes are due
February 23, 2018 and Quotes NO LATER THAN
February 28, 2018 at 5 PM.**

Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

All subcontractors that are registered in our SBN database will receive an invitation to bid. Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register your company and to be able to receive bidding information, view plans and specifications.

You can view the plans in our office during regular business hours by appointment.

Performance Bond and Payment Bonds may be required for subcontractors and a suppliers bond for suppliers.

**Davis-Bacon Act Applies
Buy America Requirements Apply
An Equal Opportunity Employer
CA Lic. 433176
DIR # 1000001147**



Kiewit

Kiewit Infrastructure West Co. (Kiewit)
10704 Shoemaker Ave., Santa Fe Springs, CA 90670
Tel: (562) 946-1816, Fax: (562) 946-3823
Contact: Julien Jeannel at julien.jeannel@kiewit.com

Kiewit is seeking sub-quotes from Local Business Enterprise (LBE) firms; compliant with West Basin Municipal Water District's "Local Business Enterprise Policy Compliance" and all other business enterprises to perform as Subcontractors and Material Vendors/Suppliers.

Project Owner: West Basin Municipal Water District

**Project Name: Juanita Millender-McDonald CRWRP
Phase 2 Expansion Project**

**Project Location:
21029 South Wilmington Ave, Carson, CA**

Bid Due Date: March 15, 2018 at 2:00 p.m. PST

The project consists of the following principal work items at the WEST BASIN JMMCRWRP TESORO EXPANSION PROJECT: a) Installation of a 2.0 MGD Tertiary Membrane Bioreactor system; b) Installation of a new 5.88 MGD custom engineered microfiltration system to replace the existing facilities; c) Tie-in to existing offsite potable water line for backup supplies; d) Installation of a 600 kW standby generator; e) Installation of a carbon dioxide storage and dosing system; f) Associated civil, structural, mechanical, plumbing, electrical, controls, system integration, and instrumentation upgrades; g) System performance testing and startup activities.

Note that the MBR scope of this project includes State Revolving Funding (SRF) and therefore requires the use of iron and steel products that are produced in the United States. See <https://www.epa.gov/cwsr/srf/state-revolving-fund-american-iron-and-steel-ais-requirement> for more information on this requirement.

Kiewit is currently requesting subcontractor and/or supplier quotes for:

Stone pier subgrade enhancement ground modification system, ductile iron pipes, reinforced concrete pipes, plastic pipes, HDPE pipes, asphalt paving contractors, fences/gates/guardrails, landscaping contractors, ready mix suppliers, rebar contractors, precast concrete manholes, masonry contractors, metals, stainless steel and steel fabricated pipes, metal decks, damp proofing and waterproofing, sheet metal roofing, metal doors and frames, overhead doors, painting contractors, louvers and vents, supply and treatment pumps, mixers, water aeration equipment, chemical feed equipment, hydraulic gates & valves, aeration equipment, pre-engineered structures, FRP tanks, bridge cranes, pipe hangers and support, valves, HVAC contractors, electrical contractors and packaged engine generator systems.

All responsive subcontractors must possess a valid California Contractor's license, be registered with the Department of Industrial Relations (DIR), and provide acceptable insurance. Responsible subcontractors and material contractors will be required to provide bonding for 100% of their contract value. Bond premium will be reimbursed by Kiewit. Subcontractors performing any on-site work must be signatory to the appropriate union labor agreements that govern its work. Subcontractors, Consultants, Professional Service Firms, and Material Vendors/Suppliers must be able to accept all terms and conditions of the project under its resultant agreement.

Kiewit intends to conduct itself in good faith with all firms regarding participation on this project. For further information, to discuss your specialty or scope of work, the requirements of the contract, licensing, project scheduling, insurance or bonding, please contact Julien Jeannel. Plans and specifications are available for review at the address listed herein and through SmartBidNet by contacting Kiewit.

