

Copy

Proposal

For RFP# 22-34
City of Ann Arbor
Water Treatment Services
Unit, WTP Improvements
- Phase II

Weiss Construction Co., LLC
41001 Grand River Ave
Novi, Michigan 48375

www.Weiss-Construction.com



Prepared For:

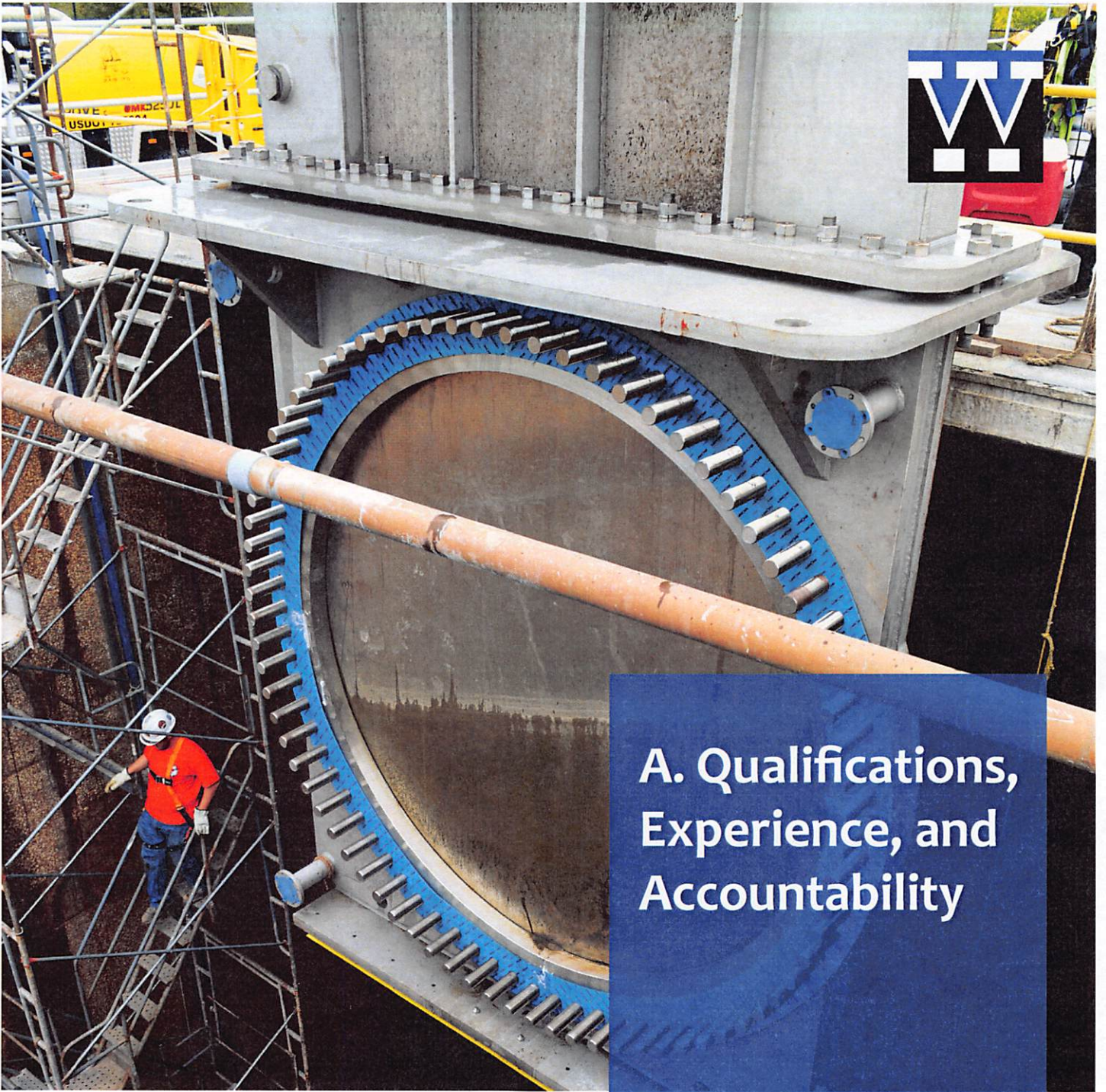
City of Ann Arbor
Procurement Unit
301 E. Huron Street
Ann Arbor, MI 48104

May 10th, 2022

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**A. Qualifications,
Experience, and
Accountability**

Qualifications and experience of the bidder and of key persons, management, and supervisory personnel to be assigned by the bidder.

Since our founding over 50 years ago, Weiss Construction's market niche has always focused on water and wastewater infrastructure. As a company, it all that we do. Likewise, the professionals that work for us all have strong backgrounds in all aspects self-performed water and wastewater construction and renovation including HVAC, Electrical, architectural trades, and infrastructure exclusive to the water and wastewater industry.

Weiss' project team has been assembled to bring the very best project candidates and with professional expertise that is aligned specifically to meet the needs and objectives of this project. This will allow us to leverage the expertise of our local staff, local resources, and local experience to ensure we are fully responsive to the needs of Ann Arbor and the Tetra Tech engineering team.

The relevant experience and qualifications of our team members are presented in the corporate resumes that follow. A brief summary of the roles and responsibilities that each team member will have for this project is presented as follows:

12
Years

Chris Klafft, Project Manager

As Project Manager, Chris will serve as the primary "boots on the ground" point of contact for Weiss Construction and will have overall profit and loss responsibility. Chris will provide day to day leadership for the Weiss team and will be responsible for communications, performance, and implementation of preconstruction and construction services. He will oversee the management of the project and its performing activities to control cost, schedule and project quality. Chris will also serve as the project safety officer during the construction phase.

33
Years

Joseph Mulville, Project Executive

In his role as Principal-in-Charge, Mr. Mulville will provide corporate-level management, direction and supervision of the for Weiss project team.

22
Years

Dave Hubbard, Superintendent

In his role as superintendent, Dave will be responsible for providing leadership and jobsite supervision and coordination for all subcontractors and self-performed trade labor. Additionally, Mr. Hubbard will work closely with our project manager to maintain project schedule and jobsite safety considerations.

12
Years

Jason Axelson, Assistant Project Manager

As assistant project manager, Jason will serve as a technical resource for HVAC related issues in the submittal, procurement, and commissioning portions of this project. He will also work closely with the project manager, superintendent, and subcontractors to insure that the mechanical work meet specifications, Weiss's quality requirements, and Michigan mechanical code.

CONTACT

586-246-2348

cklaft@weiss-construction.com

CHRISTOPHER KLAFT, PE



STAFF RESUME

EDUCATION



University of Michigan Ann Arbor

College of Engineering, B.S. Civil
Engineering

University of Illinois Urbana Champaign

M.S. Civil Engineering

LICENSES AND CERTIFICATIONS



Licensed Professional Engineer,
Michigan I License # 6201062079

Safety Certifications:

- OSHA 30-Hour
- Confined Space Certified
- First Aid/CPR Certified
- ATSSA Certified Traffic Control
Technician

PROJECT ROLE AND PROFILE



Chris is a seasoned construction professional with over 13 years of experience in water and wastewater systems construction. In addition to his role as a Project Manager with Weiss Construction. For this project, Chris will serve as a Project Manager and will be responsible for implementation and delivery of the project to the City of Ann Arbor

RELEVANT CONSTRUCTION EXPERIENCE



- **West Bloomfield Lift Stations #1 & #3 Reconstruction**
West Bloomfield, MI
- **Warren WWTP Final Clarifiers 5-8 Rehabilitation Project**
Warren, MI
- **Warren WWTP Primary Clarifiers 5-8 Rehabilitation Project**
Warren, MI
- **Ann Arbor Water Treatment Plant UV Disinfection Project**
Ann Arbor, MI
- **MDOT I-75 Segment II Reconstruction Project**
Troy, MI
- **Ann Arbor Wastewater Treatment Plant Renovations Project**
Ann Arbor, MI

CONTACT

313-909-7998

jaxelson@weiss-construction.com

JASON AXELSON

MECHANICAL CONTRACTOR



STAFF RESUME

EDUCATION



**Bachelor of Technology,
Construction Management**
Bowling Green State University

TRAINING AND CERTIFICATIONS



- OSHA 30-Hour Construction Safety
- First Aid, CPR, AED Training
- Michigan Mechanical Contractor -
#7118600

PROJECT ROLE AND PROFILE



Jason has over 12 years of Mechanical Contractor experience in Heating, Plumbing, and Process piping systems with a specialty in energy conservation systems. He currently is a licensed mechanical contractor in the state of Michigan. As an assistant project manager, Jason will be a technical resource for the project management team as it relates to the HVAC System.

RELEVANT CONSTRUCTION EXPERIENCE



- **Fulton Manor Control Valve Replacement**
Wauseon, Ohio
- **University of Toledo Controls Upgrade**
Toledo, Ohio
- **Dominion Natural Gas RTU Replacement**
Akron, Ohio
- **Stark County Correctional Roofing Replacement (RTU Replacement)**
Louisville, Ohio
- **Dominion Natural Gas RTU Replacement**
Akron, Ohio
- **Villa Mercede Hydronic and Hot Water Boiler Replacement (Design Build)**
Cleveland, Ohio
- **Hiram College Hinsdale Hall Chiller Replacement**
Hiram, Ohio
- **Hiram College Kennedy Center Chiller Replacement**
Hiram, Ohio
- **Hiram College Kennedy Center Boiler Replacement**
Hiram, Ohio
- **Mansfield Correctional Institute Boiler Replacement**
Mansfield, Ohio
- **Aultman Hospital Lab AHU and VAV Retrofit**
Canton, Ohio
- **Aultman Hospital Replacement of 6 AHU units (Site Built™)**
Canton, Ohio
- **Aultman Hospital Replacement of 4 AHU units (2 sectional & 4 Site Built™)**
Canton, Ohio
- **University of Akron Auburn Hall AHU 4 Replacement**
Akron, Ohio



Joseph Mulville, P.E.

Vice President of Estimating

Project Role and Profile

Joe has over 33 years of experience in the heavy civil construction industry. In addition to serving as Chief Estimator for Weiss Construction and he is responsible for providing executive oversight and mentoring of the company's project managers and other operations personnel. For the 2022 Job Order Contract, Joe will be responsible for overseeing all cost estimating and value engineering activities.

Relevant Experience

Reedy River Basin Sewer Tunnel - Greenville, South Carolina
Etobicoke Creek Trunk Sewer - Mississauga Ontario, Canada
South Interceptor Force Main Tunnel - Omaha Nebraska
Government Cut Utility Relocation - Miami Fla
Black River Storage and Conveyance Tunnel - Lorain, OH
Deep Rock Storage Pumping Station - Cleveland, OH
DWSD Pickle Liquor System Improvements – Detroit Michigan
DWSD Rehabilitation of Primary Clarifiers- Detroit Michigan
Dearborn CSO Facilities - Contract Nos. 2, 6 and 7 - Dearborn, MI
Reconstruction of I-75 Freeway - Wayne County Michigan
DWSD In System Storage Devices – Detroit Michigan
DWSD PC-713 Bottom Ash Conveyance System - Detroit Michigan
DWSD PC-740 Primary Clarifiers 13–18 Detroit, Michigan
MDOT Bridge Construction & Renovation Projects – Numerous Locations

Education

Master of Science, Civil Engineering – Wayne State University
Bachelor of Science, Civil Engineering – Michigan Technological University

Training & Certifications

OSHA 40 Hour Hazwop
OSHA 30-Hour Construction Safety
OSHA Confined Space
OSHA Tunnel Rescue Team Supervisor
Red Cross CPR Training



Staff Resume

David Hubbard
7776 McLean Dr.
Imlay City, MI 48444
586-703-3215
dhubbardlu98@gmail.com

DAVID HUBBARD
Plumber Foreman

Technical Education

Plumber Apprenticeship Local 98
UA Foreman Certification Course
Medical Gas Certification
Backflow Certification
Crane Signal Certification UA
Weld Certification Ahera
Asbestos Supervisor Course
OSHA 10
Hull Maintenance Technician Class A
New Horizons Weld School
Norfolk Naval Shipyard:
Asbestos Supervisor Course
Structural Repair Course

Must Safety Training

18 Modules Completed:

Aerial Lifts
Cement and Masonry
Confined Space Hazards
Construction Worker Orientation
Crane Safety
Electrical Safety/Lockout-Tagout
Fall Protection
Fire Protection and Prevention
Hand and Power Tool Safety
Hazard Communication
Ladder Safety
Material Handling
Personal Protective Equipment
Rigging
Scaffolding
Silica Safety
Trenching and Excavation
Welding and Cutting

Dave has more than 20 years of experience in the plumbing, pipefitting, HVAC systems, and process equipment industries. His background includes installation of many types of piping systems; scheduling manpower; inventory control; material, tool, and equipment ordering; quality control and safety compliance. Dave is familiar with the preparation and execution of construction documents such as RFIs, scope of work, and procedures.

Dave's construction supervision experience includes medical, automotive, refinery, steel mill, and water/sewer treatment facilities. The projects involved installation of piping systems for potable water, compressed air, natural gas, coolant systems, hot oil, mill water, acid, sewage, steam, and chilled water among others. Dave has experience with the setting of pumps, equipment, tanks, and vessels. His skills include the start up of chillers, process coolant, and hot oil systems.

Relevant Construction Experience

Automotive Facilities

- Ford Motor Company, Livonia Transmission: 10R/9F Program
- Ford Motor Company, Flat Rock Plant: Paint Booth Rehabilitation
- Ford Motor Company, Dearborn Truck Plant: New F150 Body
- General Motors, Lake Orion Plant: New Tooling Body Shop/General Assembly
- General Motors, Warren Powertrain Plant: New Coolant System
- Weber Automotive, Auburn Hills: New Coolant System
- Chrysler Tech Center, Auburn Hills: Model Mold Addition
- General Motors, Hamtramck: New Tooling Body Shop/General Assembly
- Chrysler Warren Truck: New Natural Gas Line Job
Phosphate Tank Rehabilitation
- FCA, Sterling Heights Assembly Plant: New General Assembly
- FCA, Sterling Heights Assembly Plant: New Utilities South Paint Shop

Medical Facilities

- Beaumont Hospital, Troy: West Tower Addition
- Harper Hospital, Detroit: Building Renovation Project
- Beaumont Hospital, Troy: Cancer Center

Chemical and Refinery Facilities

- Nova Chemical, Manaca, Pennsylvania: Power House Outage
- Hemlock, Saginaw: Solar Panel Component Project
- Marathon Refinery: DHOUP/2012 Turnaround

Steel Mill Facilities

- Severstal, Detroit: New Pickling Line
- U.S. Steel, Zug Island: D Furnace Rehab

Water and Sewage Treatment Facilities

- Water Works Park, Detroit: New Water Treatment Plant
- Conner Creek, Detroit: Combined Sewer Overflow
- Southwest WTP, Allen Park: High Lift Pump Discharge Valve Actuator Replacement and HLPH Modification

References from individuals or entities the bidder has worked for within the last five (5) years including information regarding records of performance and job site cooperation.

Weiss, since 1969, has been fortunate enough to serve many customers on a multitude projects. In that time we have exceeded customers expectations. We have collected reference letters, issued in the last five years, in the following pages.

Over 1,000 Projects Completed.

Over \$2Billion in Added Value

One Industry, Water and Waste Water





Jim Nash

June 26, 2020

Mr. Kevin Clarey
Weiss Construction, LLC
41001 Grand River Ave.
Novi, MI 48375

Re: 66-inch Steel Sewer River Crossing Rehabilitation
Project Completion Commentary

Dear Mr. Clarey,

We acknowledge and appreciate your recent attention to the replacement of the site landscaping features at the referenced project that failed to thrive during the past growing season. As you are aware, the appearance of a well landscaped site is important to both our wastewater plant operations as well as the adjacent community, and your clear understanding and support of this need is very much appreciated.

