

SBE TODAY

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MAY 20, 2013

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Confronting Poor Job Performers



Darryl K. Henderson,
J.D. Street Articles Author

Have you ever encountered a poor job performer who "gets an attitude" when told that their job performance is substandard?

No one likes to be told that they have failed. But sometimes a poor performer will adopt a defiant, attack strategy. Sometimes this is done consciously to ward off the consequences of poor job performance. The attack strategy may include allegations of unfair treatment and threats to file an internal complaint or a discrimination claim.

What is most troubling about situations like that is, too often, the poor performer's ruse is successful. Both the manager and coworkers back-off. As his or her coworkers strive to meet and exceed job expectations, the poor performer is allowed to mosey along in mediocrity or, worst, abject failure.

In truth, situations like that too often reflect poor management. It can have a negative impact on the morale of employees in the work group, which can be a negative drain on employee engagement and adversely affect the productivity of the organization. A manager must take control of such a situation and apply corrective action immediately and consistently.

It is human nature to avoid conflict, absent a threat to one's life, limb, loved ones, or liberty. But a manager cannot be afraid to confront a poor performer. Management involves getting tasks done through others, typically involving planning, organizing, and executing. Execution

includes anticipating and managing risks. One type of risk is poor job performance. To effectively manage the risk of poor job performance, sometimes a manager must apply prudent, respectful confrontation to that risk.

First, the manager must determine whether there are clear performance expectations for the poor performer's role. If the answer is yes, the manager should carefully inventory those expectations, and identify the specific instances of failure by the poor performer.

Second, the manager must arrange a discussion with the poor performer. Choose a setting which will allow a private, candid discussion. The outline for the discussion should flow as follows:

1. State the job-related issue and give objective examples.
2. State the job performance expectations and give examples.
3. Check for understanding of the job-related issue and expectations.
4. Explore the need for resources, information, training, conflict management, EAP services, or other interventions to address the job-related issue and achieve the expectations.
5. Consider and address any interventions requested, as appropriate.
6. Establish an action plan to address the job-related issue, including SMART goals and consequences for failure.
7. Obtain agreement on the action plan.
8. Schedule follow-up meetings to review progress (and make appropriate adjustments to the action plan).
9. Thank the person for the discussion.

Finally, the manager must document the discussion in a manner which complies with the organization's policy and procedure for addressing job performance issues. The documentation will be useful if there is a need to address other issues in the future and will serve as evidence of good management.

Do not be afraid to confront poor job performers. Organizational productivity is at stake.

Article Source:

<http://www.streetarticles.com/management/confronting-poor-job-performers>

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REQUESTS FOR BIDS & SUB-BIDS

Robert A. Bothman An Equal Opportunity Employer,
is requesting bids from qualified DBE and SBE subcontractors and suppliers for the following trades:
Construction Staking, Concrete Sawcutting, Demolition, Re Bar and Trucking.

TRANSIT CENTER PARK & RIDE UPGRADES • PROJECT NO.: C13064

City/Location: San Jose, California

Counties: Santa Clara, Alameda, Contra Costa, Santa Cruz, San Mateo, San Francisco

Owner: Santa Clara VTA

Bid Date: Friday May 31, 2013 at 2:00 PM

Bid documents can be viewed at our office or by contacting us for a link to access the plans and specifications.

Please call our office for any assistance with bonding; insurance; obtaining necessary equipment, supplies, materials; lines of credit and/or technical assistance.

Robert A. Bothman, Inc.

650 Quinn Ave • San Jose, CA 95112

Phone: (408) 279-2277 Fax: (408) 279-2286

Contact: **Stephanie Beres • sberes@bothman.com**

We are requesting bid proposals from all
Subcontractors/Suppliers and DVBE
Subcontractors/Suppliers for the following

**Owner: San Francisco Unified School District
AB211 DOOR LOCKSET REPLACEMENT AT**

VARIOUS SITES, BID PACKAGE 2

Project No.11630

Bid date: 5/29/13 @ 11 AM

**Please e-mail or fax proposals by
8 AM on Wednesday, May 29**

Apollo Construction Co.