**Kiewit Infrastructure West Co.
is an Equal Opportunity Employer.
We encourage qualified women, minorities, veterans,
individuals with disabilities, and other to apply.**



Public Legal Notices

**UNIVERSITY OF CALIFORNIA, IRVINE
MEDICAL CENTER**

**REQUEST FOR QUALIFICATIONS
FOR
INSPECTOR OF RECORD SERVICES
FOR THE**

UC IRVINE MEDICAL CENTER PROJECTS

Prequalification Questionnaires will be received by the University of California, Irvine Medical Center (UCIMC) from general contractors wishing to submit bids for a lump sum contract for the:

**Building 1A, 1st Floor, ED Renovation –
Increment 2
Project No. 994641**

PREQUALIFICATION: The University has determined that bidders must be prequalified for this project.

DESCRIPTION OF WORK: Enclose the previously abandoned canopy area on the north side of the Emergency Department and convert the new space into emergency exam rooms, exam bays, a nurse station, staff and patient restrooms, a staff lounge, outdoor patio area, clean supply room, and storage areas.

PROJECT COMPLETION TIME:
240 - 360 days.

ESTIMATED COST: \$1,700,000

PROCEDURES: Prequalification Questionnaires available Tuesday, February 20, 2018, 2:00 PM. Contact Elita Dao, (714) 456-8842, ecjohnso@uci.edu or Kim Kerwin, (714) 456-5735, khau@uci.edu

MANDATORY PREQUALIFICATION CONFERENCE: Tuesday, February 27, 2018 at UCIMC, Building 22A (Library Auditorium), Room 2107, 101 The City Drive South, Orange, CA 92868, beginning promptly at 9:30 AM.

QUESTIONNAIRE DUE DATE: Questionnaires must be received by Friday, March 9, 2018 at 4:00 PM only at UCIMC, Planning Administration, Building 27, Room 136, 101 The City Drive South, Orange, CA 92868.

BIDDER QUALIFICATIONS: Must meet license, insurance, bonding, safety, financial and claims history requirements. Must have completed a minimum of four projects in the last five years with a minimum construction cost of \$1,000,000 as follows: Two (2) projects requiring infection control constructed in a fully operational/occupied hospital or outpatient facility; and two (2) Interior renovation or facility expansion projects constructed in or adjacent to patient care areas of an OSHPD 1 facility. Bidders not meeting the requirements of the prequalification questionnaire will not be eligible to bid.

LICENSE REQUIREMENT: Current and active California CSLB "B" General Contractor's license.

Prequalification is solely for the purpose of determining bidders who are deemed capable of successful performance of the type of work included in this project. A contract will be awarded to the prequalified bidder submitting the lowest responsive bid.

The University reserves the right to reject any or all responses to this notice, to waive non-material irregularities, and to deem Contractors prequalified

to submit proposals for the project. To prequalify, Contractors must agree to comply with all bid conditions including state prevailing wages, 10% bid bond, 100% payment and performance bonds, and insurance requirements. All information submitted for prequalification evaluation will be considered official information acquired in confidence, and the University will maintain its confidentiality to the extent permitted by law.

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Proposer may be required to show evidence of its equal employment opportunity policy.

No contractor or subcontractor, regardless of tier, may be listed on a Bid for, or engage in the performance of, any portion of this project, unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5 and 1771.1.

This project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

The successful Bidder shall pay all persons providing construction services and/or any labor on site, including any University location, no less than the UC Fair Wage (defined as \$13 per hour as of 10/1/15, \$14 per hour as of 10/1/16, and \$15 per hour as of 10/1/17) and shall comply with all applicable federal, state and local working condition requirements.

For other opportunities, please visit <http://www.ucirvinehealth.org/planning-administration>

OAKLAND UNIFIED SCHOOL DISTRICT

**REQUEST FOR QUALIFICATIONS
AND PROPOSALS
LEASE-LEASEBACK CONSTRUCTION SERVICES
RFQ/P #007-17**

Oakland Unified School District ("District") is seeking proposals from qualified persons, firms, partnerships, corporations, associations, or professional organizations to provide constructability review, value engineering, master scheduling, site logistic planning, cost estimating, budgeting and construction services for the development and construction for the Claremont Middle School Kitchen Repair and Synthetic Turf Field ("Project") in accordance with the lease-leaseback structure set forth in Education Code section 17406 et seq.