In addition, we again congratulate Weiss Construction on the successful performance of this challenging project. This is well evidenced by the numerous awards granted by various professional organizations including the American Society of Civil Engineers (ASCE) Southeast Branch and the American Council of Engineering Companies (ACEC). This project faced significant environmental challenges, rigorous completion time constraints, and major constructability issues, all of which were successfully addressed by Weiss Construction. Furthermore, this project was completed on time, below budget, and was accident free.

We look forward to additional working opportunities with Weiss Construction on our future projects, and again offer our appreciation to you and your colleagues for a job well done.

Sincerely,

A handwritten signature in blue ink that reads "George P. Nichols".

George P. Nichols, P.E.
Civil Engineer III

Cc: Mr. Larry Gilbert, P.E., NTH Consultants





CITY OF ANN ARBOR
PUBLIC SERVICES ADMINISTRATION

June 18, 2020

Subject: Weiss Construction Company, LLC
UV Disinfection System Project
Project Reference Letter

To Whom it May Concern,

This letter serves as a recommendation for Weiss Construction Company, LLC as a general contractor for mechanical construction projects in the water treatment and drinking water services sector. The UV Disinfection System Project at the Ann Arbor Water Treatment Plant has been a critical project for our operations and Weiss Construction has proven to be an excellent vendor.

The UV Disinfection System project included retrofitting an existing WTP sub-basement room with new piping, valves, UV disinfection equipment, flowmeters, and analytical monitoring equipment. The UV disinfection equipment was installed on the discharge of existing pumps which were operational and serve portions of the existing WTP. Also included in the project scope were demolition of existing piping, grating, stairs and replacement with new grating, stairs, handrails, and pipe supports. New instrumentation, controls, integration, electrical, and lighting were also installed.

The notice to proceed was June 7, 2019 and substantial completion expected by June 20, 2020. However, the project was temporarily suspended due to the Governor's Executive Order for work restrictions due to the COVID-19 response. Currently the project has resumed and is on track to achieve substantial completion prior to the revised substantial completion date of August 9, 2020.

Weiss has provided excellent service with regards to quality of construction and project management on this project. All Weiss staff have been very cognizant of the challenges in working at an operating treatment plant and spared no effort in providing protective measures like dust control, odor control, notifications, signage, and safety measures. They took a careful approach to all activities to ensure minimal impact to our operations. Weiss's level of communication surpassed my expectations. Updates were frequently and regularly provided. The great communication proved invaluable when executing scheduled shut downs and during the testing and commissioning phases of the project.



CITY OF ANN ARBOR
PUBLIC SERVICES ADMINISTRATION

June 18, 2020
Project Reference Letter
Page 2

Weiss's project management and superintendents were very impressive; each showed a high level of attention to detail and their responsiveness was much appreciated; the control and oversight of subcontractors was strong; and their ability to maintain the project schedule was excellent. Their detailed forethought and advanced planning played a primary role in the success of the project. Weiss proved themselves to be very flexible if any changes arose and their cost proposals for change order work was very fair throughout the entire project.

I highly recommend Weiss Construction Company, LLC for construction services with future prospective clients.

Should you have any questions regarding the above, please feel free to contact me.

Very Truly Yours,

Glen Wiczorek, P.E.
Project Manager, Senior Utilities Engineer



Candice S. Miller

Public Works Commissioner
Macomb County

From: Steven Wagner, Engineer II

Date: May 9, 2022

Subject: Chapaton RTB and Martin RTB Disinfection Improvements Project
Letter of Recommendation

To Whom it May Concern,

Please accept this letter of recommendation for Weiss Construction regarding their performance on the recently completed Chapaton RTB and Martin RTB Disinfection Improvements Project. Macomb County Public Works, on behalf of two local drainage districts, operates and maintains two Retention Treatment Basins within the City of St. Clair Shores, Michigan. The project noted above involved significant upgrades to the nearly 45-year-old disinfection systems at both facilities.

Weiss was the low bidder on the project and was subsequently contracted to remove existing disinfection equipment, install seven (7) new owner-provided chemical feed pumps, remove and replace approximately 10,000 LF of disinfection piping within the Chapaton RTB, install approximately 5,000 LF of sample piping within the Chapaton RTB, and perform miscellaneous piping, electrical work, equipment installation and room finishes.

From the beginning, Weiss Construction took a proactive and collaborative approach to successful project completion. They exhibited skill, quality workmanship, and responsiveness. They provided organized and relevant submittals in a timely manner. Several unforeseen obstacles presented themselves throughout the project to which Weiss consistently provided appropriately-priced change order requests. They were prepared at monthly progress meetings with relevant reports and updates. The closeout documents for the project were neat, organized, and comprehensive.

Weiss's expertise in the water and wastewater field was evident throughout the project as they demonstrated a clear understanding of the existing facilities and the project objectives. This experience allowed them to continually progress the project towards completion even when presented challenges. Based on our experience in working with Weiss on this project, Macomb County Public Works Office would like to express our confidence in their abilities and provide our recommendation to other municipalities that may be considering Weiss Construction for similar projects.

Sincerely,

Steven Wagner, P.E.

OFFICE LOCATION: 21777 Dunham Road, Clinton Township, Michigan 48036 • Phone: 586-469-5325 • Fax: 586-469-5933

MAILING ADDRESS: P. O. Box 806, Mt. Clemens, Michigan 48046-0806

ENGINEERING • Phone: 586-469-5910 • Fax: 586-469-7693 ♦ **SOIL EROSION** • Phone: 586-469-5327 • Fax 586-307-8264



March 10, 2022

Contractor: Weiss Construction Co. LLC

To Whom It May Concern,


It has been the privilege of VTC Insurance Group. and Liberty Mutual Insurance Company to provide surety bonds on behalf of Weiss Construction Co. LLC for over twenty (20) years, during which time Weiss Construction Co. LLC has performed, and we have issued performance and payment bonds for contracts valued in the range of \$50,000,000. In our opinion, Weiss Construction Co. LLC remains properly financed, well equipped, and capably managed.

At the present time, Liberty Mutual Insurance Company provides a \$70,000,000 single project and a \$600,000,000 aggregate surety program to Weiss Construction Co. LLC. The operating line is by no means a limit of bonding capacity, but is rather a parameter to efficiently handle routine needs. We would favorably consider any reasonable request because of Weiss Construction Co. LLC's strong reputation. As always, Liberty Mutual Insurance Company reserves the right to perform normal underwriting at the time of any bond request, including, without limitation, prior review and approval of relevant contract documents, bond forms, and project financing. We assume no liability to Owner. or its affiliates if for any reason we do not execute such bonds.

Liberty Mutual Insurance Company is listed on the U.S. Treasury Department's Listing of Approved Sureties, and is rated A (XV) by the A.M. Best Company.

Very truly yours,

Liberty Mutual Insurance Company


Susan L Small, Attorney-in-Fact

Confidence. For What's Next.™

Evidence of any quality assurance program used by the bidder and the results of any such program on the bidder's previous projects.

Quality Management Plan

Weiss Construction's fundamental goal is to provide our clients with the highest level of construction expertise, safety, and quality so we can consistently execute and deliver successful projects that are completed on time, within budget, and meet all our customers' expectations for quality and long term performance. In keeping with this goal, we believe in the fundamental importance of a comprehensive and robust Quality Management Plan.

The Weiss Management team has prepared a Quality Management Plan to ensure that our design and construction work product not only meets but exceeds the quality requirements of the City Ann Arbor. The Quality Management Plan will be modeled off our Corporate Quality Management Plan and will address our Quality Management Systems for construction phases of the project. For brevity, we have included the table of contents from our Corporate Quality Management Plan. Upon request the plan, in its entirety, is available to Ann Arbor.

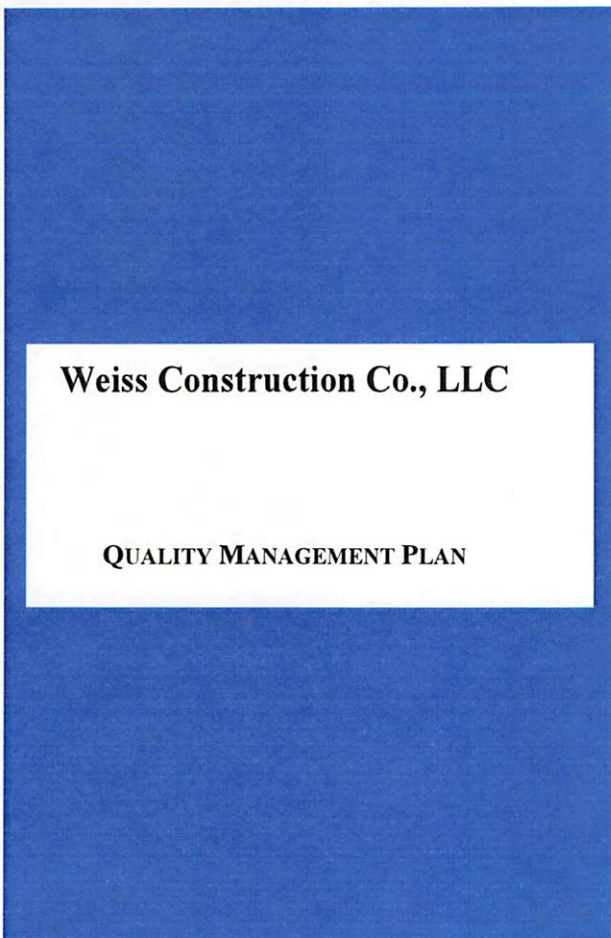


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EXHIBIT	Release For Construction Stamp
EXHIBIT	Design Quality Process Temporary Construction Design
EXHIBIT	Frequency of QO Field Survey Verification
EXHIBIT	Tolerances for QO Field Survey Verification with Design Intent (least count for measurement, not standard error)
EXHIBIT	Identified Issue by QA/QC
EXHIBIT	Request for Information (RFI)/Field Design Change (FDC)/ Notice of Design Change (NDC) Process

Appendices

A	Quality Design Procedures
B	NOT USED
C	Forms
D	Document Control Plan
E	Construction Inspection and Testing Quality Plan
F	Construction Quality Training Manual
G	Laboratory Quality System Manual

A statement from the bidder as to any major subcontractors it expects to engage including the name, work, and amount.

Ann Arbor WTP HVAC Improvements Phase - II		
Subcontractor List		
Subcontractor	Scope of Work	Amount
Allied Ventilation	Sheet Metal	\$ 229,850 ⁰⁰
Huron Valley Elec	Electrical	\$ 85,140-
Siemens	Programming Controls	\$ 373,524 ⁰⁰
BARmatic	Testing/ Balancing	\$ - NA -
LaDuke Roofing	Roofing	\$152,500.00

An aerial photograph of a large industrial facility, possibly a power plant or refinery. The image shows a complex network of steel structures, scaffolding, and pipes. Several large cylindrical tanks are visible in the lower-left quadrant. The overall scene is one of a highly organized and intricate industrial environment.

B. Workplace Safety

Documentation of an on-going, Michigan OSHA-approved safety-training program for employees to be used on the proposed job site.

Weiss' senior management ranks safety as their highest priority. We strive to create a culture in which health and safety principles are ingrained into every employee's mindset and are a standard and is part of how we conduct our daily business. We are committed to the safety and health of our employees, subcontractors, Ann Arbor staff, and the general public that our projects often interface with.

For every project we undertake, Weiss Construction prepares a Site Specific Health & Safety Plan (SSH&SP) developed in accordance with MIOSHA and all other applicable industry requirements. The plan is tailored to the unique characteristics of the project to ensure it addresses all potential health and safety risks that may be encountered while working on site.

Prior to working on site, all Weiss personnel and subcontractors are required to complete a project specific safety orientation. Upon completion of the orientation, everyone is provided a special hard hat sticker that easily identifies them as having completed the orientation. On large projects with numerous in-house and subcontractor personnel, this technique allows us to quickly recognize those individuals who did not complete the orientation. When this occurs, the individual is required to immediately partake in the required orientation.

In the field, every Weiss employee is empowered with Stop Work Authority to address any conditions or work procedures that they recognize as being unsafe. Our goal is an incident-free environment for all stakeholders. To provide our employees with the requisite safety knowledge and resulting confidence to exercise their Stop Work Authority, we require all of our craft labor employees to acquire a MUST sign-on and to complete all the MUST safety modules offered by their respective unions. In addition to the MUST modules, Weiss sends all our workers, both craft and non-union supervision and management personnel, to various safety training sessions throughout the year. The sessions are performed both in-house and by the various trade organizations that we are members of.

In addition to safety trainings, we utilize weekly toolbox talks and pre-work activity analysis procedures to help achieve our goal of zero Incidence jobsites. Our methods of pre-work hazard analysis include the techniques summarized below:

- Job Hazard Analysis (JHA)- All major construction activities require planning and pre-activity meetings to ensure safety, quality, and efficiency. During the planning process, the project team reviews safety elements and performs a JHA to determine potential safety risks and the corresponding methods to eliminate or mitigate the safety issues. Upon completing the JHA process, the project team reviews and agrees upon the JHA content and then carries it into action with proper training and further input from the craft workers completing the work activity.
- Task Hazard Analysis (THA)- The second component of the activity analysis procedure that Weiss utilizes is the THA. THAs consist of an analysis of each individual work task that will be completed by any of the crews working on site. Hazards should be identified through a JHA by management and then further by foremen, by completing a THA document daily and before each new work activity begins. Crew foremen must conduct their own THA for each separate crews. The Safety Manager and Superintendent will measure the performance of the THA process by periodically attending analysis discussions and by reviewing copies of THA documents from all crews.

Evidence of the bidder's worker's compensation Experience Modification Rating ("EMR"). Preference within this criterion will be given to an EMR of 1.0 or less based on a three-year average.

Please see our EMR record on the following page.



March 14, 2022

Weiss Construction Co., LLC
41001 Grand River Ave
Novi, MI 48375

RE: Workers' Compensation Experience Modification

To Whom It May Concern:

Per your request, listed below are your experience modifications for the current and past 2 years.

10/30/2021 to 10/30/2022 - .96
10/30/2020 to 10/30/2021 - .95
10/30/2019 to 10/30/2020 - .95

If you should need any additional information, please do not hesitate to call.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan P. Chandler", with a long horizontal flourish extending to the right.

Alan P. Chandler

Confidence. For What's Next.™

Evidence that all craft labor that will be employed by the bidder for the project has, or will have prior to project commencement, completed at least the OSHA 10-hour training course for safety established by the U.S. Department of Labor, Occupational Safety & Health Administration.

Weiss strives to have all employees trained and certified to the greatest extent that their work will require. This includes either an OSHA 10 or an OSHA 30, if it is not offered through their apprenticeship program. Currently approximately 80% of Weiss' field staff hold OSHA certifications, with the remaining 20% largely being new hires. Part of Weiss' safety initiative is to obligate OSHA certification in addition to other safety certifications for all of our team members.

To ensure the safest environment for Ann Arbor, Weiss Construction will insist, of our own employees and subcontractors, that anyone performing work, journeymen level or higher, have either an OSHA 10 or OSHA30.

The safety record of bidder and major subcontractors, including OSHA, MIOSHA, or other safety violations.

Please see the first pages of our OSHA 300 logs from 2019 through 2021 submitted as a record of our safety over the last three years. As the major subcontractors have not been officially selected as the time of this proposal, they will be made available to Ann Arbor post bid.

Per the document below, no violations for Weiss construction exist with OSHA (or MIOSHA). The Weiss Construction's listed below are different companies from California and Ohio respectively, with no affiliation with Weiss Construction Company, LLC of Michigan.

Establishment Search Results

Establishment	Date Range	Office	Zipcode	State
weiss construction	04/27/2017 to 04/27/2022	all	all	all

Please note that inspections which are known to be incomplete will have the identifying Activity Nr shown in italic. Information for these open cases is especially dynamic, e.g., violations may be added or deleted.

