

Which Drug Testing Method Is Best for Your Construction Company



Photo: KLH49/iStockphoto

[Article was originally posted on www.constructconnect.com]

By David Bell,

The construction industry tops the Bureau of Labor Statistics' list of most dangerous jobs. This is a fast-paced industry that requires the use of heavy equipment, and often, hazardous chemicals. To complete projects safely and efficiently, contractors need to be supported by employees who are skilled, knowledgeable, and sober.

Drug abuse is a serious concern that can impact everyone throughout the industry. One study covering 2008 to 2012 found that the construction industry had the second highest rate of alcohol and drug use. And because of the opiate crisis, those numbers are likely to increase. In fact, it's become so widespread that the Department of Transportation has recently updated their drug testing regulations to combat rising opiate abuse.

This needs to change.

Many contractors have already implemented drug testing programs. Others are in the planning phases. And some still aren't sure where to start. This

article will explain the advantages and disadvantages of drug testing methods to help you determine which is best for your situation. The goal is to protect you while creating a safer workplace.

Methods of drug testing

Urine drug test

Urine drug testing is by far the most common method of workplace drug testing. It's also currently the only method that is approved for DOT or other Federally mandated drug testing. The main advantage of this method is its low cost. It's priced lower than any other method available today.

The main disadvantage is that it requires a private restroom and a collector of the same sex as the employee. Another disadvantage is that myths about how to cheat a urinalysis might make employees think they can get away with using drugs. The truth is these drug tests are very accurate and nearly impossible to cheat.

The only effect of trying to cheat a urine drug test is a negative dilute drug test result, which signals to the lab that the employee has tried to cheat a

test. Depending on employers policy, that may require a second drug test, or it may simply be treated as an automatic failure.

Mouth swab drug test

A mouth swab or saliva drug test is gaining popularity. This is because it's quick, convenient, and can identify very recent drug use. In most cases, as recent as one hour. This makes it great for post-accident drug testing. Some states and localities, however, currently limit or even prohibit mouth swab testing. Because of this, employers must make sure they are legally allowed.

This method can only detect drug use within the past 72 hours. In some cases, even less. This makes it a good choice for determining whether or not an employee is a habitual user or has used drugs recently, but it may not be as effective at catching sporadic drug users.

Hair follicle drug test

The hair follicle drug test is less common than other methods. It is much more effective, though. That's because it's impossible to cheat since it's conducted

Continued on page 6



California Sub-Bid Request Ads



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

CIDH Pile, Clear & Grub, Concrete Barrier, Electrical, Fence & MBGR, Minor Flat Concrete, Minor Concrete Structures, Joint Seals, Landscape, Erosion Control, AC & PCC Paving, Cold Planing, AC Dike, Rebar, Rock Slope Protection, Sign Structures, Striping, Traffic Control, Bore & Jack, SWPPP, CPM Schedule, Aggregate, Rip Rap, Misc. Iron & Steel, RCP, PVC, CSP, Ready Mix Concrete

RIVERSIDE COUNTY TRANSPORTATION COMMISSION

STATE ROUTE 60 TRUCK LANES

East of Moreno Valley from Gilman Springs Road to Jack Rabbit Trail (PM 22.1 to PM 26.6)

RCTC Agreement No. 18-31-146-00

FEDERAL AID PROJECT NO. CMLN-0654-090

BID DATE November 29, 2018 @ 2:00 p.m.

Sub & Vendor Bids Due Prior

Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Dave Grattan

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



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: Brad Schieckoff

Sub-Bids Requested From **MBE, WBE, SBE, SBRA, LSAF, HUB** Subcontractors & Suppliers for:

Owner: Delta Diablo Sanitation District
Pump Station Facilities Repair
Project Nos 17128, 17129, 17130, 17131, 17132
Location: Antioch, Pittsburg and Bay Point, CA
BID DATE: November 13th, 2018 @ 2:00 PM

Trades Solicited:

Survey, Water Truck, Demolition, Metals Supply, Roofing, Flashing, Door Supply, Door Install, Painting & Coating, Plumbing, HVAC, Electrical, Earthwork, Fencing and Gates, Pipe and Valve Supply, Construction Materials Supply, SWPP Materials Supply, Concrete Supply, Aggregates Supply, Paving.