1127 Shafter Avenue • San Francisco, CA 94124

Phone:415-587-7452 • Fax: 415-587-1404

Contact: **Christos Mastrokyriakos**

E-mail: ApolloChristos@aol.com

An Equal Opportunity Employer

Request for SLBE/ELBE's Quotes ****THIS PROJECT HAS A 15.1% SLBE/ELBE GOAL****

FY 13 AC OVERLAY GROUP III • K 13-5854-DBB-3

City of San Diego-Department of Public Works

BID DATE: May 21, 2013 • BID TIME: 2:00 P.M.

Please respond by 5:00 p.m., May 20, 2013

We are seeking quotes from certified SLBE/ELBE's including, but not limited to, the following work items: Asphalt Material, concrete material, aggregates, trucking, PCC sawcut and/or mill, PCC flat-work, cold mill asphalt, traffic signal loops, adjust M/H & valves, survey monuments, striping & marking, contractor date stamp, sidewalk, curb & gutter, traffic control, WPCP

Coffman Specialties, Inc.

9685 Via Excelencia, Suite 200 • San Diego, California 92126

Phone (858) 536-3100 • Bid Fax (858) 536-3131

estimating@coffmanspecialties.com

Insurance and 100% Payment & Performance Bonds will be required. We will provide assistance/advice with obtaining Bonds/Insurance/Credit/Equipment. Plans and specs are available at no cost to interested SLBE-ELBE firms from the City of San Diego Public Works website and/or our San Diego Office. We are an EOE & seriously intend to negotiate with qualified firms.

We are requesting bid proposals from all
Subcontractors/Suppliers and DVBE
Subcontractors/Suppliers for the following

**Owner: San Francisco Unified School District
AB211 DOOR LOCKSET REPLACEMENT AT**

VARIOUS SITES, BID PACKAGE 1

Project No.11630

Bid date: 5/28/13 @ 11 AM

**Please e-mail or fax proposals by
8 AM on Tuesday, May 28**

Apollo Construction Co.

1127 Shafter Avenue • San Francisco, CA 94124

Phone:415-587-7452 • Fax: 415-587-1404

Contact: **Christos Mastrokyriakos**

E-mail: ApolloChristos@aol.com

An Equal Opportunity Employer

REQUESTING SUB-QUOTES FROM QUALIFIED SBE SUBCONTRACTORS/SUPPLIERS
FOR:

Transit Center Park & Ride Upgrades

Contract No.: C13064

Owner: Santa Clara VTA

Engineers' Estimate: \$160,000

BID DATE: May 31, 2013 @ 2:00 PM

Items of work include but are not limited to: Sawcutting, Striping, Trucking and Traffic Control.

Granite Rock Company dba Pavex Construction Division 'Pavex' is signatory to Operating Engineers, Laborers, Teamsters, and Cement Masons unions. 100% payment and performance bonds in the amount of the subcontractors bid will be required from a qualified surety company. Bonding assistance is available. Pavex will pay bond premium up to 1.5%. Subcontractors must possess a current contractor's license, insurance and worker's compensation coverage. Subcontractors are encouraged to contact Pavex Estimating for insurance requirements, or if any other assistance is needed. Subcontractors will be required to enter into our standard contract. Pavex intends to work cooperatively with all qualified firms seeking work on this project. Granite Rock Company dba Pavex Construction Division is an equal opportunity employer.

Granite Rock Company DBA Pavex Construction Division

120 Granite Rock Way, San Jose, CA 95136

Phone (408) 574-1400 Fax (408) 365-9548

Contact: **Rob Snyder • rsnyder@graniterock.com**

We Are An Equal Opportunity Employer

Sub-Bids Requested From Qualified
SBE/DVBE/DBE/MBE/WBE/OBE
Subcontractors & Suppliers

**City of Los Angeles - Department of Water & Power
Services for Pavement and Curb Cutting**

Specification No. 471

Bid Date: May 31, 2013 @ 2:00 pm

G & F Concrete Cutting, Inc.