Sort By: **Date** | Name | Office | State

[Return to Search](#)

By Date

Results 1 - 2 of 2

[Get Detail](#) [Select All](#) [Reset](#)

	#	Activity	Opened	RID	St	Type	Sc	SIC	NAICS	Vio	Establishment Name
<input type="checkbox"/>	1	1425993 015	08/23/2019	0950623	CA	Referral	Partial		236115	2	Weiss Construction
<input type="checkbox"/>	2	1396962 015	03/21/2019	0522300	OH	Referral	Partial		811310		Weiss Construction Inc.



**UNITED STATES
DEPARTMENT OF LABOR**

OSHA's Form 300A (Rev. 01/2004)

Summary of Work-Related Injuries and Illnesses

Year 2019



U.S. Department of Labor
Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete.

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the log. If you had no cases write "0."

Employees former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR 1904.35, in OSHA's Recordkeeping rule, for further details on the access provisions for these forms.

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
<u>0</u>	<u>2*</u>	<u>0</u>	<u>0</u>
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
<u>47</u>	<u>0</u>
(K)	(L)

Injury and Illness Types

Total number of... (M)	(1) Injury	(2) Skin Disorder	(3) Respiratory Condition	(4) Poisoning	(5) Hearing Loss	(6) All Other Illnesses
	<u>2</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for this collection of information is estimated to average 58 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3944, 200 Constitution Ave. NW, Washington, DC 20210. Do not send the completed forms to this office.

Establishment information

Your establishment name Weiss Construction Co., LLC

Street 41001 Grand River Ave.

City Novi State MI Zip 48375

Industry description (e.g., Manufacture of motor truck trailers)
Construction General Contractor

Standard Industrial Classification (SIC), if known (e.g., SIC 3715)
1 6 2 3

OR North American Industrial Classification (NAICS), if known (e.g., 336212)

Employment information

Annual average number of employees 36

Total hours worked by all employees last year 87,580

Sign here

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.


Company executive

Vice President
Title

313-567-4500
Phone

1/28/2020
Date

OSHA's Form 300A (Rev. 01/2004)

Summary of Work-Related Injuries and Illnesses

Year 2020



U.S. Department of Labor
Occupational Safety and Health Administration

Form approved OMB no. 1218-0178

All establishments covered by Part 1904 must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete.

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the log. If you had no cases write "0."

Employees former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR 1904.35, in OSHA's Recordkeeping rule, for further details on the access provisions for these forms.

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	2	0	1
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
145	0
(K)	(L)

Injury and Illness Types

Total number of... (M)	(1) Injury	(2) Skin Disorder	(3) Respiratory Condition	(4) Poisoning	(5) Hearing Loss	(6) All Other Illnesses
	2	0	0	0	0	1

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for this collection of information is estimated to average 58 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.

Establishment information

Your establishment name Weiss Construction Co., LLC

Street 41001 Grand River Ave.

City Novi State MI Zip 48375

Industry description (e.g., Manufacture of motor truck trailers)
Construction General Contractor

Standard Industrial Classification (SIC), if known (e.g., SIC 3715)
1 8 2 3

OR North American Industrial Classification (NAICS), if known (e.g., 336212)

Employment information

Annual average number of employees 55

Total hours worked by all employees last year 99,324

Sign here

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Kevin Markhardt
Company executive

Vice-President
Title

313-567-4500
Phone

1/8/2021
Date

OSHA's Form 300A (Rev. 01/2004)

Summary of Work-Related Injuries and Illnesses

Year 2021



U.S. Department of Labor
Occupational Safety and Health Administration

Form approved OMB no. 1218-0178

All establishments covered by Part 1904 must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the log. If you had no cases write "0."

Employees former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR 1904.35, in OSHA's Recordkeeping rule, for further details on the access provisions for these forms.

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	0	0	0
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
0	0
(K)	(L)

Injury and Illness Types

Total number of... (M)	(1) Injury	(2) Skin Disorder	(3) Respiratory Condition	(4) Poisoning	(5) Hearing Loss	(6) All Other Illnesses
	0	0	0	0	0	0

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for this collection of information is estimated to average 58 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.

Establishment Information

Your establishment name Weiss Construction Co., LLC
 Street 41001 Grand River Ave
 City Novi State MI Zip 48375
 Industry description (e.g., Manufacture of motor truck trailers)
Construction General Contractor
 Standard Industrial Classification (SIC), if known (e.g., SIC 3715)
1 8 2 3
 OR North American Industrial Classification (NAICS), if known (e.g., 336212)

Employment Information

Annual average number of employees 98
 Total hours worked by all employees last year 123,334

Sign here

Knowingly falsifying this document may result in a fine.

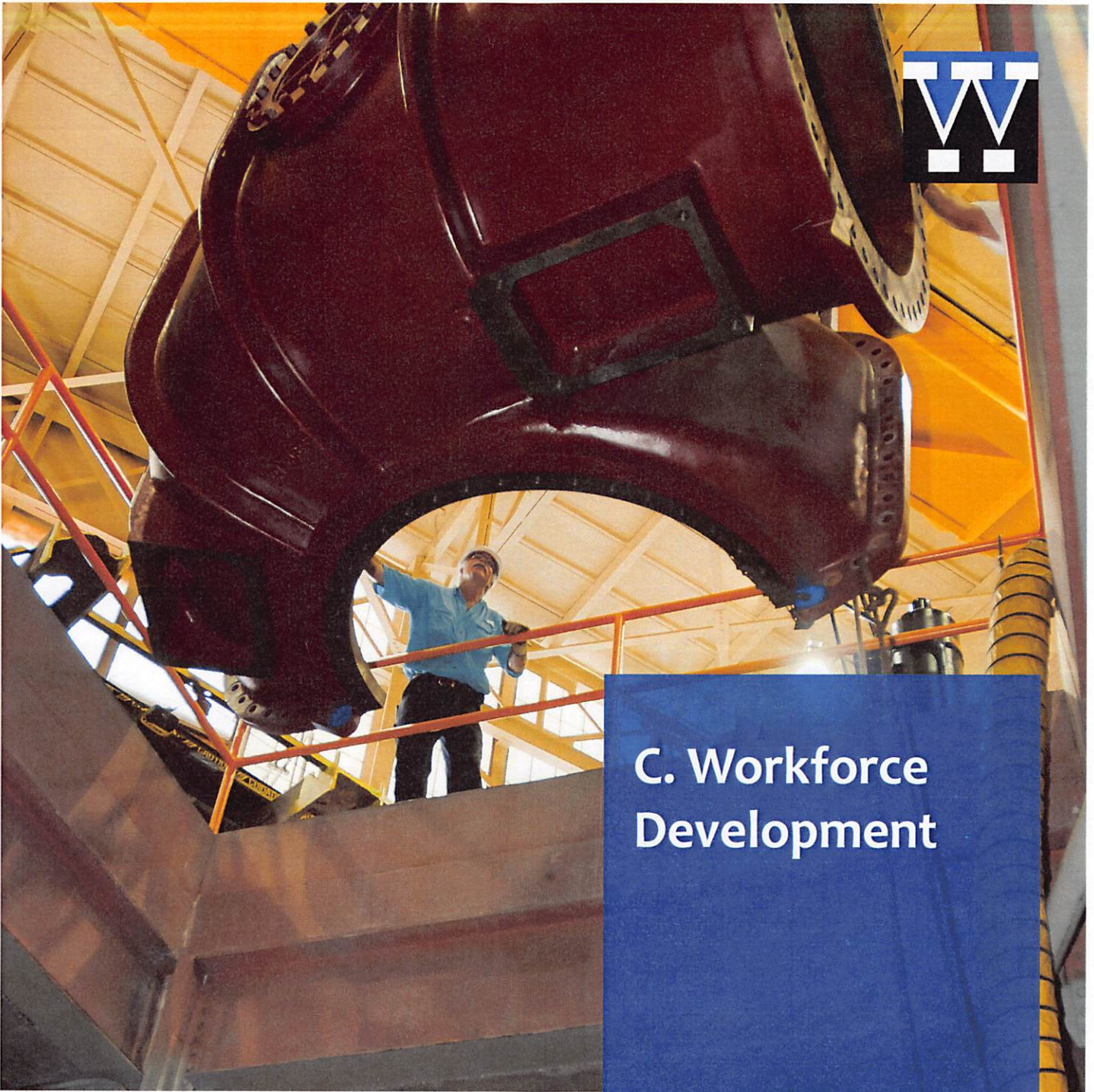
I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Kevin Markhardt
Company executive

Vice-President
Title

313-567-4500
Phone

1/28/2021
Date



C. Workforce Development

The ratio of masters or journeypersons to apprentices proposed to be used on the construction project job site, if apprentices are to be used on the project.

Weiss, as a union contractor, is contractually obligated to maintain the apprentice to journeyperson ratios established by the local trade unions. Additionally, this will apply to any union subcontractors. This means no more than one apprentice for every four journeymen, per trade. This is not only enforced internally but by the designated union stewards on each project.

Documentation as to bidder’s pay rates, health insurance, pension or other retirement benefits, paid leave, or other fringe benefits to its employees.

Weiss Construction is signatory to the following union trades:

- Plumbers Local 98
- Plumbers and Pipefitters local 190 (pending signature)
- Operators Local 324
- Laborers Local 1191
- Carpenters Local 687
- Cement Masons Local 2

Per the chart below, the union wage packages that our employees receive meet or exceed that of both Davis-Bacon Prevailing wage and the Ann Arbor Living Wage.

<u>Trade</u>	<u>Actual Base Rate</u>	<u>Actual Package Rate</u>	<u>Davis Bacon</u>	<u>Ann Arbor</u>	<u>Meet or Exceed</u>	<u>Living Wage</u>	<u>Meet or Exceed</u>
			<u>Package Rate</u>	<u>Meet or Exceed</u>			
Plumbers Local 98	34.74	76.02	68.01	14.82	Exceed	14.82	Exceed
Plumbers and Pipefitters Local 190	42.33	68.98	68.01	14.82	Exceed	14.82	Exceed
Operators Local 324	34.53	65	64.66	14.82	Exceed	14.82	Exceed
Laborers Local 1191	25.41	46.63	28.75	14.82	Exceed	14.82	Exceed
Carpenters Local 687	35.16	65.31	64.38	14.82	Exceed	14.82	Exceed
Cement Masons Local 2	30.23	55.9	45.28	14.82	Exceed	14.82	Exceed

- * All trades listed above provide benefits therefore requiring the lower Ann Arbor Living Wage
- * This is drafted at 4/28/22 wages are subject to change as contracts are renewed and raised applied.
- * These rates do not include payroll expense.
- * Rates are based off of a journeyperson on a strait time basis.

The benefit package paid to each employee varies depending on trade and local. To highlight one trade, Plumbers and Pipefitters local 190, we have attached their fringe benefits on the following page:

ARTICLE 13
GENERAL WAGE CONDITIONS

A. Economic Packages to be allocated*

\$2.05 in 2021**
\$1.70 in 2022
\$1.70 in 2023

*Any wage increases and/or increase in Fringe Contributions in the first year of this Agreement shall be effective on the employer's first full payroll period after ratification by the Union.

**Effective the first full payroll period after ratification by Local Union 190, the contribution to the Quality of Workmanship Fund shall be reduced by \$0.05/hr. worked and the allocable economic package for 2021 will be increased by an additional \$0.05/hr. worked, for a total allocable economic package increase for 2021 of \$2.05.

Effective July 1, 2021 through May 31, 2022 the hourly wage, fringe benefits and industry fund shall be as follows:

Journeyman Rate:

Base Rate	\$42.33*
Dues Check-Off	1.53
(Includes Dues Check off, Targ., Anniv., and Building Fund)	
Organizing Fund45
Total Taxable	44.31
Health Care Contribution	10.18
Individual Health Reimbursement	1.23
Pension Defined Benefit	10.58
Pension Defined Contribution25
SUB Fund30
Industry Fund78
International Training Fund	1.0
Labor-Management Fund06
Training Fund	1.07
Scholarship Fund03
Work Safe Fund04
Quality Fund05
Total Package	\$ 68.98

* Includes \$2.00 Vacation Contribution

Documentation that the bidder participates in a Registered Apprenticeship Program that is registered with the United States Department of Labor Office of Apprenticeship or by a State Apprenticeship Agency recognized by the USDOL Office of Apprenticeship.

Weiss, as a signatory union contractor, delegates our apprenticeship programs to the trade unions we partner with. Each trade union has an approved apprenticeship program by either the Department of Labor or state agency. For reference I have attached some denouements from the local 190 apprenticeship program. For brevity, only the cover and signature pages are attached.

APPENDIX C

AFFIRMATIVE ACTION PLAN

ADOPTED BY

GREATER MICHIGAN UA LOCAL 190 JATC

**AS REQUIRED UNDER TITLE 29, CODE OF FEDERAL REGULATIONS, PART 30
AMENDED MAY 12, 1978**

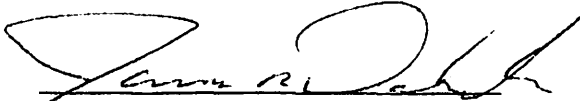
APPROVED BY:

**U.S. DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP**

DATE APPROVED: AUGUST 05, 2015

SECTION XII - ADOPTION OF SELECTION PROCEDURES

The Greater Michigan UA Local 190 JATC hereby adopts these Selection Procedures.

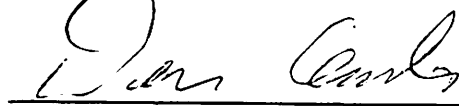

James Dornbrock - JATC Chairman

7-9-15
Date

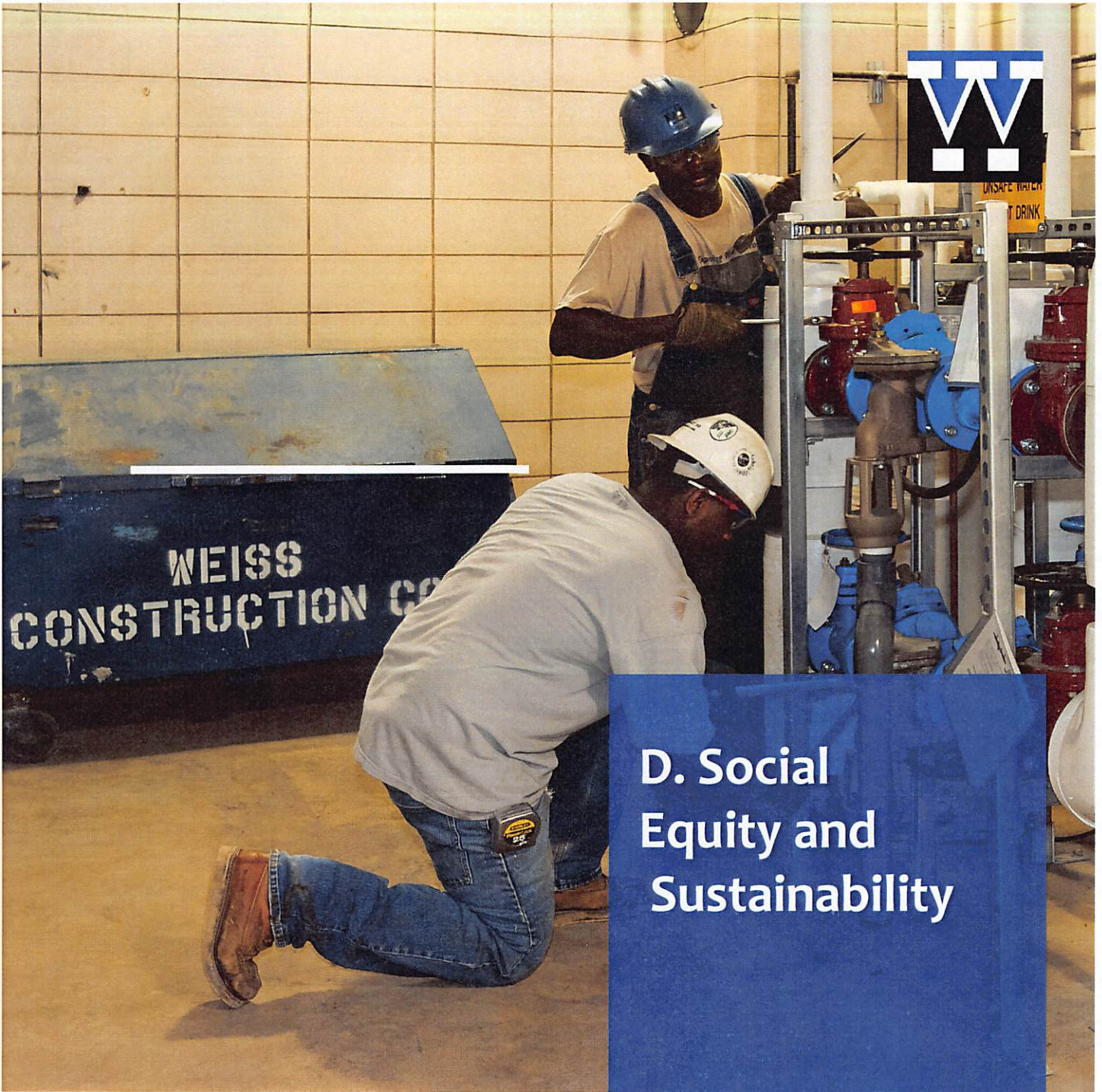

Sandra Miller - JATC Secretary

6-23-15
Date

REGISTERED WITH AND APPROVED BY:


U. S. Department of Labor
Office of Apprenticeship

8/15/13
Date



D. Social Equity and Sustainability

A statement from the bidder as to what percentage of its workforce resides in the City of Ann Arbor and in Washtenaw County, Michigan. The City will consider in evaluating which bids best serve its interests, the extent to which responsible and qualified bidders are able to achieve this goal.