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.

REQUESTING DVBE COMPANIES
FOR THE FOLLOWING PROJECT:

PROJECT:

**NEWCASTLE ELEMENTARY
CHARTER SCHOOL –
PHASE 3 EXTERIOR IMPROVEMENTS**

OWNER:

NEWCASTLE ELEMENTARY SCHOOL DISTRICT

LOCATION:

**8951 VALLEY VIEW DR & 645 KENTUCKY
GREENS WAY, NEWCASTLE, CA 95658
BID DATE: NOVEMBER 20, 2018 @ 2:00 p.m.**

Bids should be sent to:

estimating@carterkelly.com
and faxed to 530-621-2344

CARTER-KELLY, INC.

P.O. BOX 1477
PLACERVILLE, CA 95667

PHONE: 530-621-0950

FAX: 530-621-2344

CONTACT: JIM CARTER

Carter-Kelly, Inc. is proud to be an EEO and requests quotations from Disabled Veterans, Small Business, Minority and Woman Owned businesses.

Any questions please call
Robyn Kelly 530-621-0950 or
email: robynk@carterkelly.com

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

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Targeted mailings sent to businesses per your criteria.

Telemarketing

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

Website: 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

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

FRONT-OF-PLANT PROJECT

Owner: Silicon Valley Clean Water

Location: Redwood City, CA

Bid Date: November 20, 2018 @ 2:00 P.M.

J.F. Shea / Parsons, a Joint Venture

667 Brea Canyon Road, Suite 30 • Walnut, CA 91789

Phone: (909) 595-4397 • Fax: (909) 444-4268

Contact: Lori Olivas, lori.olivas@jfshea.com

JF Shea/Parsons JV 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, Erosion Control (Vegetative), Geotextiles, AC Paving, Fire Hydrants, Precast Manholes & Vaults, Chain Link Fencing, Steel Fencing, Ready-Mix Concrete, Reinforcing Steel, Structural Steel, Steel Deck, Metal Framing, Miscellaneous Metals, Waterproofing, Roofing, Sheet Metal, Sealants, FRP Doors/Frames/Hardware, Glazing, Gypsum Board, Painting & Coatings, Louvers, ID Devices, Fire Extinguishers & Cabinets, Toilet Accessories, Equipment, Hoists/Monorails/Bridge Cranes/Jib Crane, Pinion & Rack Elevator, Piping, Valves, and HVAC

Plans and Specifications: Email your request to lori.olivas@jfshea.com.

Plans may also be viewed at our Walnut Office.

JF Shea/Parsons JV is an equal opportunity employer and intends to negotiate in good faith with interested DBE firms and intends to utilize the lowest responsive bidder. JF Shea/Parsons JV expects potential subcontractors to be bondable. JF Shea/Parsons JV 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:

NORTH CITY WATER RECLAMATION PLANT EXPANSION EARLY SITE WORK AND OZONE/BAC RELOCATION

Owner: The City of San Diego

Location: San Diego, CA

Bid Date: November 29, 2018 @ 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

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, Geotextiles, Drilled Concrete Piers & Shafts, Aggregates, AC Paving, Ready-Mix Concrete, Reinforcing Steel, Welding, Miscellaneous Metals, Sealants, Painting & Coatings, Signage, Equipment, and Electrical

Plans and Specifications:

You may obtain a free download by visiting the City's website: <http://www.sandiego.gov/cip/>.

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.

CAHILL CONTRACTORS LLC

requests bids from Certified SBE Subcontractors and Suppliers for the following TRADES:

Structural Concrete / Miscellaneous Metal / Windows, Storefronts, Glazing / Exterior Plaster, Siding / Metal Stud Framing, Drywall / Kitchen Appliances / HVAC / Plumbing / Electrical / Site Utilities / Site Clearing, Demo, Earthwork / Scaffolding / Site Security / Final Cleaning

681 FLORIDA STREET - EARLY BID

(SELECT TRADES)

681 Florida Street, San Francisco, CA 94110

This is an SFCMD project with construction workforce and prevailing wage requirements.