P.O. Box 10215 • Santa Ana, CA 92711-0215

Phone: (714) 648-0397 • Fax: (714) 550-0624

Contact: **Rita M. Vigil-Ferguson • Email:**

r.ferguson@gfconcretecutting.com

Trades:

Concrete Cutting Contractors, Disposal of Slurry,
Concrete and Asphalt Blades, Trucking,
Traffic Control, Recycling, Equipment Rental,
Office Supplies, Printing and Staffing.

G&F Concrete Cutting, Inc will provide information to interested bidders about plans, specifications & requirements and will provide assistance on obtaining bonding lines of credit, and/or insurance.

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www.sbeinc.com

REQUESTS FOR BIDS & SUB-BIDS

Sub Bids Requested From Qualified
DBE Subcontractors & Suppliers for
**City of Hercules - Intermodal Transit Center
SF Bay Trail Project
Project No. 63001A
Location: Hercules, CA
Bid Date: May 30, 2013 @ 2:00 PM**

McGuire and Hester is seeking qualified subs for the referenced project in the following trades: erosion control; construction area signs; underground utilities; structural concrete; earthwork/excavation; fencing; landscaping & irrigation; asphalt concrete; minor concrete; pipe ramming/jacking; noise abatement; lime treatment; trucking; signage; painting; MSE walls; soil nails; and clearing & grubbing.

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

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603
Phone: 510-632-7676 • Fax: 510-562-5209
Contact: **Randy Somerday**
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Sub Bids Requested From Qualified
DBE Subcontractors & Suppliers for
**County of San Mateo - San Carlos Airport
Fuel Facility & Pump Station Improvements
FAA AIP No. 3-06-0210-16
Location: Hercules, CA
Bid Date: May 30, 2013 @ 2:30 PM**

McGuire and Hester is seeking qualified subs for the referenced project in the following trades: electrical; striping; fencing; doors; misc. metals; lime treatment; seal coat; surveying; SWPPP; and soil testing.

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

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603
Phone: 510-632-7676 • Fax: 510-562-5209
Contact: **Duane Schulze**
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InterMed Cost Containment Services is requesting Sub-bids from Local Business Enterprise (LBE) Subcontractors/Vendors for:
**Copy Service, Health Care Staffing, Financial
Management Consulting Companies
for the
San Francisco Municipal Transportation Agency
RFP#SFMTA2011/12-14
for Workers' Compensation Bill Review and
Utilization Review Services
Bid Due Date: 5/22/13**

Please contact **Susan Legare**,
slegare@intercareins.com.

PH: (916) 677-2503, FX: (916) 781-5617,
PO Box 579, Roseville, CA 95661

Sub Bids Requested From Qualified
MBE/WBE/DVBE Subcontractors & Suppliers for
**Turner - Stockton Unified School District
Franklin High School Off Site
Location: Stockton, CA
Bid Date: May 29, 2013 @ 2:00 PM**

McGuire and Hester is seeking qualified subs for the referenced project in the following trades: concrete, electrical, striping, trucking, survey and sawcutting.

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

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603
Phone: 510-632-7676 • Fax: 510-562-5209
Contact: **David Koerber**
An Equal Opportunity Employer

Sub Bids Requested From Qualified
DBE Subcontractors & Suppliers for
**City of Folsom
Folsom Boulevard Improvements
Location: Folsom, CA
Bid Date: June 4, 2013 @ 2:00 PM**

McGuire and Hester is seeking qualified subs for the referenced project in the following trades: grinding, sawcutting, trucking, sweeping, micro-surfacing, crack sealing, concrete flatwork, metal beam guardrail, landscape & irrigation, electrical and striping.