Weiss would like to further Ann Arbor’s initiative to have residents adding value their own communities. Currently, Weiss and our subcontracted team have a contractual obligation to hire from the unions we partner with. Many of have long standing ties with the local community and some have their own initiatives to establish a strong workforce from Ann Arbor and Washentaw County. Although, we must abide by the hiring and dispatching process established by the trade unions, we expect a large turn out of journeypersons from the greater Washentaw area.

Evidence of Equal Employment Opportunity Programs for minorities, women, veterans, returning citizens, and small businesses.

Weiss has taken and active role in recruiting MBE, WBE, DBE, and SBE sub-contractors. We have had the great fortune of working with forward thinking organizations and municipalities that have created their own programs to elevate disenfranchised persons. Our current policies were developed to be congruent with our customers. This includes the MDEQ’s Disadvantaged Business Enterprise Guidance and GLWA’s B.I.D program.

Please see our current policy on the following pages:





Weiss Construction Co LLC
Subcontractor Inclusion & Diversity Plan

Date Issued: October 15, 2020

Weiss Construction – Subcontractor Inclusion and Diversity Plan

Weiss Construction specializes in the renovation and construction of public infrastructure and, in a general sense, every project we complete is built for and paid by the citizens of our region as a collective whole. Therefore, we believe it is important that the subcontractors we use to build our projects are regionally based and have a level of diversity comparable to the region as a whole. In summary, Weiss Construction supports the values of business inclusion and diversity. The following sections of this document summarize our plan to increase inclusion and diversity in the subcontracting opportunities with our company.

Goal of the Plan – The goal of our Subcontractor Inclusion and Diversity Plan is to achieve the following outcomes:

- Provide more subcontracting opportunities for Disadvantaged (DBE), Minority (MBE), Women (WBE), Veteran (VBE) and Small (SBE) Business Enterprises in our service region. This will be accomplished by ensuring that our business practices provided equal access and opportunity to all interested parties to participate fully in every aspect of our projects.
- Reinforce existing company policies that prohibit discrimination on the basis of race, color, national origin, religion, gender, age, sexual orientation and/or physical disabilities.
- Promote and encourage full and open competition.
- Help support economic development within our region and provide more competitive pricing for our customers.

Business Entity Certification - The plan will use the certain business entity classifications for reporting and performance measurement purposes. Collectively these classifications will be here after referred to a “DBE classifications”. The types of DBE classifications recognized by our plan include the following:

- Disadvantaged Business Enterprise (DBE) – A business at least 51% owned, operated, and controlled by socially and economically dis-advantaged individuals. Recognized DBE groups include African Americans, Hispanics, Native Americans, Asian-Pacific and Asian Subcontinent Asian Americans, women, or other groups currently recognized as disadvantaged by the SBA.
- Minority Business Enterprise (MBE) – A business that is at least 51% minority-owned operated and controlled.
- Woman-owned Business Enterprise (WBE)- A business that is at least 51% woman-owned operated and controlled.
- Veteran Own Small Business (VBE) - A business that is at least 51% US military Veteran -owned operated and controlled as defined by the U.S. Small Business Administration.
- Small Business Enterprise (SBE)- A business that meets the size standards as defined by the U.S. Small Business Administration

The classification and certification types accepted by our plan are dependent on the Contract requirements for each individual subcontracting opportunity. For the basis of this Plan, the type of subcontracting opportunities falls into one of three categories:

- *SRF Funded Projects* – For SRF funded projects, certification will be limited to the “DBE” classification with proof of certification only accepted from the Federal Government, MDOT and

the SBA as per the EPA's SRF Good Faith Effort program requirements. Per SRF guidelines VBE is not recognized.

- **MDOT Projects** – Per MDOT requirements, subcontracting opportunities must be limited to MDOT prequalified subcontractors with proof of certification issued by either the City of Detroit DOT, MDOT or Wayne County.
- **All other Projects** – All classifications including DBE, MBE, WBE, VBE and SBE will be recognized with certification accepted from any recognized federal agency, the state of Michigan, Michigan local unit of government and State funded Universities located in Michigan.

Basis of the Plan – Our Plan to increase the participation of small and disadvantage business subcontractors includes five primary components. These components include:

- Outreach and Recruitment
- Pre-Qualification
- DBE Solicitation Lists
- Bid Opportunity Solicitation Process
- Modification of Business Practices

Outreach and Recruitment – We recognized that the success of our plan is limited to the extent to which DBE entities recognize that Weiss Construction is a source of business opportunity. As such, our company is committed to fullest extent possible of ensuring that DBEs are made aware of Weiss Construction and the subcontracting opportunities that exist with our company. This will be accomplished via outreach and recruitment activities.

Subcontractor Pre-Qualification – As potential DBE subcontracting partners are identified; they will be invited to become pre-qualified with Weiss Construction. The prequalification process includes a face-to-face interview and the completion of a prequalification questionnaire. The prequalification process is used to validate the following:

- DBE classification and type of certification proof.
- Adequate financial resources to successfully complete the work.
- Sufficient prior work experience to successfully perform the work.
- Sufficient trade labor and equipment resources to complete the work.
- Company safety record and key safety metrics to ensure the DBE entity has an adequate safety record to work as a Subcontractor on our jobsites.

DBE Solicitation Lists- The company will maintain a list of all pre-qualified DBE subcontracting entities. The list will be organized by work type / trade category. The list will be continually updated to include all recognized DBE entities holding a valid certification. Industry specific DBE databases such as MDOT and SAM.gov will be used to augment our company database along with any newly recognized DBE entities obtained from our ongoing "outreach and recruitment" efforts.

Bid Opportunity Solicitation Process – In order to ensure continuity of business practice and compliance with relevant EPA and MDOT requirements, our plan for the Bid Solicitation Process will closely parallel the requirements of the EPA's "DBE Good Faith Efforts Program" for SRF funded projects. As bid opportunities arise, the lead estimator assigned to prepare the bid estimate will evaluate the overall scope of the work to determine what, if any, subcontracting opportunities exist for that project. If

Evidence that the bidder is an equal opportunity employer and does not discriminate on the basis of race, sex, pregnancy, age, religion, national origin, marital status, sexual orientation, gender identity or expression, height, weight, or disability.

Weiss takes pride in being an equal opportunity employer and partnering with trade union that are also equal opportunity employers. We have attached Weiss's affirmative action plan and that of union we hire from. Please see information on the following pages.





WEISS CONSTRUCTION CO. LLC

41001 Grand River Ave
Novi, MI 48375
PHONE: (313) 567-4500

PROGRAM OF WEISS CONSTRUCTION CO. LLC

AFFIRMATIVE ACTION UNDER EXECUTIVE ORDER NO. 11246

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the affirmed policy of Weiss Construction Co. LLC to give effective meaning to the principles established by the Civil Rights Act of 1964. It is our further policy to cooperate to the fullest extent with the applicable regulations of that Act and Executive Order No. 11246. The guidelines of our policy are set forth below:

I. EQUAL EMPLOYMENT OPPORTUNITY POLICY

This Company will advise all prospective employees that during the course of their employment with this Company, they will be treated without regard to race, creed, color or national origin, sex, pregnancy, age, religion, marital status, sexual orientation, gender identity or expression, height, weight, or disability and that this treatment includes upgrading, demotion or transfer, layoff or termination, rates of pay or other forms of compensation, opportunity for overtime work and selection for training, including apprenticeship.

II. EQUAL EMPLOYMENT OPPORTUNITY OFFICER

This Company has appointed an E.E.O. Officer, Kevin Markhardt, who will emphasize the priority and importance of the equal opportunity program.

III. COMPANY PERSONNEL STAFF

This Company gives assurance that all members of our staff who are authorized to hire, supervise, promote, and discharge employees, or to recommend such action, or who are substantially involved in such action, have been made fully cognizant of, and are committed to, this Company's Equal Employment Opportunity Policy and Program.

IV. EMPLOYMENT

We agree that we will, upon request, submit a summary of our Equal Employment Opportunity Program based on our records maintained pursuant to the requirements. We will submit, if requested, a breakdown of our current work force showing the extent of minority representation.

It is understood that we will conduct systematic and direct recruitment through public and private employee referral sources likely to yield qualified minority group applicants, among others, including but not limited to schools, colleges and minority group organizations.

We agree that we will establish methods of identifying those sources of minority group employees in any given area of construction.

We agree that we will utilize those public and private referral sources for recruitment.

We give assurance that all advertisements for employees will contain the notation "AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER".

We agree that if we use newspapers for advertisements that we will use those particular newspapers likely to reach minority groups.

It is understood that we will make our Equal Employment Opportunity Policy known to our employees, prospective employees, and potential sources of employees, i.e. Schools, Employment Agencies, Labor Unions, College Placement Officers, etc.

It is understood that we will contact the above list on a personal basis and that the use of form letters, notices, posters, etc. is not sufficient for this purpose.

We agree that we will, on a personal contact basis with our present employees, encourage them to refer minority group applicants, among others, to us for interview.

We assure that wages, working conditions and employment benefits are determined and administered on a non-discrimination basis.

We assure that we will guard against discrimination with regard to upgrading, promotions, transfers, demotions, layoffs and termination of employment.

IV. APPRENTICESHIP AND TRAINING

We agree to make full use of training programs including pre-apprenticeship, apprenticeship, on-the-job training, as appropriate, to assist in locating qualifying and increasing the skills of minority group employees, among others, and applicants for employment.

V. UNIONS

We agree that if the Company relies in whole or part upon Unions as a source of work force, we will seek the cooperation of, and work closely with Unions toward the end of increasing minority group opportunities within the Unions and effecting referrals by the Unions of greater numbers of minority group employees, when referrals through hiring halls are required by valid bargaining agreements.

VI. SUBCONTRACTS

We agree to solicit the employment of qualified minority group subcontractors and subcontractors with minority group representation among their employees.

- (1) We agree that we will establish procedures for identifying and seeking out minority group subcontractors for employment on Federal-aid construction projects.
- (2) We agree that we will counsel and assist minority group subcontractors relative to the methods and procedures to follow in order to qualify as subcontractors.

We will afford every assistance to prospective subcontractors to become prequalified to the Equal Employment Opportunity Program.

We will establish procedures whereby subcontractors may adopt the Equal Employment Opportunity Program of the Company.

VII. PROGRAM MONITORING

We agree that we will monitor our Equal Employment Opportunity Program and that of our subcontractors, to assure compliance therewith and to effect changes therein which will increase the possibilities of achieving practical results.

VIII. RECORDS AND REPORTS

We agree to keep such records as are necessary to determine compliance with, and progress under, our Equal Employment Opportunity Program.

We further agree to keep such records as are designed to indicate the following:

- (1) The number of minority group members employed in each work classification during every period of contract performance.

DC. RECORDS AND REPORTS (continued)

- (2) The progress being made in cooperation with the Unions to increase minority group employment opportunities (applicable only to Contractors who rely in whole or in part upon Unions as a source of their work force).
- (3) The progress being made in locating, hiring, training, qualifying and upgrading minority group employees, among others.

X. FEMALE EMPLOYMENT

We further agree to:

- (1) Establish and maintain a current list of female recruitment sources, provide written notification to female recruitment sources and to community organizations when we have employment opportunities available and maintain a record of the organizations' responses.

- (2) Maintain a current file of names, addresses and telephone numbers of each female applicant or female referral from a union, a recruitment source or community organization and of what action was taken with respect to each such individual. If such individual was sent to the union hiring hall for referral and was not referred back to us by the union or if referred, not employed by us, this shall be documented in the file with the reason therefore; along with whatever additional actions we may have taken.

- (3) Develop on-the-job training opportunities and/or participate in training programs for the area, which expressly include women, including upgrading programs and apprenticeship and trainee programs relevant to our employment needs, especially those programs funded or approved by the Department of Labor.

This program is effective for the calendar year 2022.

WEISS CONSTRUCTION CO. LLC

By: 

Joseph Mulville, Vice President

SECTION I - PREAMBLE

In order to conform with Title 29, Code of Federal Regulations, (CFR) part 30, Equal Employment Opportunity in Apprenticeship, the Greater Michigan UA Local 190 Joint Training Committee, hereinafter referred to as JATC, hereby adopts the following nondiscriminatory pledge and Affirmative Action Plan. The JATC enters this plan with good faith for the purpose of promoting equality of opportunity into its registered apprenticeship program.

This Plan is a supplement to the Apprenticeship Standards. It may be amended at a later date as experience dictates. Any changes made by the JATC shall become part of this written plan, once approved by the Registration Agency.

SECTION II - EQUAL OPPORTUNITY PLEDGE

In compliance with Section 30.3(b) of Title 29, CFR part 30, as amended May 12, 1978, the JATC commits to the following Equal Opportunity Pledge:

"The recruitment, selection, employment, and training of apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin, or sex. The JATC will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30, as amended."