BID DATE: 11/13/18 @ 2 PM

BID DOCUMENTS:

Please contact Colby for access to documents on BuildingConnected.

CONTACT:

Colby Smith at estimating@cahill-sf.com,
(415) 677-0611.



Kiewit

Kiewit Infrastructure West Co.

4650 Business Center Drive Fairfield, CA 94534

Attn: Victor Molina • norcal.bids@kiewit.com

Fax: 707-439-7301

Requests quotes/bids from qualified Subcontractor, Service Providers, Consultants, and/or Suppliers seeking to participate in the County of Sacramento, Sacramento International Airport Runway 16R-34L Pavement Rehabilitation Project in Sacramento County, CA.

http://www.dot.ca.gov/hq/bep/find_certified.htm

Subcontractors and Suppliers for the following project:

Sacramento Airport Runway Rehab Project

Contract No. 4428

Owner: County of Sacramento

Bid Date: November 8, 2018 at 2:00 P.M.

Disadvantaged Business Enterprises (DBEs)

wanted for the following scopes, including, but not limited to: Aggregates, Asphalt Milling & Paving, Cement Supply, Concrete Admixtures, Concrete Reinforcement, Precast Concrete, Concrete Sealing, Concrete Curing, Demolition, Electrical, Fly Ash, Airfield Lighting, Hydro-seeding, Joint & Crack Repair, Pavement Grooving, Pavement Markings, Piping, Sawcutting, Security, Street Sweeping, Surveying, Temp Fencing, Trucking & Hauling, 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 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

November 5, 2018 and Quotes

NO LATER THAN November 7, 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 to be able to receive bidding information, Plans and Specifications.

Performance and Payment Bonds may be required for Subcontractors and Supply Bonds for Suppliers on this project.

Buy American Requirements

Davis-Bacon Applies

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CA Lic. 433176

DIR # 1000001147





California Sub-Bid Request Ads

Project: State Route 60 East of Moreno Valley, Riverside County
 Project # RCTC 18-31-146-00
 OWNER: RCTC – DBE GOAL 14%
 BID DATE: NOVEMBER 29th, 2018 • BID TIME: 2:00 P.M.
 Please respond by 5:00 p.m., NOVEMBER 28TH, 2018

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

- TRUCKING, BASES, ASPHALT
- EQUIPMENT RENTAL
- LEAD COMPLIANCE PLAN / ADL WORK
- SWPPP / WPC
- SURVEY / QC
- CONSTRUCTION AREA & ROADSIDE SIGNS
- PAVEMENT MARKING / STRIPING
- TRAFFIC CONTROL
- WATER TRUCK
- EARTHWORK / GRADING / ROADWAY EXCAVATION
- EROSION CONTROL
- METAL BEAM GUARD RAIL (MBGR) / FENCING
- CONCRETE SAWCUT & SEALING
- STREET SWEEPING
- DISPOSAL OF SOILS, PAVEMENTS & DEBRIS
- CONCRETE / MINOR CONCRETE
- ASPHALT / ASPHALT PAVING / ASPHALT DIKE
- COLD PLANING / PULVERIZING
- CLEAR & GRUB
- ELECTRICAL
- LANDSCAPING
- AGGREGATE SUPPLY / AGGREGATE BASE
- CONCRETE BARRIER
- REBAR
- DRAINAGE / PIPE SUPPLY

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/Materials and/or supplies. ****Subcontractors must provide a current contractor's license number and Department of Industrial Relations (DIR) current registration number with their quote.**

Plans and specs are available at no cost to interested firms. Please contact our office @ (858) 536-3100, email us: estimating@coffmanspecialties.com or you can visit 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 Gus Rios or Marty Keane @ (858) 536-3100



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



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

REQUEST FOR DVBE & SBE
 SUBCONTRACTORS AND SUPPLIERS FOR:

Polyurethane Foam Injection to
 Raise Settled Pavement
 Hwy 37 Novato
 Caltrans #04-2J5004

