

MISSOURI DEPARTMENT OF TRANSPORTATION BID GUIDELINES AND DOCUMENTATION

THIS IS NOT AN ORDER

REQUEST FOR BID

THIS DOCUMENT MUST BE RETURNED AS A SEALED BID

It is the vendor's responsibility to read and comply with all conditions, specifications, and instructions outlined in this document. This document and any subsequent attachments shall supersede all confirmation forms, receipts, or any other paperwork needed to secure materials, equipment, or services.

TODAY'S DATE: JUNE 8, 2012	BID DUE BY (DATE AND TIME): JUNE 18, 2012 BY 1:00 PM CST		F.O.B. REQUIREMENTS: DESTINATION (SEE COUNTIES LISTED BELOW)	
CONTRACT PERIOD:	BID #: KC-B12-008		BUYER NAME:	
DATE OF AWARD THROUGH JUNE 30, 2013	THIS BID # SHOULD BE REFERENCED ON ALL MAILING LABELS, ENVELOPES, AND ANY OTHER CORRESPONDENCE. ***SEALED BID***		TONI TERRY SR. GENERAL SERVICES TECHNICIAN 816-347-4112	
District Mailing Address:		Project Location(s):	
Missouri Department of Transportation Procurement Division 600 NE Colbern Road Lee's Summit, MO 64086		KANSA	S CITY DISTRICT COUNTIES	

Tree Removal, Stump Grinding, Light Brush Trimming, Mulching Services

Scope of Work:

- The contractor would be required to completely remove all brush, wood, and any other debris from the project site. After removal from the project site, all brush, wood, and any other debris become the property and responsibility of the contractor. MoDOT will not be responsible for the clean-up, hauling or removal of any brush, wood, or other debris. In the event it is necessary to fall any trees or branches across the roadway, the contractor shall take steps to ensure road closures will be kept to a minimum and to work on the roadside or in one lane only the majority of the time to minimize the impact on travelers in the project area (see traffic control paragraph below).
- The contractor will be required to remove and/or top the tree(s) as directed, by cutting the tree(s) down to, or just below ground level to allow for the area to be mowed over if necessary in the future. Stump(s) must be grind no less than 6 inches below ground level. At the completion of the grinding process, the vendor will be required to fill the hole to ground level with dirt. MoDOT will then be responsible for re-seeding grass in the work area.
- MoDOT will set up any necessary work zones and shall provide any required traffic control between the
 hours of 8:00 AM and 2:30 PM, with at least 48 hours notice prior to beginning any work. Work shall be
 performed in daylight hours <u>only</u>, Monday through Friday, excluding state holidays. No work will be
 performed outside of scheduled MoDOT work hours, nor shall overtime be accrued by MoDOT staff.
- The contractor must provide all tools, supplies, equipment, vehicles, and will be responsible for all costs (permits, licenses, compost site fees, etc.) incidental to the project. A permit from MoDOT Right-of-Way will not be required.
- The contractor must ensure that all employees working on state roadway and right-of-way wear appropriate personal protective equipment including, as a minimum, steel-toed boots and reflective safety vest. The contractor will comply with any local laws involving safety in the prosecution of this work and will be responsible for coordinating all activities with any utility companies whose facilities (water, gas, power lines, etc.) may be affected during this work, in addition to, coordinate work with the MoDOT representative.

- A work order will be issue for each project on an as needed basis that will be mutually agreed on by the awarded vendor and superintendent of that county. A MoDOT representative will inspect the ongoing project until completion.
- It will be necessary for a representative of the Missouri Department of Transportation to be present prior to the start of any project to assess any safety issues, which could cause a road closure or damage to any public or private property adjoining MoDOT property.
- If low bidder is unavailable for routine services within the allotted time allowed by contract (10-Day Notice), then MoDOT reserves the right to go to the next low bidder for that project.
- MoDOT reserves the right in an emergency (storm damage, flood, wind, ice, etc.) due to public safety for the low bidder to be available immediately, or if not available, will go to the next low bidder.

Bid Award and Payment:

- Award of this bid will be made on a "County by County" basis using the "lowest and best" principle of award.
- Payment will be made when the work at the project site is completed to the satisfaction of the MoDOT contact or their designated representative.
- Upon notification of award, the contractor will need to provide a copy of his/her Certificate of Liability insurance showing required coverage, along with the E-Verify documentation, per the Terms and Conditions. The contractor's inability to provide this documentation will result in his/her bid being rejected. MoDOT shall be listed as a "Certificate Holder" on the Certificate of Liability insurance with the following mailing address: Missouri Department of Transportation, Kansas City Procurement Division, 600 NE Colbern Road, Lee's Summit, MO 64086.

List the rate per hour that you would charge on the below services for each county.