The Request for Qualifications and Proposals ("RFQ/P"), which includes instructions for its completion, is available at the District website (www.ousd.org) for your consideration. According to the specifications contained in this RFQ/P, Respondents to this RFQ/P shall submit a completed Statement of Qualifications ("SOQ") along with the Proposal (collectively "RFQ/P Packet").

Respondents must mail or deliver five (5) bound copies, one (1) unbound copy, and one (1) electronic copy on CD or USB flash drive of the RFQ/P Packet conforming to the requirements of this RFQ/P to:

**OAKLAND UNIFIED SCHOOL DISTRICT
Cesar Monterrosa, Director Facilities
Planning & Management
955 High Street, Oakland, CA 94601
Re: RFQ/P #007-17**

**ALL RESPONSES ARE DUE BY 1:00 PM, ON
WEDNESDAY, MARCH 14, 2018.** Oral, telegraphic,

facsimile, telephone or email RFQ/P Packets will not be accepted. RFQ/P Packets received after this date and time will not be accepted and returned unopened. The District reserves the right to waive any informalities or irregularities in the RFQ/P Packets. The District also reserves the right to reject any and all RFQ/P Packets and to negotiate contract terms with one or more Respondents.

A non-mandatory informational meeting will be conducted on **Thursday, February 22, 2018, at 10:30 AM.** The meeting will be held at the District's Facilities Office, located at 955 High Street, Oakland CA 94601.

Questions regarding this RFQ/P may be directed to Tadashi Nakadegawa, Director of Facilities, at tadashi.nakadegawa@ousd.org with a copy ("cc:") to Cesar Monterrosa, Director of Facilities, at cesar.monterrosa@ousd.org, and Elena Comrie, Project Manager, at ecomrie@ccorpusa.com. All questions must be submitted on or before **1:00 P.M. ON Tuesday, February 27, 2018.** See below, **Link to upload full RFP Document.**

<https://www.ousd.org/cms/lib/CA01001176/Centricity/Domain/95/Claremont%20RFP%20for%20distribution%20-%20202-9.pdf>

In this RFQ/P, the term Respondent identifies the firm or partnership submitting as the entity to enter into the terms of the Agreements included in **EXHIBIT B.** All Respondents must have already been prequalified by the District in accordance with the Public Contract Code section 20111.6. The Respondent is not required to identify electrical, mechanical and plumbing subcontractors but if such subcontractors are identified, they are also subject to the prequalification requirements as required by Public Contract Code section 20111.6.



**REQUEST FOR PROPOSALS FOR THE AIRPORT
CONCIERGE SERVICE LEASE
AT SAN FRANCISCO INTERNATIONAL AIRPORT**

The Airport Commission has commenced the Request for Proposals (RFP) process for the Airport Concierge Service Lease. This Lease is for the operation of VIP and concierge-style services at San Francisco International Airport. The Minimum Annual Guarantee (MAG) for this Lease is \$10,000.00.

The term is three years with one two-year option to extend exercisable at the Airport Commission's discretion. Annual Rent shall be the higher of the Minimum Annual Guarantee or 8% of Gross Revenues.

An Informational Conference will be held on Wednesday, February 14, 2018, at 10:30 a.m. PST at the SFO Business Center, 575 N. McDonnell Road, Third Floor, Suite 3-313, Aviation Management's Conference Room, at San Francisco International Airport. Small, local and disadvantaged businesses are encouraged to participate.

Please see website <http://www.flysfo.com/business-at-sfo/current-opportunities> for additional information or call John M. Reeb, Sr. Principal Property Manager, Revenue Development and Management, (650) 821-4512.

CNS-3095446#