BID DATE: November 28, 2018 @ 2:00 PM

We are soliciting quotes for (including but not limited to):

Trucking, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, Water Pollution Control Program, Sweeping, Treated Wood Waste, Temporary High-Visibility Fence, Clearing & Grubbing, Imported Borrow, Settlement Repair (Polyurethane Foam), Hydromulch, Hydroseed, Compost, Geosynthetic Pavement Interlayer (Paving Grid), AC Dike, Tack Coat, Cold Plane AC, Structural Concrete – Drainage Inlet, Bridge Removal, Underground, Misc. Iron & Steel, Pavement Marker, Object Marker, Midwest Guardrail System, Vegetation Control (Minor Concrete), Transition Railing, Concrete Barrier, Striping & Marking, and Construction Materials

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 DVBE & SBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.



WESTERN ROOFING SERVICE

15002 Wicks Blvd • San Leandro, CA 94577
 Ofc. 510-686-4951 • Cell 415-850-5268

We are requesting bid quotations from all DVBE/LBE/DBE/SBE/MBE/WBE firms and suppliers for the following project:

PROJECT NAME:

Roofing Repairs and Recoating at the Nourse Gym Project – SFUSD Project No. 12090

LOCATION:

135 Van Ness Avenue, San Francisco, CA 94102

PROJECT CLIENT/OWNER:

San Francisco Unified School District

PLANS AND SPECS: Available at Builders Exchange of San Francisco.

BIDS DUE DATE: 11/09/2018 AT 11:00AM

PLEASE FAX US YOUR BID PROPOSAL AT LEAST 2 HOURS PRIOR TO THE BID OPENING. THANK YOU.

BGINibbi

Project Name: Sunnydale HOPE SF Phase 1A-1 & 1A-2 – Abatement & Demolition
Location: San Francisco, California
Bid Date: November 30, 2018 @ 2:00pm
Pre-Bid Meeting: November 16, 2018 @ 10:00am
The corner of Hahn Street and Sunnydale Ave
Labor Requirements: Prevailing Wage
Project Schedule: December 2018 – February 2019

Baines Group, Inc. / Nibbi Brothers Joint Venture have been selected as the General Contractor for the Sunnydale HOPE SF Phase 1-A1 & 1-A2 Infrastructure in San Francisco, CA. We are in receipt of the bid documents and are currently requesting bid proposals from qualified subcontractors and suppliers including those certified with the San Francisco Contract Monitoring Department (CMD) as local business enterprises (LBE's) for Hazardous Material Abatement & Demolition. **The Contract Monitoring Division (CMD) has set the SBE participation goal for this project at 20%.** For more information about the San Francisco SBE program as it relates to this solicitation, please see Exhibit A and/or contact Ian Fernando at (415) 581-2307 or ian.fernando@sfgov.org at the City and County of San Francisco Contract Monitoring Division. Subcontractors received an email notification via BuildingConnected to activate and/or access your account online in order to download associated files and confirm your bidding status. Sunnydale HOPE SF Phase 1-A1 & 1-A2 is a proposed remediation of 16 buildings and associated improvements to address the presence of asbestos containing material, lead paint and other hazardous substances. Following the remediation, the existing buildings and associated improvements will be demolished to make way for development of new residential housing and new street and utility infrastructure.

For any questions on accessing bid documents please contact Kristin Medwick, Senior Precon & Estimating Coordinator via email, kristinm@nibbi.com.

For specific questions regarding this project please contact Paris Paraskeva, Estimator or Michael Cafferkey, Precon PM via email, parisp@nibbi.com / michaelc@nibbi.com.

Learning & Development TRAINING COURSE

The New Headworks Facility Project is a multi-million dollar project, part of the San Francisco Public Utilities Commission's multi-billion dollar, 20-year Capital Improvement Program. These critical investments in our city's infrastructure are an investment in the local people and businesses that make our region so special.

Sundt/Walsh, the joint venture CM/GC on Headworks, is providing this course so that local, small businesses can learn about contracting opportunities on the project and technical elements of the construction industry so that firms can better participate, compete and succeed.