SECTION III - AFFIRMATIVE ACTION PLAN

In order to allow positive recruitment and full utilization of minorities and women in the apprenticeship program, the JATC pledges to the procedures and methods covered in Section IV. Affirmative Action also includes an analysis of the workforce in the areas in which this plan operates at the time the Plan is executed. The purpose of the analysis is to determine the minority and women's labor force in the JATC's labor market area as provided by the Michigan Department of Career Development, Office of Labor Market Information. Once the labor force is determined, the JATC can determine if deficiencies exist in terms of underutilization of minorities and/or women in the occupations registered with the Registration Agency. If underutilization exists, the JATC will create a plan for the selection of minority and/or women (minority and non-minority), applicants into the apprenticeship program. (See attached Affirmative Action Plan Workforce Analysis Worksheet)

SECTION IV – OUTREACH AND POSITIVE RECRUITMENT

The JATC pledges to engage in various outreach and positive recruitment activities by employing the following approach:

At times when the apprenticeship program receives applications throughout the year, application information shall be regularly disseminated, but not less than annually. If and when the apprenticeship program chooses to take applications only during specific intervals, application information shall be disseminated 30-60 days in advance of the earliest date for each application. Application information shall include the place of application, the minimum qualifications and documentation required, and the equal opportunity policy of the local JATC. Application information will be disseminated to:

- Office of Apprenticeship State Office
- Minority Organizations
- Women's Organizations
- Job Corps Center
- Local School Districts
- One Stop Centers
- Vocational Education Schools
- Veterans Organizations

The JATC will also undertake positive recruitment activities:

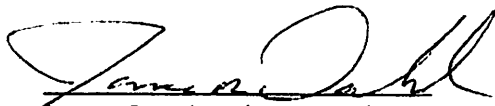
- Participate in high school career days and job fairs that are sponsored by local school districts, Job Service Centers, and any other community based organizations.
- Internally communicate the sponsor's equal opportunity policy in order to foster understanding, acceptance, and support among supervisors and employees in order to aid the JATC in meeting its positive recruitment obligations.
- Engage in outreach with women and minority organizations for the positive recruitment and preparation of potential applicants.
- Utilize journey workers to assist in the implementation of sponsor's affirmative action program.
- Cooperate and counsel with secondary and vocational school administrators concerning needs of the industry and how transition of women and minority students from school to the pipe trades apprenticeship can best be accomplished.
- Attempt to secure public service time on radio and/or TV station(s) commonly identified with the minority/female community.
- Sponsor informational activities with area guidance counselors, identifying requirements for entrance into apprenticeship and successful completion of apprenticeship.
- Post public announcements of the Apprenticeship Opportunity in commercial establishments and public facilities normally frequented by minorities and/or women.

SECTION VI - ANNUAL REVIEW OF AFFIRMATIVE ACTION PLAN

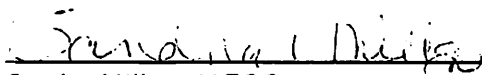
The JATC will make an annual review of its current AAP and its overall effectiveness and institute any revisions or modifications warranted. Said review shall analyze the affirmative action steps taken by the JATC—evaluating for positive impact, as well as, adverse impact in the areas of outreach, selection and retention. The JATC will work diligently to identify the cause and effect that result from their affirmative action measures. The JATC will continually monitor recruitment, selection, and attrition as it tries to identify the need for new affirmative action efforts and/or deletion of ineffective existing activity. All changes to the JATC's Affirmative Action Plan must be submitted to the Registration Agency for approval before implementation.

SECTION VII - ADOPTION OF AFFIRMATIVE ACTION PLAN

The JATC hereby adopts this Affirmative Action Plan. This AAP shall remain in effect until it is updated by the JATC based on the need to modify or revise the AAP to insure greater success in the recruitment, selection and retention of minorities and women.


James Dornbrock - JATC Chairman

7-9-15
Date


Sandra Miller - JATC Secretary

6-23-15
Date

REGISTERED WITH AND APPROVED BY:


U.S Department of Labor
Office of Apprenticeship

8/5/13
Date

AFFIRMATIVE ACTION PLAN WORKFORCE ANALYSIS WORKSHEET

A. SPONSOR INFORMATION

Program Number:	MI016780013	
Name of Sponsor:	GREATER MICHIGAN UA LOCAL 190 JTC	
Address:	8040 JACKSON ROAD	
City/State/Zip Code:	ANN ARBOR, MICHIGAN 48103	
Contact Person:	RANDALL WHITAKER	
Phone Number: 734-426-3700	FAX Number: 734-425-3707	
E-Mail Address:	rw@190jtc.com	

B. OCCUPATIONAL INFORMATION

Occupational Title: *	PLUMBER	
RAPIDS Code:0432HY	O*NET/SOC Code:47-2152.02	
Type of selection method used: ALTERNATIVE		
Labor Market Area description: WASHTENAW, LIVINGSTON, AND LENAWEE COUNTIES		

C. LABOR MARKET AREA & OCCUPATIONAL PARTICIPATION DATA

C.1 Total Labor Force in Labor Market Area *316,564		
Number of Women:	147,180	46% of labor force
Number of Minorities:	49,446	16% of labor force
C.2 Working Age Population in Labor Market Area *316,564		
Number of Women:	147,180	46% of labor force
Number of Minorities:	49,446	16% of labor force
C.3 Apprentice Participation in Craft/Occupation in National Apprenticeship System **		
Number of Women:	N/A	% of apprentices
Number of Minorities:	N/A	% of apprentices
C.4 The General Availability of Minorities and Women with the Present or Potential Capacity for Apprenticeship in Program Sponsor's Labor Market Area. ***		
Number of Women:	147,180	
Number of Minorities:	49,446	

Resources for obtaining labor market information:

* http://www.census.gov/hhes/www/eeo/indexpage_c.html

** RAPIDS Data available from Registration Agency

*** Program Sponsors may use any reasonable method for determining the general availability of minorities and women with the present or potential capacity for apprenticeship, including relying on the data recorded in Section C.1 for "Total Labor Force", C.2 for "Working Age Population", and C.3 "Apprentice Participation in Particular Craft/Occupation" to propose the entries for "The General Availability of Minorities and Women

D. SPONSOR'S WORKFORCE DATA

D.1 Total Number of Journey/Craft Workers Employed:	408	
Number of Women:	5	.01% of work force
Number of Minorities:	16	.04% of work force
D.2 Total Percentage of Apprentices = 31		
Numerical percentage of Women apprentices or women in applicant pool:	0	0%
Numerical percentage of Minority apprentices or minorities in applicant pool:	3	10%

E. ADDITIONAL RESOURCE DATA FOR CONSIDERATION IN ESTABLISHING GOALS

Industry Source Data	Minority rate of participation	Female rate of participation
E.1 Registered Apprenticeship Partners Information Data System (RAPIDS): *	N/A	
E.2 EEOC Occupational Employment Data: **	N/A	

* Data available from Registration Agency

** <http://www.eeoc.gov/stats/jobpat/jobpat.html>

F. DETERMINATION OF UTILIZATION

Analysis	Yes	No
Minority Underutilization:	X	
Female Underutilization:	X	

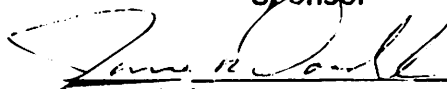
G. SPONSOR'S GOALS:

The program sponsor proposes and agrees to make a good faith effort to attain the goal of selecting 16 % minorities and 23 % women during the next EEO Review cycle. These goals will not be used to discriminate against any qualified applicant on the basis of race, color, religion, national origin or sex.

The number of new apprentices to be hired during the next year (or selection period) is estimated to be: ?

H. REGISTRATION AGENCY APPROVAL:

Sponsor



 Sponsor's Signature

James Dornbrock

Typed Name

JATC Chairman

Title

7-9-15

 Date Signed

Registration Agency



 Registration Agency Signature

Typed Name

Title

8/5/13

 Date Signed

AFFIRMATIVE ACTION PLAN WORKFORCE ANALYSIS WORKSHEET

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Name of Sponsor:	GREATER MICHIGAN UA LOCAL 190 JTC	
Address:	8040 JACKSON ROAD	
City/State/Zip Code:	ANN ARBOR, MICHIGAN 48103	
Contact Person:	RANDALL WHITAKER	
Phone Number: 734-426-3700	FAX Number: 734-425-3707	
E-Mail Address:	rw@190jtc.com	

B. OCCUPATIONAL INFORMATION

Occupational Title: *	PIPEFITTER	
RAPIDS Code:0414HY	O*NET/SOC Code:47-2152.01	
Type of selection method used: ALTERNATIVE		
Labor Market Area description: WASHTENAW, LIVINGSTON, AND LENAWEE COUNTIES		

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Number of Women:	147,180	
Number of Minorities:	49,446	

Resources for obtaining labor market information

* http://www.census.gov/hhes/www/eeoindex/page_c.html

** RAPIDS Data available from Registration Agency

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Industry Source Data	Minority rate of participation	Female rate of participation
E.1 Registered Apprenticeship Partners Information Data System (RAPIDS): *	N/A	
E.2 EEOC Occupational Employment Data: **	N/A	

* Data available from Registration Agency

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F. DETERMINATION OF UTILIZATION

Analysis	Yes	No
Minority Underutilization:	X	
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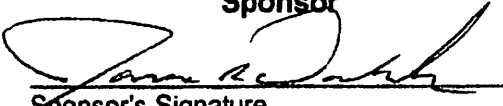
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Sponsor


 Sponsor's Signature
James Dornbrock
 Typed Name
JATC Chairman
 Title
7-9-15
 Date Signed

Registration Agency


 Registration Agency Signature

 Typed Name

 Title
8/5/13
 Date Signed

AFFIRMATIVE ACTION PLAN WORKFORCE ANALYSIS WORKSHEET

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Address:	8040 JACKSON ROAD	
City/State/Zip Code:	ANN ARBOR, MICHIGAN 48103	
Contact Person:	RANDALL WHITAKER	
Phone Number:	734-426-3700	FAX Number: 734-425-3707
E-Mail Address:	rw@190jtc.com	

B. OCCUPATIONAL INFORMATION

Occupational Title: *	HVAC-R TECHNICIAN	
RAPIDS Code:0637HY	O*NET/SOC Code:49-9021.01	
Type of selection method used:	ALTERNATIVE	
Labor Market Area description:	WASHTENAW, LIVINGSTON, AND LENAWEE COUNTIES	

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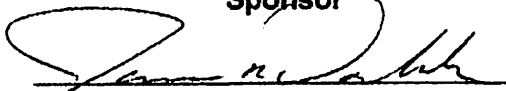
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The number of new apprentices to be hired during the next year (or selection period) is estimated to be: ?

H. REGISTRATION AGENCY APPROVAL:

Sponsor



Sponsor's Signature
James Dornbrock

Typed Name

JATC Chairman

Title

7-9-15
Date Signed

Registration Agency



Registration Agency Signature

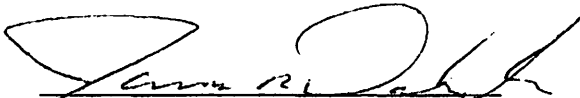
Typed Name

Title

8/5/13
Date Signed

SECTION XII - ADOPTION OF SELECTION PROCEDURES

The Greater Michigan UA Local 190 JATC hereby adopts these Selection Procedures.

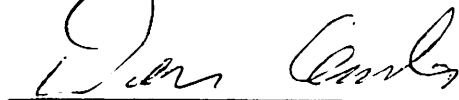

James Dornbrock - JATC Chairman

7-9-15
Date


Sandra Miller - JATC Secretary

6-23-15
Date

REGISTERED WITH AND APPROVED BY:

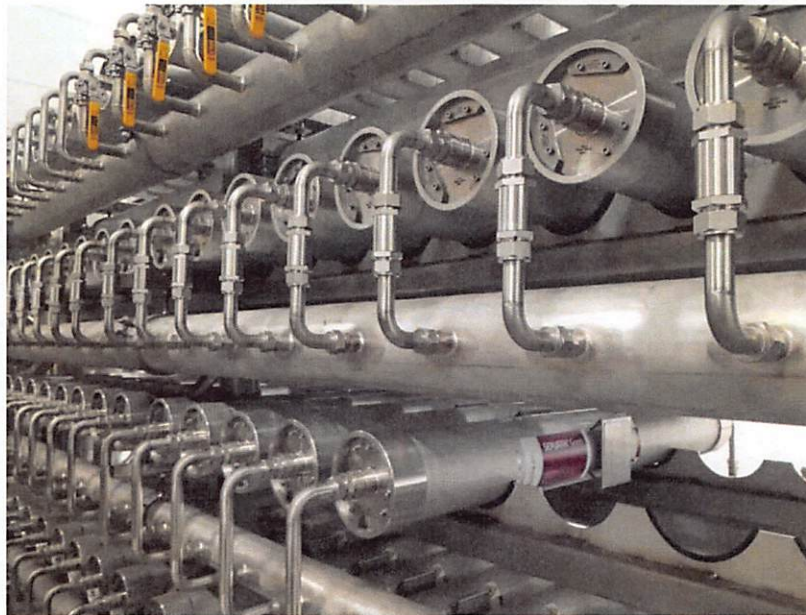

U. S. Department of Labor
Office of Apprenticeship

8/15/13
Date

The bidder's proposed use of sustainable products, technologies, or practices for the project, which reduce the impact on human health and the environment, including raw materials acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, and waste management.

Our business model at Weiss is to engage in projects that promote a sustainable future. Our work is consolidated in two items. The first is upgrading and adding infrastructure at water and waste water treatment and conveyance facilities, the impact of clean drinking water and properly treated waste water is the basis of proper human health and its treatment keep countless gallons of waste from deteriorating the environment where it would otherwise be disposed of.

Another sustainable business that Weiss engages in with our affiliate Public Works Constructors LLC of Ashton, NE. Through PWC we engage in providing system that capture methane from landfills, clean it and utilize it as a clean energy source that would otherwise been released into the environment. The picture below is from a RNG project we recently completed near Houston Texas.

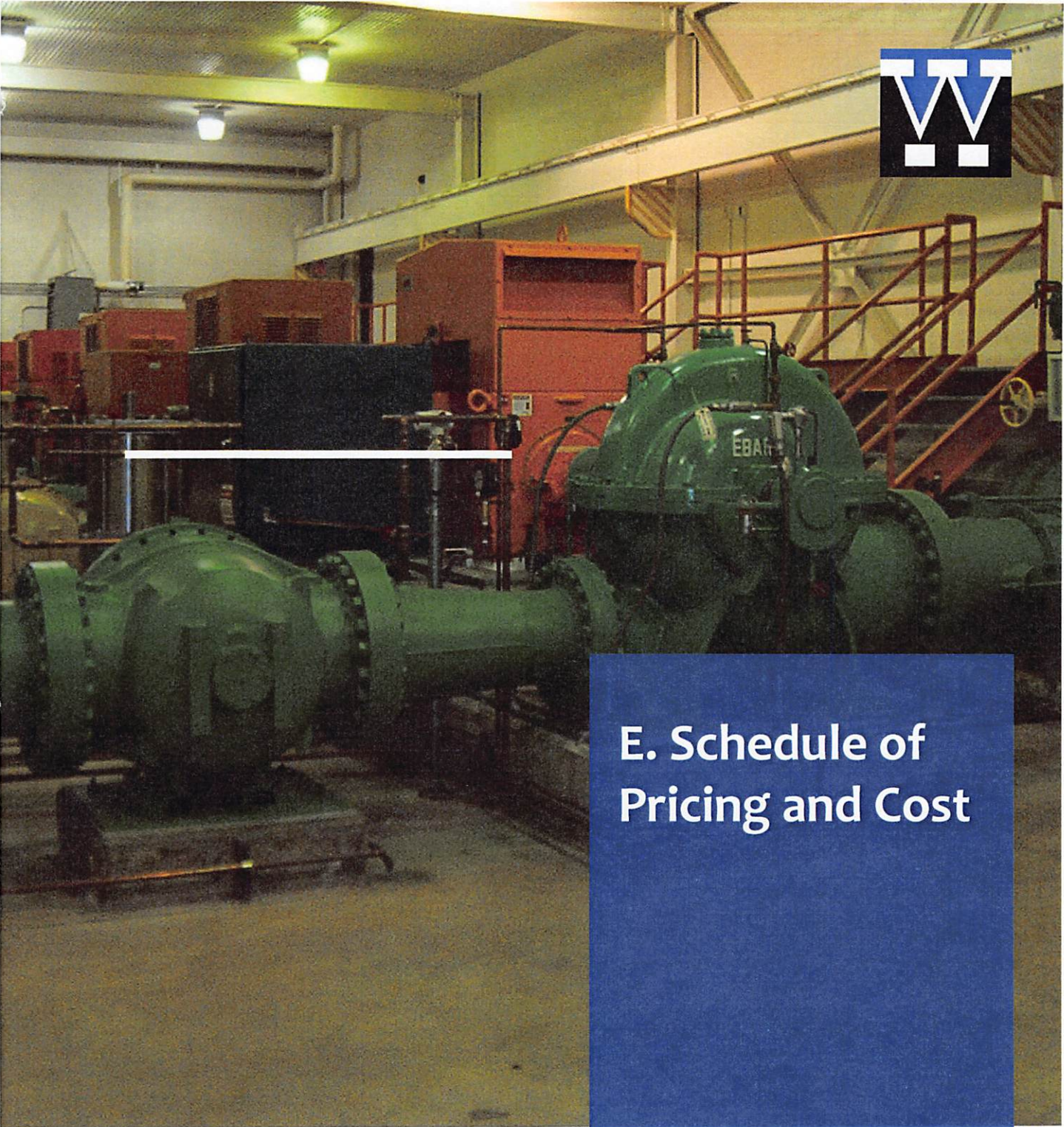


Our internal practices also promoted environmental sustainability. Over the last three years Weiss has spent over \$1.1 million dollars in upgrading our internal combustion equipment to newer, more fuel efficient models.