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

McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603
Phone: 510-632-7676 • Fax: 510-562-5209
Contact: **David Koerber**
An Equal Opportunity Employer

Shimmick/Obayashi/FCC, JV is a prequalified Prime Contractor seeking quotes from certified Small and Disadvantaged Business Enterprises (SBE & DBE) Subcontractors/Suppliers for the following project:

**Regional Connector Transit Corridor Project,
RFP No. C0980
The Los Angeles County
Metropolitan Transportation Authority**

This is a Design/Build project that will create a 1.9 mile light rail line from 7th and Flower Street to 1st St. and Central Avenue that connects to the existing Metro Blue, Expo and Gold Lines.

Proposal due date and time:

June 18, 2013 @ 2:00pm

Subcontractor and Supplier Quotes must be received by June 7, 2013 @ 2:00pm

A complete set of the RFP package is available in DVD/CD, for complete information please go to the following website: <http://www.metro.net/projects/connector/>. If you are interested in participating in the upcoming project please email regionalconnector1@shimmick.com or check out our website <http://www.regionalconnector.com/index.php> for additional information.

Subcontractors/Suppliers Requested for, but not limited to, the following: Landscaping & Irrigation, Site Demolition, Trackwork, Reinforcing Steel, Hazardous Materials Handling, Storm Drain & Utilities, Shoring & Excavation, Structural Steel & Misc. Metal, Masonry, Thermal & Moisture Protection, HVAC, Elevator & Escalator, Fire Protection, Curb & Gutter (Flatwork), AC Pavement, Site Instrumentation & Monitoring, Striping, Trucking, Fence & Gate, Flooring, Painting & Coating, Station Signage, Station Misc. Steel, Architectural Precast Concrete, Station Glass, Metal Roofing, Siding and Louvers, Station Doors, Concrete Suppliers, Aggregates, and Railroad Materials.

Items of work may be broken down into economically feasible packages to encourage participation. SOF, JV intends to conduct itself in good faith with all firms for participation on this project.

SOF, JV

**16481 Scientific Way • Irvine, CA 92618
Phone (949) 333-1500, FAX (949) 333-1510**

Subcontractor understands and agrees to comply with the Project Labor Agreement (PLA) between the LACMTA and the Los Angeles/Orange County Building and Construction Trades Council and with the LACMTA Construction

Careers Policy (CCP). The Project Labor Agreement and the LACMTA Construction Careers Policy are available at <http://www.metro.net/about/pla/>

100% Performance and Payment bonds with a surety company acceptable to SOF, JV are required of subcontractors. SOF, JV will pay bond premium up to 1.0%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest SOF, JV Standard Long Form Subcontract incorporating prime contract terms and conditions, including payment provisions-subcontract draft copy available upon request. Subcontractor must provide insurance coverage for their work as required by the Prime contract or SOF, JV minimum-whichever is greatest. SOF, JV's minimum insurance requirement is: General Liability \$1M-Per Occurrence/\$2M-Agg/\$2M-Completed Operations; Excess Liability \$5M; Auto Liability \$1M; Workers Comp & Employer Liability \$1M. SOF, JV's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. SOF, JV requires that Subcontractor and Supplier price quotes be provided at a reasonable time prior to the bid deadline to enable a complete evaluation. For assistance with bonding, insurance or lines of credit contact Scott Fairgrieve at (510) 777-5000.

REQUESTS FOR BIDS & SUB-BIDS

SKANSKA

Sub-Bids Requested From Qualified DBE Subcontractors & Suppliers

**For Construction on State Highway in San Diego County
in San Diego at Laurel Street Bridge Overcrossing
District 11 on Route 163
Contract No.: 11-264114**

DBE Goal: 4%

Bid Date: May 30, 2013 – 2:00PM

Plans and Specifications are available for view at our main office in Riverside or on the Caltrans website:
http://www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php