FREE 6 Week Course

November 8 - December 20, 2018

(no class on November 22, 2018)

This course will cover the major aspects of:

- **Contracts** – Thursday 11/8
- **Estimating** – Thursday 11/15
- **Project Management** – Thursday 11/29
- **Financial Management** – Thursday 12/6
- **Software** – Thursday 12/13
- **Business Intangibles** – Thursday 12/20

Learn More & Register:

headworksclass.eventbrite.com



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Services of the San Francisco
Public Utilities Commission

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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: **JACK SHEWMAKER**
Website: www.desilvagates.com
An Equal Opportunity Employer

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

**CALTRANS ROUTE 101 –
CONSTRUCTION ON STATE HIGHWAY IN
MONTEREY COUNTY IN SALINAS FROM EAST
MARKET STREET UNDERCROSSING TO
0.3 MILE SOUTH OF ESPINOSA ROAD**

Contract No. 05-1C8904,
Federal Aid Project No. ACSB1NH-Q101(342)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

BID DATE: NOVEMBER 15, 2018 @ 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, CLEARING AND GRUBBING/DEMOLITION, COLD PLANE, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS, CRASH CUSHION, ELECTRICAL, EROSION CONTROL, FABRIC/GEOSYNTHETIC PAVEMENT INTERLAYER, FENCING, LANDSCAPING, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, PAVING FABRIC, PCC PAVING, PIPE LINING, ROADSIDE SIGNS, RUMBLE STRIP, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, TRAFFIC CONTROL SYSTEMS, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

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

Fax your bid to (925) 803-4263 to the attention of Estimator Jack Shewmaker. 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

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). 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 employer.

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
An Equal Opportunity Employer

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

**CALTRANS ROUTE 101 –
CONSTRUCTION ON STATE HIGHWAY IN
MONTEREY COUNTY IN AND NEAR KING CITY
FROM 0.4 MILE SOUTH OF WILD HORSE ROAD
OVERCROSSING TO TEAGUE AVENUE**

Contract No. 05-1F75U4,
Federal Aid Project No. ACSB1NHG-Q101(338)E
Disadvantaged Business Enterprise Goal
Assigned is 19%
OWNER

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

BID DATE: NOVEMBER 8, 2018 @ 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, BRIDGE DECK RESURFACING, BRIDGE, CLEARING AND GRUBBING/DEMOLITION, COLD PLANE, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS & DELINEATORS, CRASH CUSHION, ELECTRICAL, EROSION CONTROL (PERMANENT), EROSION CONTROL (TEMPORARY), LANDSCAPING, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, PCC PAVING, ROADSIDE SIGNS, RUMBLE STRIP, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TRAFFIC CONTROL SYSTEMS, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 1 AGGREGATE SUBBASE MATERIAL, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

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

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

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). 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 employer.

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Which Drug Testing Method Is Best for Your Construction Company

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in plain view. It also has a detection window of up to three months. This makes it effective in identifying sporadic drug use and is one of the reasons the Department of Transportation is considering adding it as an approved testing method. It's also very effective for pre-employment drug testing.

This method does have some disadvantages, though. One is that because it requires the cutting a small sample, some employees may object. Another is that it cannot detect recent drug use. This makes it a poor choice for post-accident drug testing. It's also more expensive.

Other considerations

Once you've chosen the method that best fits your circumstances, the next step is to integrate it into your drug testing policy. This requires a formal written policy that follows all state and federal laws. Where marijuana is legal, an employee's right to use marijuana does not prevent employers from enforcing a drug-free workplace.

Additionally, some states have regulations on when employers can test employees. For example, random drug testings must truly be random. Employers can also test an employee if there is a reason to believe they are under the influence of drugs while working. All reasons for conducting a drug test must be clearly explained in your policy, and employees must be informed.

Staying current on drug testing laws and following a written policy is essential to creating a safe workplace. It also plays a critical role in avoiding costly HR-related lawsuits.

SOURCE:

<https://www.constructconnect.com/blog/operating-insights/drug-testing-method-best-construction-company/>