The bidder's environmental record, including findings of violations and penalties Imposed by government agencies.

Weiss construction has no violation or penalties imposed by an government agencies. We invite you to view government databases including but not limited too:

- OSHA Data and Statistics
- EPA ECHO Database
- Michigan Department of Licensing and Regulatory Affairs
- Internal Revenue Service.

A photograph of an industrial facility, likely a power plant or manufacturing plant. The scene is filled with large, green-painted machinery, possibly turbines or pumps, connected by pipes. In the background, there are red metal structures, including a staircase with railings. The lighting is industrial, with overhead lights visible. A blue rectangular overlay is positioned in the bottom right corner of the image, containing the section header text.

E. Schedule of Pricing and Cost



AIA Document A310™ - 2010

Bid Bond

CONTRACTOR:

(Name, legal status and address)

Weiss Construction Co. LLC
41001 Grand River Ave.
Novi, MI 48375

SURETY:

(Name, legal status and principal place of business)

Liberty Mutual Insurance Company
175 Berkeley Street
Boston, MA 02116

OWNER:

(Name, legal status and address)

City of Ann Arbor
301 East Huron Street
Ann Arbor, MI 48104

BOND AMOUNT: Five Percent (5%) of Amount Bid

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

PROJECT:

(Name, location or address, and Project number, if any)

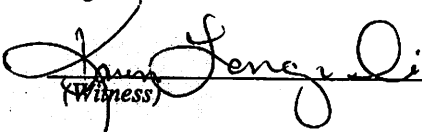
RFP #22-34 WTP HVAC Improvements - Phase II

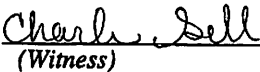
The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this **10th** day of **May, 2022**


(Witness)


(Witness)

Weiss Construction Co, LLC

(Principal)


(Title) **Joseph Mulville, Vice President**

Liberty Mutual Insurance Company

(Surety)

(Title)


Susan L Small, Attorney-in-Fact

Int.



This Power of Attorney limits the acts of those named herein, and they have no authority to bind the Company except in the manner and to the extent herein stated.

Liberty Mutual Insurance Company
The Ohio Casualty Insurance Company
West American Insurance Company

Certificate No: 8206562-013056

POWER OF ATTORNEY

KNOWN ALL PERSONS BY THESE PRESENTS: That The Ohio Casualty Insurance Company is a corporation duly organized under the laws of the State of New Hampshire, that Liberty Mutual Insurance Company is a corporation duly organized under the laws of the State of Massachusetts, and West American Insurance Company is a corporation duly organized under the laws of the State of Indiana (herein collectively called the "Companies"), pursuant to and by authority herein set forth, does hereby name, constitute and appoint, Alan P. Chandler; Ian J. Donald; Jeffrey A. Chandler; Kathleen M. Ireland; Meagan L. Reynolds; Robert Trobec; Susan L. Small; Wendy L. Hingson

all of the city of Troy state of MI each individually if there be more than one named, its true and lawful attorney-in-fact to make, execute, seal, acknowledge and deliver, for and on its behalf as surety and as its act and deed, any and all undertakings, bonds, recognizances and other surety obligations, in pursuance of these presents and shall be as binding upon the Companies as if they have been duly signed by the president and attested by the secretary of the Companies in their own proper persons.

IN WITNESS WHEREOF, this Power of Attorney has been subscribed by an authorized officer or official of the Companies and the corporate seals of the Companies have been affixed thereto this 15th day of October, 2021.



Liberty Mutual Insurance Company
The Ohio Casualty Insurance Company
West American Insurance Company

By: David M. Carey, Assistant Secretary

State of PENNSYLVANIA
County of MONTGOMERY

On this 15th day of October, 2021 before me personally appeared David M. Carey, who acknowledged himself to be the Assistant Secretary of Liberty Mutual Insurance Company, The Ohio Casualty Company, and West American Insurance Company, and that he, as such, being authorized so to do, execute the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed my notarial seal at King of Prussia, Pennsylvania, on the day and year first above written.



Commonwealth of Pennsylvania - Notary Seal
Teresa Pastella, Notary Public
Montgomery County
My commission expires March 28, 2025
Commission number 1126044
Member, Pennsylvania Association of Notaries

By: Teresa Pastella, Notary Public

This Power of Attorney is made and executed pursuant to and by authority of the following By-laws and Authorizations of The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company which resolutions are now in full force and effect reading as follows:

ARTICLE IV - OFFICERS: Section 12. Power of Attorney.

Any officer or other official of the Corporation authorized for that purpose in writing by the Chairman or the President, and subject to such limitation as the Chairman or the President may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Corporation to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact, subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Corporation by their signature and execution of any such instruments and to attach thereto the seal of the Corporation. When so executed, such instruments shall be as binding as if signed by the President and attested to by the Secretary. Any power or authority granted to any representative or attorney-in-fact under the provisions of this article may be revoked at any time by the Board, the Chairman, the President or by the officer or officers granting such power or authority.

ARTICLE XII - Execution of Contracts: Section 5. Surety Bonds and Undertakings.

Any officer of the Company authorized for that purpose in writing by the chairman or the president, and subject to such limitations as the chairman or the president may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Company by their signature and execution of any such instruments and to attach thereto the seal of the Company. When so executed such instruments shall be as binding as if signed by the president and attested by the secretary.

Certificate of Designation - The President of the Company, acting pursuant to the Bylaws of the Company, authorizes David M. Carey, Assistant Secretary to appoint such attorneys-in-fact as may be necessary to act on behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations.

Authorization - By unanimous consent of the Company's Board of Directors, the Company consents that facsimile or mechanically reproduced signature of any assistant secretary of the Company, wherever appearing upon a certified copy of any power of attorney issued by the Company in connection with surety bonds, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

I, Renee C. Llewellyn, the undersigned, Assistant Secretary, The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company do hereby certify that the original power of attorney of which the foregoing is a full, true and correct copy of the Power of Attorney executed by said Companies, is in full force and effect and has not been revoked.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the seals of said Companies this 10th day of May, 2022.



By: Renee C. Llewellyn, Assistant Secretary

Not valid for mortgage, note, jan, letter of credit, currency rate, interest rate or residual value guarantees.

For bond and/or Power of Attorney (POA) verification inquiries, please call 610-832-8240 or email HOSUR@libertymutual.com.

SECTION III - MINIMUM INFORMATION REQUIRED

PROPOSAL FORMAT

The following describes the elements that should be included in each of the proposal sections and the weighted point system that will be used for evaluation of the proposals.

Bidders should organize Proposals into the following Sections:

- A. Qualifications, Experience and Accountability
- B. Workplace Safety
- C. Workforce Development
- D. Social Equity and Sustainability
- E. Schedule of Pricing/Cost
- F. Authorized Negotiator
- G. Attachments

Bidders are strongly encouraged to provide details for all of the information requested below within initial proposals. Backup documentation may be requested at the sole discretion of the City to validate all of the responses provided herein by bidders. False statements by bidders to any of the criteria provided herein will result in the proposal being considered non-responsive and will not be considered for award.

Pursuant to Sec 1:314(9) of the City Code which sets forth requirements for evaluating construction bids, Bidders should submit the following:

A. Qualifications, Experience and Accountability - 20 Points

1. Qualifications and experience of the bidder and of key persons, management, and supervisory personnel to be assigned by the bidder.
2. References from individuals or entities the bidder has worked for within the last five (5) years including information regarding records of performance and job site cooperation.
3. Evidence of any quality assurance program used by the bidder and the results of any such program on the bidder's previous projects.
4. A statement from the bidder as to any major subcontractors it expects to engage including the name, work, and amount.

B. Workplace Safety – 20 Points

1. Documentation of an on-going, Michigan OSHA-approved safety-training program for employees to be used on the proposed job site.

2. Evidence of the bidder's worker's compensation Experience Modification Rating ("EMR"). Preference within this criterion will be given to an EMR of 1.0 or less based on a three-year average.
3. Evidence that all craft labor that will be employed by the bidder for the project has, or will have prior to project commencement, completed at least the OSHA 10-hour training course for safety established by the U.S. Department of Labor, Occupational Safety & Health Administration.
4. The safety record of bidder and major subcontractors, including OSHA, MIOSHA, or other safety violations.

C. Workforce Development – 20 Points

1. The ratio of masters or journeypersons to apprentices proposed to be used on the construction project job site, if apprentices are to be used on the project.
2. Documentation as to bidder's pay rates, health insurance, pension or other retirement benefits, paid leave, or other fringe benefits to its employees.
3. Documentation that the bidder participates in a Registered Apprenticeship Program that is registered with the United States Department of Labor Office of Apprenticeship or by a State Apprenticeship Agency recognized by the USDOL Office of Apprenticeship.

D. Social Equity and Sustainability – 20 Points

1. A statement from the bidder as to what percentage of its workforce resides in the City of Ann Arbor and in Washtenaw County, Michigan. The City will consider in evaluating which bids best serve its interests, the extent to which responsible and qualified bidders are able to achieve this goal.
2. Evidence of Equal Employment Opportunity Programs for minorities, women, veterans, returning citizens, and small businesses.
3. Evidence that the bidder is an equal opportunity employer and does not discriminate on the basis of race, sex, pregnancy, age, religion, national origin, marital status, sexual orientation, gender identity or expression, height, weight, or disability.
4. The bidder's proposed use of sustainable products, technologies, or practices for the project, which reduce the impact on human health and the environment, including raw materials acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, and waste management.

5. The bidder's environmental record, including findings of violations and penalties imposed by government agencies.

E. Schedule of Pricing/Cost – 20 Points

Company: Weiss Construction Company, LLC

Project: WTP HVAC Improvements – Phase II

Notes:

1. Provide a Unit Price and Total Price for all bid items specified.
2. Quantities included in the bid table represent estimated quantities for different work. The CONTRACTOR shall be compensated for the actual number of items completed using the unit prices provided.
3. The City, at its sole discretion, may elect to delete any portion of the work delineated below, with no change to the unit prices provided. Work shall be determined based upon the availability of funds.
4. Any item not provided in the following list shall be considered incidental.
5. Change order shall be awarded based on the base bid or any combination of a base bid and alternate bid in any manner the City believes to be in its best interest.

Item No.	Item Description	Qty	Unit	Unit Price	Total Price
1.	General Conditions (Max, 10% of items 2 through 12)	1	LS	\$ 154,500.00	\$ 154,500.00
2.	Ventilation Improvements (Lime Rooms, Filter Gallery, Ammonia Bldg., Sodium Hydroxide Vault)	1	LS	\$ 228,000.00	\$ 228,000.00
3	Mezzanine Equipment Allowance	1	LS	\$ 100,000.00	\$ 100,000.00
4	AHU Replacement and Roofing Repair (AHU-6, FCU-1/HP-1)	1	LS	\$ 443,500.00	\$ 443,500.00
5	AHU Replacement and Roofing Repair - (Ozone Building AHUs 1-3)	1	LS	\$ N/A	\$ N/A
6	Roofing Replacement - Administration Building	1	LS	\$ 155,800.00	\$ 155,800.00
7	Brick Masonry Repointing	200	LF	\$ 18.50	\$ 3,700.00
8	Final Closeout	1	LS	\$ 16,200.00	\$ 16,200.00

9	Permit Allowance	1	LS	\$ 5,000	\$ 5,000
10	Temporary HVAC Allowance	1	LS	\$10,000	\$10,000
11.	Misc. Allowance	1	LS	\$25,000	\$25,000
12.	Certified Payroll Compliance and Reporting	1	LS	\$ 100.00	\$ 100.00
TOTAL BASE QUOTATION (ITEMS 1 THROUGH 12)					\$ 1,141,800.00

Total Base Quotation: One-million, one-hundred-forty-one thousand, eight-hundred and 00/100 Dollars

(\$ 1,141,800.00)

(Amount shall be shown in both words and figures. In case of a discrepancy, the amount shown in words shall govern.)

Alternates

Bidder shall list alternate bid item prices below.

Alternate No. 1 – Extended Warranty for Air Handling Units in specification section 23 74 16.13 (Extend warranty to 4 years). This price shall include general contractor mark-up as specified in general conditions.

Add: Twenty-four thousand, four-hundred and 00/100 Dollars (\$ 24,400.00)
(Amount shall be shown in both words and figures. In case of discrepancy, the amount shown in words shall govern.)

Alternate No. 2a – Use Carrier Air Handling Units in Lieu of Daikin/Valent/Hastings

Add/Deduct: N/A Dollars (\$ N/A)
(Amount shall be shown in both words and figures. In case of discrepancy, the amount shown in words shall govern.)

Alternate No. 2b – Use Aeon Air Handling Units in lieu of Daikin/Valent/Hastings

Add/Deduct: In Bid Dollars (\$ In Bid)
(Amount shall be shown in both words and figures. In case of discrepancy, the amount shown in words shall govern.)

The Aeon Equipment Package is included in the base-bid pricing listed above.

Alternate No. 2c – Use Trane Air Handling Units in lieu of Daikin/Valent/Hastings

Add/Deduct: N/A Dollars (\$ N/A)
(Amount shall be shown in both words and figures. In case of discrepancy, the amount shown in words shall govern.)

QUOTATION FORM

SECTION 2 – MATERIAL, EQUIPMENT AND ENVIRONMENTAL ALTERNATES

The Base Bid proposal price shall include materials and equipment selected from the designated items and manufacturers listed in the request for quotation. This is done to establish uniformity in bidding and to establish standards of quality for the items named.

If the Contractor wishes to quote alternate items for consideration by the City, it may do so under this Section. A complete description of the item and the proposed price differential must be provided. Unless approved at the time of award, substitutions where items are specifically named will be considered only as a negotiated change in Contract Sum.

If an environmental alternative is bid the City strongly encourages bidders to provide recent examples of product testing and previous successful use for the City to properly evaluate the environmental alternative. Testing data from independent accredited organizations are strongly preferred.

<u>Item Number</u>	<u>Description</u>	<u>Add/Deduct Amount</u>
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If the Contractor does not suggest any material or equipment alternate, the Contractor **MUST** complete the following statement:

For the work outlined in this request for bid, the bidder does NOT propose any material or equipment alternate under the Contract.

Signature of Authorized Representative of Contractor  Date 5.10.2022
Joseph Mulville, Vice President

BID FORM
SECTION 3 - TIME ALTERNATE

If the Contractor takes exception to the time stipulated in the Summary of Work-Mechanical, it is requested to stipulate below its proposed time for performance of the work. Consideration will be given to time in evaluating the quotation.

If the base bid equipment is selected, due to lead time, we expect a substantial completion of 10/17/2023 and a final completion of 12/01/2023.

If the AAON alternate is accepted, due to lead time, we expect a substantial completion of 7/03/2023 and a final completion of 8/17/2023.