Quotes requested for contractors, suppliers and service providers include, but are not limited to: Construction Site Management, Storm Water Pollution Plan, Street Sweeping, Construction Area Signs, Traffic Control System, Flashing Area Sign, Type III Barricade, Fencing, Erosion Control, Temporary Pavement Marking, Temporary Traffic Stripe, Temporary Railing, Portable Changeable Message Signs, Temporary Crash Cushion Module, Metal Beam Guard Railing, Cold Plan Concrete Pavement, Concrete Barrier, Bridge Removal, Clearing and Grubbing, Fiber Rolls, Corrugated Steel Pipe Conduit, Hot Mix Asphalt, Tack Coat, Concrete Pavement, Prestressing, Minor Concrete, Joint Seal, Bar Reinforcing Steel (Bridge), Reinforced Concrete Pipe, Plastic Pipe, Corrugated Steel Pipe, Welded Steel Pipe Casing, Miscellaneous Metal, Miscellaneous Iron and Steel, Bridge Deck Drainage System, Chain Link Fence, Concrete Barrier, Thermoplastic Traffic Stripe, Paint Traffic Stripe, Pavement Marker, Lighting & Sign Illumination, Fiber Optic Conduit, Repair Spalled Surface Area, Treat Bridge Deck, Core Concrete, Landscaping and Irrigation, Paint Concrete.

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified DBE companies for this project. All interested subcontractors, 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.

Subcontracting Requirements: Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. and general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and 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 and Teamsters. 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. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

Skanska is an Equal Opportunity Employer

Skanska Estimating Dept: 1995 Agua Mansa Rd, Riverside, CA 92509
Ph: (951) 684-5360 • Fax: (951) 788-2449 • Email: joe.sidor@skanska.com

REQUEST FOR DBE SUBCONTRACTORS AND SUPPLIERS FOR:

**Intermodal Transit Center San Francisco Bay Trail
City of Hercules Contract No. 63001A
BID DATE: May 30, 2013 @ 2:00 PM**

We are soliciting quotes for (including but not limited to): Trucking, Access Gate, Mouse Proof Barrier, Rock riprap, Lightweight Embankment Material, Temp Fence, Health & Safety Plan, SWPPP, Temp Erosion Control, Sweeping, Rain Event Action Plan, Storm Water Annual Report, Construction Area Signs, Noise Monitoring, Clearing & Grubbing, Planting & Irrigation, Signs, Prepare and Paint Concrete, Underground Storm Drain, Sanitary Sewer, Minor Concrete, Soil Nail Retaining Wall, MSE Retaining Wall, Limetreat Soils, Hydroseeding, Dirt Offhaul, Fencing, and Construction Materials

O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Russ Hague

An Equal Opportunity Employer

100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DBE Participation. Plans & Specs are available for viewing at our office.

SKANSKA

Sub-Bids Requested From Qualified D/S/LBE
Subcontractors & Suppliers

**Transbay Transit Center –
Structural Steel Superstructure
Transbay Joint Powers Authority/
Webcor Obayashi Joint Venture
Contract No.:**

**Bid Build – 08-04-CMGC-000, pkg. no. TG07.01R
DBE/SBE/LBE Goal: 12%**

Subcontractor Quote Due Date: June 17, 2013 – 3:00PM

Skanska is interested in soliciting in Good Faith all subcontractors as well as certified D/L/SBE companies for this project. All interested subcontractors, please indicate all lower tier D/L/SBE 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.

Quotes requested for contractors, suppliers and service providers include, but are not limited to:

Subcontracting: Steel Fabrication & Erection, Bearings, Expansion Joints, Studs, Stay-In-Place Forms, Welding, Painting/Steel Touch-Up, Traffic Control

Vendors: Pipe Supplier, Fencing, Traffic Control, Safety Equipment

Services: Geotechnical & Vibration Monitoring, Janitorial, Office/Yard Rentals, Parking, QC/QA Testing, Sanitation, Jobsite Security, Sound Monitoring, Staffing, Survey, Sweeping, Vibration

Trucking: Flatbed Trucking, On-site Hauling, and Material off haul.