If the Contractor does not suggest any time alternate, the Contractor **MUST** complete the following statement:

~~For the work outlined in this request for bid, the bidder does NOT propose any time alternate under the Contract.~~

5.10.22 SM

Signature of Authorized Representative of Contractor  Date 5.10.2022
Joseph Mulville, Vice President

BID FORM
SECTION 4 - MAJOR SUBCONTRACTORS

For purposes of this Contract, a Subcontractor is anyone (other than the Contractor) who performs work (other than or in addition to the furnishing of materials, plans or equipment) at or about the construction site, directly or indirectly for or on behalf of the Contractor (and whether or not in privity of Contract with the Contractor), but shall not include any individual who furnishes merely the individual's own personal labor or services.

Contractor agrees that all subcontracts entered into by the Contractor shall contain similar wage provision to Section 4 of the General Conditions covering subcontractor's employees who perform work on this contract.

For the work outlined in these documents the Bidder expects to engage the following major subcontractors to perform the work identified:

<u>Subcontractor</u> (Name and Address)	<u>Work</u>	<u>Amount</u>
SELF Perform	Mechanical	_____
Huron Valley	Electrical	85,140 ⁰⁰
Siemens	Programming/Controls	*373,524 ⁰⁰
BAROMATIZ	Testing/Balancing	w/ sheet metal package
LADUKE	Roofing	\$152,500 ⁰⁰

If the Bidder does not expect to engage any major subcontractor, the Bidder **MUST** complete the following statement:

For the work outlined in this request for bid, the bidder does NOT expect to engage any major subcontractor to perform work under the Contract.

Signature of Authorized Representative of Contractor  Date 5.10.2022
Joseph Mulville, Vice President

BID FORM

SECTION 5 – CONTRACTOR REFERENCES

Include a minimum of 3 references from similar project completed within the past 10 years.

1)	<u>CON-250 Rack and Grit</u>	<u>\$22,655,000.00</u>	<u>3.20.2020</u>
	Project Name	Cost	Date Constructed

<u>Derek Bennet</u>	<u>313.999.3553</u>
Contact Name	Phone Number

2)	<u>Wayne County Secondary System and Headworks - Segment 1</u>	<u>\$17,872,842.00</u>	<u>4.31.2019</u>
	Project Name	Cost	Date Constructed

<u>Duane Russow</u>	<u>313.468.0087</u>
Contact Name	Phone Number

3)	<u>Chapaton RTB and Marting RTB Disinfection Improvements</u>	<u>\$951,390.82</u>	<u>7.9.2021</u>
	Project Name	Cost	Date Constructed

<u>Steven Wagner</u>	<u>586.524.0070</u>
Contact Name	Phone

F. AUTHORIZED NEGOTIATOR / NEGOTIATIBLE ELEMENTS (ALTERNATES)

Include the name, phone number, and e-mail address of persons(s) in your organization authorized to negotiate the agreement with the City.

The proposal price shall include materials and equipment selected from the designated items and manufacturers listed in the bidding documents. This is done to establish uniformity in bidding and to establish standards of quality for the items named.

If the bidder wishes to quote alternate items for consideration by the City, it may do so under this Section. A complete description of the item and the proposed price differential must be provided. Unless approved at the time of award, substitutions where items are specifically named will be considered only as a negotiated change in Contract Sum.

If the Bidder takes exception to the time stipulated in Article III of the Contract, Time of Completion, page C-2, it is requested to stipulate its proposed time for performance of the work.

Consideration for any proposed alternative items or time may be negotiated at the discretion of the City.

G. ATTACHMENTS

General Declaration, Legal Status of Bidder, Conflict of Interest Form, Living Wage Compliance Form, Prevailing Wage Compliance Form and the Non-Discrimination Form should be completed and returned with the proposal. These elements should be included as attachments to the proposal submission.

PROPOSAL EVALUATION

1. The selection committee will evaluate each proposal by the above-described criteria and point system. The City reserves the right to reject any proposal that it determines to be unresponsive and deficient in any of the information requested for evaluation. A proposal with all the requested information does not guarantee the proposing firm to be a candidate for an interview if interviews are selected to be held by the City. The committee may contact references to verify material submitted by the bidder.
2. The committee then will schedule interviews with the selected firms if necessary. The selected firms will be given the opportunity to discuss in more detail their qualifications, past experience, proposed work plan (if applicable) and pricing.
3. The interview should include the project team members expected to work on the project, but no more than six members total. The interview shall consist of a presentation of up to thirty minutes (or the length provided by the committee) by the

bidder, including the person who will be the project manager on this contract, followed by approximately thirty minutes of questions and answers. Audiovisual aids may be used during the oral interviews. The committee may record the oral interviews.

4. The firms interviewed will then be re-evaluated by the above criteria and adjustments to scoring will be made as appropriate. After evaluation of the proposals, further negotiation with the selected firm may be pursued leading to the award of a contract by City Council, if suitable proposals are received.

The City reserves the right to waive the interview process and evaluate the bidder based on their proposal and pricing schedules alone.

The City will determine whether the final scope of the project to be negotiated will be entirely as described in this RFP, a portion of the scope, or a revised scope.

Work to be done under this contract is generally described through the detailed specifications and must be completed fully in accordance with the contract documents.

Any proposal that does not conform fully to these instructions may be rejected.

PREPARATION OF PROPOSALS

Proposals should have no plastic bindings but will not be rejected as non-responsive for being bound. Staples or binder clips are acceptable. Proposals should be printed double sided on recycled paper.

Each person signing the proposal certifies that they are a person in the bidder's firm/organization responsible for the decisions regarding the fees being offered in the Proposal and has not and will not participate in any action contrary to the terms of this provision.

ADDENDA

If it becomes necessary to revise any part of the RFP, notice of the addendum will be posted to Michigan Inter-governmental Trade Network (MITN) www.mitn.info and/or the City of Ann Arbor web site www.A2gov.org for all parties to download.

Each bidder should acknowledge in its proposal all addenda it has received on the General Declarations form provided in the Attachments section herein. The failure of a bidder to receive or acknowledge receipt of any addenda shall not relieve the bidder of the responsibility for complying with the terms thereof. The City will not be bound by oral responses to inquiries or written responses other than official written addenda.

ATTACHMENT B
GENERAL DECLARATIONS

City of Ann Arbor
Guy C. Larcom Municipal Building
Ann Arbor, Michigan 48107

Ladies and Gentlemen:

The undersigned, as Bidder, declares that this Bid is made in good faith, without fraud or collusion with any person or persons bidding on the same Contract; that this Bidder has carefully read and examined the bid documents, including City Nondiscrimination requirements and Declaration of Compliance Form, Living Wage requirements and Declaration of Compliance Form, Prevailing Wage requirements and Declaration of Compliance Form, Vendor Conflict of Interest Form, Notice of Pre-Bid Conference, General Information, Bid, Bid Forms, Contract, Bond Forms, General Conditions, Standard Specifications, Detailed Specifications, all Addenda, and the Plans (if applicable) and understands them. The Bidder declares that it conducted a full investigation at the site and of the work proposed and is fully informed as to the nature of the work and the conditions relating to the work's performance. The Bidder also declares that it has extensive experience in successfully completing projects similar to this one.

The Bidder acknowledges that it has not received or relied upon any representations or warrants of any nature whatsoever from the City of Ann Arbor, its agents or employees, and that this Bid is based solely upon the Bidder's own independent business judgment.

The undersigned proposes to perform all work shown on the plans or described in the bid documents, including any addenda issued, and to furnish all necessary machinery, tools, apparatus, and other means of construction to do all the work, furnish all the materials, and complete the work in strict accordance with all terms of the Contract of which this Bid is one part.

In accordance with these bid documents, and Addenda numbered 1, the undersigned, as Bidder, proposes to perform at the sites in and/or around Ann Arbor, Michigan, all the work included herein for the amounts set forth in the Bid Forms.

The Bidder declares that it has become fully familiar with the liquidated damage clauses for completion times and for compliance with City Code Chapter 112, understands and agrees that the liquidated damages are for the non-quantifiable aspects of non-compliance and do not cover actual damages that may be shown and agrees that if awarded the Contract, all liquidated damage clauses form part of the Contract.

The Bidder declares that it has become fully familiar with the provisions of Chapter 14, Section 1:320 (Prevailing wages) and Chapter 23 (Living Wage) of the Code of the City of Ann Arbor and that it understands and agrees to comply, to the extent applicable to employees providing services to the City under this Contract, with the wage and reporting requirements stated in the City Code provisions cited. Bidder certifies that the statements contained in the City Prevailing Wage and Living Wage Declaration of Compliance Forms are true and correct. Bidder further agrees that the cited provisions of Chapter 14 and Chapter 23 form a part of this Contract.

The Bidder declares that it has become familiar with the City Conflict of Interest Disclosure Form and certifies that the statement contained therein is true and correct.

The Bidder encloses a certified check or Bid Bond in the amount of 5% of the total of the Bid Price. The Bidder agrees both to contract for the work and to furnish the necessary Bonds and insurance documentation within 10 days after being notified of the acceptance of the Bid.

If this Bid is accepted by the City and the Bidder fails to contract and furnish the required Bonds and insurance documentation within 10 days after being notified of the acceptance of this Bid, then the Bidder shall be considered to have abandoned the Contract and the certified check or Bid Bond accompanying this Bid shall become due and payable to the City.

If the Bidder enters into the Contract in accordance with this Bid, or if this Bid is rejected, then the accompanying check or Bid Bond shall be returned to the Bidder.

In submitting this Bid, it is understood that the right is reserved by the City to accept any Bid, to reject any or all Bids, to waive irregularities and/or informalities in any Bid, and to make the award in any manner the City believes to be in its best interest.

SIGNED THIS 10th DAY OF May, 2022.

Weiss Construction Co. LLC
Bidder's Name

41001 Grand River
Novi, MI 48375
Official Address

313.567.4500
Telephone Number


Authorized Signature of Bidder

Joseph Mulville, Vice President
(Print Name of Signer Above)

jmulville@weiss-construction.com
Email Address for Award Notice

ATTACHMENT C
LEGAL STATUS OF BIDDER

(The bidder shall fill out the appropriate form and strike out the other three.)

Bidder declares that it is:


* A corporation organized and doing business under the laws of the State of _____, for whom _____, bearing the office title of _____, whose signature is affixed to this Bid, is authorized to execute contracts.

NOTE: If not incorporated in Michigan, please attach the corporation's Certificate of Authority

• A limited liability company doing business under the laws of the State of Michigan, whom Joseph Mulville bearing the title of Vice President whose signature is affixed to this proposal, is authorized to execute contract on behalf of the LLC.

* A partnership, organized under the laws of the state of _____ and filed in the county of _____, whose members are (list all members and the street and mailing address of each) (attach separate sheet if necessary):

* An individual, whose signature with address, is affixed to this Bid: _____ ^{JM}
(initial here)

Authorized Official  Date May 10, 2022

(Print) Name Joseph Mulville Title Vice President

Company: Weiss Construction Co. LLC

Address: 41001 Grand River, Novi, MI 48375

Contact Phone (313) 567-4500 Fax () N/A

Email jmulville@weiss-construction.com

ATTACHMENT D
PREVAILING WAGE DECLARATION OF COMPLIANCE

The "wage and employment requirements" of Section 1:320 of Chapter 14 of Title I of the Ann Arbor City Code mandates that the city not enter any contract, understanding or other arrangement for a public improvement for or on behalf of the city unless the contract provides that all craftsmen, mechanics and laborers employed directly on the site in connection with said improvements, including said employees of subcontractors, shall receive the prevailing wage for the corresponding classes of craftsmen, mechanics and laborers, as determined by statistics for the Ann Arbor area compiled by the United States Department of Labor. Where the contract and the Ann Arbor City Code are silent as to definitions of terms required in determining contract compliance with regard to prevailing wages, the definitions provided in the Davis-Bacon Act as amended (40 U.S.C. 278-a to 276-a-7) for the terms shall be used. Further, to the extent that any employees of the contractor providing services under this contract are not part of the class of craftsmen, mechanics and laborers who receive a prevailing wage in conformance with section 1:320 of Chapter 14 of Title I of the Code of the City of Ann Arbor, employees shall be paid a prescribed minimum level of compensation (i.e. Living Wage) for the time those employees perform work on the contract in conformance with section 1:815 of Chapter 23 of Title I of the Code of the City of Ann Arbor.

At the request of the city, any contractor or subcontractor shall provide satisfactory proof of compliance with this provision.

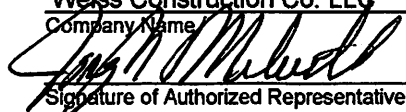
The Contractor agrees:

- (a) To pay each of its employees whose wage level is required to comply with federal, state or local prevailing wage law, for work covered or funded by this contract with the City,
- (b) To require each subcontractor performing work covered or funded by this contract with the City to pay each of its employees the applicable prescribed wage level under the conditions stated in subsection (a) or (b) above.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance, and investigating complaints or non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the wage and employment provisions of the Chapter 14 of the Ann Arbor City Code. The undersigned certifies that he/she has read and is familiar with the terms of Section 1:320 of Chapter 14 of the Ann Arbor City Code and by executing this Declaration of Compliance obligates his/her employer and any subcontractor employed by it to perform work on the contract to the wage and employment requirements stated herein. The undersigned further acknowledges and agrees that if it is found to be in violation of the wage and employment requirements of Section 1:320 of the Chapter 14 of the Ann Arbor City Code it shall be deemed a material breach of the terms of the contract and grounds for termination of same by the City.

Weiss Construction Co. LLC

Company Name



5.10.2022

Signature of Authorized Representative

Date

Joseph Mulville, Vice President

Print Name and Title

41001 Grand River, Novi, MI 48375

Address, City, State, Zip

313.567.4500 jmulville@weiss-construction.com

Phone/Email address

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500

Attachment E

CITY OF ANN ARBOR LIVING WAGE ORDINANCE DECLARATION OF COMPLIANCE

The Ann Arbor Living Wage Ordinance (Section 1:811-1:821 of Chapter 23 of Title I of the Code) requires that an employer who is (a) a contractor providing services to or for the City for a value greater than \$10,000 for any twelve-month contract term, or (b) a recipient of federal, state, or local grant funding administered by the City for a value greater than \$10,000, or (c) a recipient of financial assistance awarded by the City for a value greater than \$10,000, shall pay its employees a prescribed minimum level of compensation (i.e., Living Wage) for the time those employees perform work on the contract or in connection with the grant or financial assistance. The Living Wage must be paid to these employees for the length of the contract/program.

Companies employing fewer than 5 persons and non-profits employing fewer than 10 persons are exempt from compliance with the Living Wage Ordinance. If this exemption applies to your company/non-profit agency please check here No. of employees ___

The Contractor or Grantee agrees:

- (a) To pay each of its employees whose wage level is not required to comply with federal, state or local prevailing wage law, for work covered or funded by a contract with or grant from the City, no less than the Living Wage. The current Living Wage is defined as \$14.82/hour for those employers that provide employee health care (as defined in the Ordinance at Section 1:815 Sec. 1 (a)), or no less than \$16.52/hour for those employers that do not provide health care. The Contractor or Grantor understands that the Living Wage is adjusted and established annually on April 30 in accordance with the Ordinance and covered employers shall be required to pay the adjusted amount thereafter to be in compliance with Section 1:815(3).

Check the applicable box below which applies to your workforce

- Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage without health benefits
- Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage with health benefits

- (b) To post a notice approved by the City regarding the applicability of the Living Wage Ordinance in every work place or other location in which employees or other persons contracting for employment are working.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance, and investigating complaints or non-compliance.
- (e) To take no action that would reduce the compensation, wages, fringe benefits, or leave available to any employee covered by the Living Wage Ordinance or any person contracted for employment and covered by the Living Wage Ordinance in order to pay the living wage required by the Living Wage Ordinance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services or agrees to accept financial assistance in accordance with the terms of the Living Wage Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Living Wage Ordinance, obligates the Employer/Grantee to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract or grant of financial assistance.

Weiss Construction Co. LLC

Company Name



Signature of Authorized Representative

5.10.2022

Date

Joseph Mulville, Vice President

Print Name and Title

41001 Grand River

Street Address

Novi, MI 48375

City, State, Zip

313.567.4500 jmulville@weiss-construction.com

Phone/Email address

Attachment F

CITY OF ANN ARBOR LIVING WAGE ORDINANCE

RATE EFFECTIVE APRIL 30, 2022 - ENDING APRIL 29, 2023

\$14.82 per hour

If the employer provides health care benefits*

\$16.52 per hour

If the employer does NOT provide health care benefits*

Employers providing services to or for the City of Ann Arbor or recipients of grants or financial assistance from the City of Ann Arbor for a value of more than \$10,000 in a twelve-month period of time must pay those employees performing work on a City of Ann Arbor contract or grant, the above living wage.

ENFORCEMENT

The City of Ann Arbor may recover back wages either administratively or through court action for the employees that have been underpaid in violation of the law. Persons denied payment of the living wage have the right to bring a civil action for damages in addition to any action taken by the City.

Violation of this Ordinance is punishable by fines of not more than \$500/violation plus costs, with each day being considered a separate violation. Additionally, the City of Ann Arbor has the right to modify, terminate, cancel or suspend a contract in the event of a violation of the Ordinance.

* Health Care benefits include those paid for by the employer or making an employer contribution toward the purchase of health care. The employee contribution must not exceed \$.50 an hour for an average work week; and the employer cost or contribution must equal no less than \$1/hr for the average work week.

The Law Requires Employers to Display This Poster Where Employees Can Readily See It.

**For Additional Information or to File a Complaint contact
Colin Spencer at 734/794-6500 or cspencer@a2gov.org**



ATTACHEMENT G

Vendor Conflict of Interest Disclosure Form

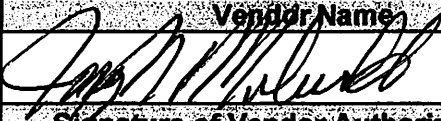
All vendors interested in conducting business with the City of Ann Arbor must complete and return the Vendor Conflict of Interest Disclosure Form in order to be eligible to be awarded a contract. Please note that all vendors are subject to comply with the City of Ann Arbor's conflict of interest policies as stated within the certification section below.

If a vendor has a relationship with a City of Ann Arbor official or employee, an immediate family member of a City of Ann Arbor official or employee, the vendor shall disclose the information required below.

1. No City official or employee or City employee's immediate family member has an ownership interest in vendor's company or is deriving personal financial gain from this contract.
2. No retired or separated City official or employee who has been retired or separated from the City for less than one (1) year has an ownership interest in vendor's Company.
3. No City employee is contemporaneously employed or prospectively to be employed with the vendor.
4. Vendor hereby declares it has not and will not provide gifts or hospitality of any dollar value or any other gratuities to any City employee or elected official to obtain or maintain a contract.
5. Please note any exceptions below:

Conflict of Interest Disclosure*	
Name of City of Ann Arbor employees, elected officials or immediate family members with whom there may be a potential conflict of interest.	<input type="checkbox"/> Relationship to employee <hr/> <input type="checkbox"/> Interest in vendor's company <input type="checkbox"/> Other (please describe in box below)
NONE	

*Disclosing a potential conflict of interest does not disqualify vendors. In the event vendors do not disclose potential conflicts of interest and they are detected by the City, vendor will be exempt from doing business with the City.

I certify that this Conflict of Interest Disclosure has been examined by me and that its contents are true and correct to my knowledge and belief and I have the authority to so certify on behalf of the Vendor by my signature below:		
Weiss Construction Co. LLC	313.567.4500	
Vendor Name	Vendor Phone Number	
	5.10.2022	Joseph Mulville, Vice President
Signature of Vendor Authorized Representative	Date	Printed Name of Vendor Authorized Representative

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500, procurement@a2gov.org

ATTACHMENT H

DECLARATION OF COMPLIANCE

Non-Discrimination Ordinance

The "non discrimination by city contractors" provision of the City of Ann Arbor Non-Discrimination Ordinance (Ann Arbor City Code Chapter 112, Section 9:158) requires all contractors proposing to do business with the City to treat employees in a manner which provides equal employment opportunity and does not discriminate against any of their employees, any City employee working with them, or any applicant for employment on the basis of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight. It also requires that the contractors include a similar provision in all subcontracts that they execute for City work or programs.

In addition the City Non-Discrimination Ordinance requires that all contractors proposing to do business with the City of Ann Arbor must satisfy the contract compliance administrative policy adopted by the City Administrator. A copy of that policy may be obtained from the Purchasing Manager

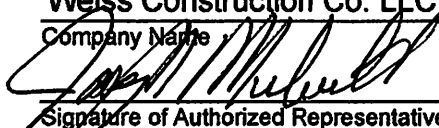
The Contractor agrees:

- (a) To comply with the terms of the City of Ann Arbor's Non-Discrimination Ordinance and contract compliance administrative policy, including but not limited to an acceptable affirmative action program if applicable.
- (b) To post the City of Ann Arbor's Non-Discrimination Ordinance Notice in every work place or other location in which employees or other persons are contracted to provide services under a contract with the City.
- (c) To provide documentation within the specified time frame in connection with any workforce verification, compliance review or complaint investigation.
- (d) To permit access to employees and work sites to City representatives for the purposes of monitoring compliance, or investigating complaints of non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the Ann Arbor Non-Discrimination Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Non-Discrimination Ordinance, obligates the Contractor to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract.

Weiss Construction Co. LLC

Company Name



5.10.2022

Signature of Authorized Representative

Date

Joseph Mulville, Vice President

Print Name and Title

41001 Grand River, Novi, MI 48375

Address, City, State, Zip

313.567.4500

jmulville@weiss-construction.com

Phone/Email Address

Questions about the Notice or the City Administrative Policy, Please contact:
Procurement Office of the City of Ann Arbor
(734) 794-6500

ATTACHMENT I

CITY OF ANN ARBOR NON-DISCRIMINATION ORDINANCE

Relevant provisions of Chapter 112, Nondiscrimination, of the Ann Arbor City Code are included below.
You can review the entire ordinance at www.a2gov.org/humanrights.

Intent: It is the intent of the city that no individual be denied equal protection of the laws; nor shall any individual be denied the enjoyment of his or her civil or political rights or be discriminated against because of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight.

Discriminatory Employment Practices: No person shall discriminate in the hire, employment, compensation, work classifications, conditions or terms, promotion or demotion, or termination of employment of any individual. No person shall discriminate in limiting membership, conditions of membership or termination of membership in any labor union or apprenticeship program.

Discriminatory Effects: No person shall adopt, enforce or employ any policy or requirement which has the effect of creating unequal opportunities according to actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight for an individual to obtain housing, employment or public accommodation, except for a bona fide business necessity. Such a necessity does not arise due to a mere inconvenience or because of suspected objection to such a person by neighbors, customers or other persons.

Nondiscrimination by City Contractors: All contractors proposing to do business with the City of Ann Arbor shall satisfy the contract compliance administrative policy adopted by the City Administrator in accordance with the guidelines of this section. All city contractors shall ensure that applicants are employed and that employees are treated during employment in a manner which provides equal employment opportunity and tends to eliminate inequality based upon any classification protected by this chapter. All contractors shall agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of any applicable protected classification. All contractors shall be required to post a copy of Ann Arbor's Non-Discrimination Ordinance at all work locations where its employees provide services under a contract with the city.

Complaint Procedure: If any individual believes there has been a violation of this chapter, he/she may file a complaint with the City's Human Rights Commission. The complaint must be filed within 180 calendar days from the date of the individual's knowledge of the allegedly discriminatory action or 180 calendar days from the date when the individual should have known of the allegedly discriminatory action. A complaint that is not filed within this timeframe cannot be considered by the Human Rights Commission. To file a complaint, first complete the complaint form, which is available at www.a2gov.org/humanrights. Then submit it to the Human Rights Commission by e-mail (hrc@a2gov.org), by mail (Ann Arbor Human Rights Commission, PO Box 8647, Ann Arbor, MI 48107), or in person (City Clerk's Office). For further information, please call the commission at 734-794-6141 or e-mail the commission at hrc@a2gov.org.

Private Actions For Damages or Injunctive Relief: To the extent allowed by law, an individual who is the victim of discriminatory action in violation of this chapter may bring a civil action for appropriate injunctive relief or damages or both against the person(s) who acted in violation of this chapter.

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND
MUST BE DISPLAYED WHERE EMPLOYEES CAN READILY SEE IT.



WEISS CONSTRUCTION CO LLC

41001 Grand River Ave
Novi, MI 48375
TEL# (313) 567-4500

**CERTIFICATE OF RESOLUTION
WEISS CONSTRUCTION CO., LLC
A Michigan Limited Liability Company**

WHEREAS, Section 223 of the Michigan Business Corporation Act provides that members of a limited liability company may, by written instrument, select members and adopt by-laws; and

WHEREAS, the undersigned, being a member of WEISS CONSTRUCTION CO., LLC, a Michigan limited liability company (hereinafter referred to as the "Company"), hereby declares that Joseph Mulville is the Vice President of the Company, and that he is solely authorized to execute and deliver, in the name and on behalf of WEISS CONSTRUCTION CO., LLC and under its seal or otherwise, any agreement or other instrument or document in connection with any matter or transaction, or other instrument as evidenced by his signature appearing below.

Signed by:

Daniel Weiss, Sole & Managing Member

Date: 5-10-2022

Weiss Construction Co. LLC

Notary Attest:
Karen L Longuski

KAREN L LONGUSKI
NOTARY PUBLIC - STATE OF MICHIGAN
COUNTY OF WAYNE
My Commission Expires December 08, 2024



WEISS CONSTRUCTION CO. LLC

41001 Grand River Ave
Novi, MI 48375
PHONE: (313) 567-4500

PROGRAM OF WEISS CONSTRUCTION CO. LLC

AFFIRMATIVE ACTION UNDER EXECUTIVE ORDER NO. 11246

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the affirmed policy of Weiss Construction Co. LLC to give effective meaning to the principles established by the Civil Rights Act of 1964. It is our further policy to cooperate to the fullest extent with the applicable regulations of that Act and Executive Order No. 11246. The guidelines of our policy are set forth below:

I. EQUAL EMPLOYMENT OPPORTUNITY POLICY

This Company will advise all prospective employees that during the course of their employment with this Company, they will be treated without regard to race, creed, color or national origin, sex, pregnancy, age, religion, marital status, sexual orientation, gender identity or expression, height, weight, or disability and that this treatment includes upgrading, demotion or transfer, layoff or termination, rates of pay or other forms of compensation, opportunity for overtime work and selection for training, including apprenticeship.

II. EQUAL EMPLOYMENT OPPORTUNITY OFFICER

This Company has appointed an E.E.O. Officer, Kevin Markhardt, who will emphasize the priority and importance of the equal opportunity program.

III. COMPANY PERSONNEL STAFF

This Company gives assurance that all members of our staff who are authorized to hire, supervise, promote, and discharge employees, or to recommend such action, or who are substantially involved in such action, have been made fully cognizant of, and are committed to, this Company's Equal Employment Opportunity Policy and Program.

IV. EMPLOYMENT

We agree that we will, upon request, submit a summary of our Equal Employment Opportunity Program based on our records maintained pursuant to the requirements. We will submit, if requested, a breakdown of our current work force showing the extent of minority representation.

It is understood that we will conduct systematic and direct recruitment through public and private employee referral sources likely to yield qualified minority group applicants, among others, including but not limited to schools, colleges and minority group organizations.

We agree that we will establish methods of identifying those sources of minority group employees in any given area of construction.

We agree that we will utilize those public and private referral sources for recruitment.

We give assurance that all advertisements for employees will contain the notation "AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER".

We agree that if we use newspapers for advertisements that we will use those particular newspapers likely to reach minority groups.

It is understood that we will make our Equal Employment Opportunity Policy known to our employees, prospective employees, and potential sources of employees, i.e. Schools, Employment Agencies, Labor Unions, College Placement Officers, etc.

It is understood that we will contact the above list on a personal basis and that the use of form letters, notices, posters, etc. is not sufficient for this purpose.

We agree that we will, on a personal contact basis with our present employees, encourage them to refer minority group applicants, among others, to us for interview.

We assure that wages, working conditions and employment benefits are determined and administered on a non-discrimination basis.

We assure that we will guard against discrimination with regard to upgrading, promotions, transfers, demotions, layoffs and termination of employment.

IV. APPRENTICESHIP AND TRAINING

We agree to make full use of training programs including pre-apprenticeship, apprenticeship, on-the-job training, as appropriate, to assist in locating qualifying and increasing the skills of minority group employees, among others, and applicants for employment.

V. UNIONS

We agree that if the Company relies in whole or part upon Unions as a source of work force, we will seek the cooperation of, and work closely with Unions toward the end of increasing minority group opportunities within the Unions and effecting referrals by the Unions of greater numbers of minority group employees, when referrals through hiring halls are required by valid bargaining agreements.

VI. SUBCONTRACTS

We agree to solicit the employment of qualified minority group subcontractors and subcontractors with minority group representation among their employees.

- (1) We agree that we will establish procedures for identifying and seeking out minority group subcontractors for employment on Federal-aid construction projects.
- (2) We agree that we will counsel and assist minority group subcontractors relative to the methods and procedures to follow in order to qualify as subcontractors.

We will afford every assistance to prospective subcontractors to become prequalified to the Equal Employment Opportunity Program.

We will establish procedures whereby subcontractors may adopt the Equal Employment Opportunity Program of the Company.

VII. PROGRAM MONITORING

We agree that we will monitor our Equal Employment Opportunity Program and that of our subcontractors, to assure compliance therewith and to effect changes therein which will increase the possibilities of achieving practical results.

VIII. RECORDS AND REPORTS

We agree to keep such records as are necessary to determine compliance with, and progress under, our Equal Employment Opportunity Program.

We further agree to keep such records as are designed to indicate the following:

- (1) The number of minority group members employed in each work classification during every period of contract performance.

DC. RECORDS AND REPORTS (continued)

- (2) The progress being made in cooperation with the Unions to increase minority group employment opportunities (applicable only to Contractors who rely in whole or in part upon Unions as a source of their work force).
- (3) The progress being made in locating, hiring, training, qualifying and upgrading minority group employees, among others.

X. FEMALE EMPLOYMENT

We further agree to:

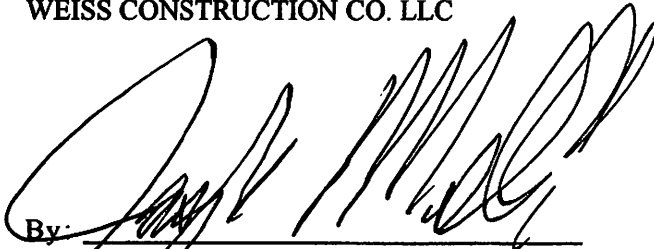
- (1) Establish and maintain a current list of female recruitment sources, provide written notification to female recruitment sources and to community organizations when we have employment opportunities available and maintain a record of the organizations' responses.

- (2) Maintain a current file of names, addresses and telephone numbers of each female applicant or female referral from a union, a recruitment source or community organization and of what action was taken with respect to each such individual. If such individual was sent to the union hiring hall for referral and was not referred back to us by the union or if referred, not employed by us, this shall be documented in the file with the reason therefore; along with whatever additional actions we may have taken.

- (3) Develop on-the-job training opportunities and/or participate in training programs for the area, which expressly include women, including upgrading programs and apprenticeship and trainee programs relevant to our employment needs, especially those programs funded or approved by the Department of Labor.

This program is effective for the calendar year 2022.

WEISS CONSTRUCTION CO. LLC

By: 

Joseph Mulville, Vice President