Instructions for bidders: For information on plans and specs and/or receive an Invitation to Bid, please submit your information to john.papagiannakis@skanska.com. Plans and Specs are also available at several locations throughout California. Refer to page A1-2 – A1-6 of the RFQ for instructions on how to submit their bids and submit to (951) 788-2449 or email to john.papagiannakis@skanska.com

Subcontracting Requirements:

Skanska's insurance requirements are Commercial General Liability (GL): \$1M ea. occ., \$1M personal injury, \$2M products & completed operations agg. and general agg.; \$1M Auto Liability; \$5M Excess/Umbrella and \$1M Workers Comp. Endorsements and waivers required are the Additional Insured End., Primary Wording End., and a Waiver of Subrogation (GL & WC). Other insurance requirements may be necessary per scope. Subcontractors may be required to furnish performance and payment bonds in the full amount of their subcontract by an admitted surety and 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. There is a PLA agreement for this job. It can be found at:

<http://transbaycenter.org/tjpa/doing-business-with-the-tjpa/project-labor-agreement>. Skanska is signatory to the Operating Engineers, Laborers, Cement Masons, Carpenters Unions and Teamsters. 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. Subcontractor scope (including any conditions or exceptions) is required 24 hours prior to bid deadline to allow proper evaluation.

Skanska is an Equal Opportunity Employer

Skanska Estimating Dept:

Ph: (732) 366-7213, Fax: (732) 366-7001
Email: john.papagiannakis@skanska.com

PUBLIC LEGAL ADVERTISEMENTS

UNIVERSITY OF CALIFORNIA SAN FRANCISCO

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, San Francisco, sealed bids for a lump sum contract are invited for the following Work:

MSB 8TH FLOOR RHEUMATOLOGY 374 DECANT

Project No.: **M1670** / Contract No.: **S00443**

DESCRIPTION OF WORK:

The scope of work includes but is not limited to the following: Selective demolition of existing lab and office areas on MSB 3 including hazardous materials abatement. Installation of new walls, doors (rated and non-rated), new ceiling and floor finishes. Minor modifications to existing electrical, data, mechanical and plumbing systems including Fire Alarm and Fire Sprinkler Systems.

BIDDER QUALIFICATIONS: To be eligible for consideration of award, bidders must have the minimum experience set forth in the Supplementary Instructions To Bidders. Bidders must submit qualification documents as an attachment to the Bid Form.

PROCEDURES:

Bidding Documents will be available at **10:00 AM, May 16, 2013** and will be issued only at:

UCSF Documents, Media & Mail (UCSF-DMM)
1855 Folsom Street, Room 135
San Francisco, CA 94103

Contact Persons: Bob Key (415) 476-0113 (9:00 AM – 5:00 PM)

Customer Service Line (415) 514-2054 (before & after working hours) Fax No. (415) 476-8278

Log into <http://www.cpfm.ucsf.edu/contracts/index.htm>
Click on the UCSF Documents, Media & Mail button

Bidders must attend a **mandatory** pre-bid conference at **12:00 PM, May 23, 2013**. For details, see <http://www.cpfm.ucsf.edu/contracts/index.htm> (Use the same website above to view complete Advertisement for Bids - Project Bidding Information).

Bids will be received and opened only at Minnesota St. Finance Service Center, University of California, San Francisco, 654 Minnesota Street, 2nd Floor, San Francisco, CA 94107. Phone: (415) 476-5343. Bid Deadline: Sealed bids must be received on or before 3:00 PM, June 5, 2013.

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 Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The successful Bidder will be required to have the following California current and active contractor's license at the time of submission of the Bid:

LICENSE CLASSIFICATION:
General Building Contractors

LICENSE CODE: B

ESTIMATED CONSTRUCTION COST:
\$150,000 - \$200,000

THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA
University of California, San Francisco
May, 2013

UNIVERSITY OF CALIFORNIA SAN FRANCISCO

ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, San Francisco, sealed bids for a lump sum contract are invited for the following Work:

PARNASSUS 12KV BACKBONE CABLE REPLACEMENT

Project No.: **M2623** / Contract No.: **L00436**

DESCRIPTION OF WORK:

The project includes:

- Replacing existing 12KV Feeders 12F111 and 12F210 from specified manholes and going to Langley Porter Psychiatric Institute (LPPI) and Ambulatory Care Center (ACC) cable vaults.
- Replacing existing 12KV Feeders 12F119 and 12F213 from specified manholes and going to School of Dentistry (SOD).
- Replacing existing 15KV air insulated load interrupter Fusible Switch at Koret Building main electrical room with new 15KV Duplex Load Interrupter Fusible Switch.
- Replacing existing 400A 480/277V ATS with new 400A-480/277V close transition ATS with bypass at School of Dentistry.

BIDDER QUALIFICATIONS: To be eligible for consideration of award, bidders must have the minimum experience set forth in the Supplementary Instructions To Bidders. Bidders must submit qualification documents as an attachment to the Bid Form.

PROCEDURES:

Bidding Documents will be available at **10:00 AM, May 16, 2013** and will be issued only at:

UCSF Documents, Media & Mail (UCSF-DMM)
1855 Folsom Street, Room 135
San Francisco, CA 94103

UNIVERSITY OF CALIFORNIA SANTA CRUZ

RE-ADVERTISEMENT FOR BIDS

Subject to conditions prescribed by the University of California, Santa Cruz, sealed bids for a lump-sum contract are invited for the following work: **Kerr Hall- Pedestrian Deck Repair, Project Number: 3300-010.**

Description of Work: Install a new pedestrian traffic coating on an existing concrete deck. Work to include Removal of old coating, remove/relocate concrete planters, install new coating, replace planters.

Procedures: Bidding documents will be available at Wednesday, May 22, 2013, and will be issued only at: Contracts Office, UNIVERSITY OF CALIFORNIA, Santa Cruz, 1156 High Street, Barn G, Santa Cruz, CA 95064, 831-459-2366, Fax: 831-459-5517.

Bidders must attend a **mandatory** pre-bid conference at **Thursday, May 23, 2013 at 2:00 PM.**

Bids will be received only at: Contracts Office, UNIVERSITY OF CALIFORNIA, Santa Cruz, 1156 High Street, Barn G, Santa Cruz, CA 95064.

Contact Persons: Ben La (415) 476-5030
(9:00 AM – 5:00 PM)

Customer Service Line (415) 514-2054
(before & after working hours)

Fax No. (415) 476-8278

Log into <http://www.cpfm.ucsf.edu/contracts/index.htm>
Click on the UCSF Documents, Media & Mail button

Bidders must attend a **mandatory** pre-bid conference at **10:00 AM, May 21, 2013**. For details, see <http://www.cpfm.ucsf.edu/contracts/index.htm> (Use the same website above to view complete Advertisement for Bids - Project Bidding Information).

Bids will be received and opened only at Minnesota St. Finance Service Center, University of California, San Francisco, 654 Minnesota Street, 2nd Floor, San Francisco, CA 94107. Phone: (415) 476-5343. Bid Deadline: Sealed bids must be received on or before **3:00 PM, June 7, 2013.**

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 Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The successful Bidder will be required to have the following California current and active contractor's license at the time of submission of the Bid:

LICENSE CLASSIFICATION:
Electrical Contractor

LICENSE CODE: C-10

ESTIMATED CONSTRUCTION COST:
\$600,000 - \$700,000

THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA
University of California, San Francisco
May, 2013

Bid Deadline: Sealed bids must be received on or before **3:00, Thursday, May 30, 2013.**

The successful Bidder will be required to have the following California current and active contractor's license at the time of submission of the Bid: General Building Contractor - B

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 Bidder may be required to show evidence of its equal employment opportunity policy. The successful Bidder and its subcontractors will be required to follow the nondiscrimination requirements set forth in the Bidding Documents and to pay prevailing wage at the location of the work.

The work described in the contract is a public work subject to section 1771 of the California Labor Code.

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CALIFORNIA
University of California, Santa Cruz
May 2013