Line Item	County	Tree Removal	Stump Grinding	Light Brush Trimming	Mulching Services
001	Cass				
002	Clay				
003	Jackson				
004	Johnson				
005	Lafayette				
006	Pettis				
007	Platte				
008	Ray				
009	Saline				

VENDOR NAME:

CONTRACT and RENEWAL PERIODS

Contract Period – The contract shall commence from the date of award through June 30, 2013 with up to two (2) one-year renewal option periods. If the option for renewal is exercised by MoDOT, the contractor shall agree to all terms and conditions of the RFB and all subsequent amendments. Renewal options are at the sole discretion of MoDOT.

Renewal Periods – If the option for renewal is exercised by MoDOT, the contractor shall agree that the prices for the renewal period shall not exceed the maximum price for the applicable renewal period stated herein.

- a. If renewal prices are not provided, the prices during renewal periods shall be the same as during the original contract period.
- b. MoDOT does not automatically exercise its option for renewal based upon the maximum price and reserves the right to offer or to request renewal of the contract at the price less than the maximum price stated.
- c. In the event MoDOT exercises its option(s) to renew the contract, the requirements for future years shall be basically similar.

List the rate per hour that you would charge on the below services for each county.

LIST	List the rate per nour that you would charge on the below services for each county.						
	1 st Renewal Period						
	July 1, 2013 through June 30, 2014						
Line Item	e Item County Tree Removal Stump Grinding Light Brush Trimming Mulching Service						
001	Cass						
002	Clay						
003	Jackson						
004	Johnson						
005	Lafayette						
006	Pettis						
007	Platte						
800	Ray						
009	Saline						

List the rate per hour that you would charge on the below services for each county.

2nd Renewal Period							
	July 1, 2014 through June 30, 2015						
Line Item	County Tree Removal Stump Grinding Light Brush Trimming Mulching Services						
001	Cass						
002	Clay						
003	Jackson						
004	Johnson						
005	Lafayette						
006	Pettis						
007	Platte						
800	Ray						
009	Saline						

VENDOR INFORMATION & PREFERENCE CERTIFICATION FORM

Vendor Information

All bidders must furnish ALL applicable information requested below

Vendor Name/Mailing Address:		ct Information (including area codes):			
	Phone #:	Phone #:			
	Cellular #:				
Email Address:	Fax #:				
D: (-1N(D(1)-0))	_				
Printed Name of Responsible Officer or Employee:	Signature:				
For Corporations - State in which incorporated:	For Others - S	tate of domicile:			
If the address listed in the Vendor Name/Mailing Address bloc Missouri offices or places of business:	k above is not located	in the State of Missouri, list the address of			
If additional space is required, please attach an additional sheet a	and identify it as <u>Addres</u>	sses of Missouri Offices or Places of Business.			
M/WBE INFORMATION: List all certified Minority or Women Include <u>percentages</u> for subcontractors and identify the M/WB		(M/WBE) utilized in the fulfillment of this bid.			
M/WBE Name Percer	ntage of Contract	M/WBE Certifying Agency			
If additional space is required, please attach an additional sheet a	and identify it as <u>M/WBE</u>	E Information			
Preferei All bidders must furnish <u>ALL</u> a	nce Certification applicable informa	ation requested below			
GOODS/PRODUCTS MANUFACTURED OR PRODUCED IN which the bidder proposes to supply to the MHTC are <u>not</u> mar with a qualifying treaty, law, agreement, or regulation, list belowhere each good or product is manufactured or produced.	nufactured or produced	d in the "United States", or imported in accordance			
	cation Where Item is M	Manufactured or Produced			
If additional space is required, please attach an additional she	and identify it as I a	nation Products are Manufactured or Produced			
MISSOURI SERVICE-DISABLED VETERAN BUSINESS: Ple requested if preference is applicable. See below definitions for	ease complete the follo	owing if applicable. Additional information may be			
Service-Disabled Veteran is defined as any individual who is the administration of veterans' affairs.	disabled as certified b	by the appropriate federal agency responsible for			
Service-Disabled Veteran Business is defined as a business concern: a. Not less than fifty-one (51) percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than fifty-one (51) percent of the stock of which is owned by one or more service-disabled veterans; and b. The management and daily business operations of which are controlled by one or more service-disabled veterans.					
Veteran Information		Business Information			
Service-Disabled Veteran's Name (Please Print)	Serv	vice-Disabled Veteran Business Name			
Service-Disabled Veteran's Signature	Missouri Ac	ddress of Service Disabled Veteran Business			

Exhibit A ANNUAL WORKER ELIGIBILITY VERIFICATION AFFIDAVIT

(for joint ventures, a separate affidavit is required for each business entity)

STATE OF)			
STATE OF)) ss COUNTY OF)			
On the day of	, 20, before	me appeared	Affiant name
personally known to me or proved to me on the			
this affidavit, who being by me duly sworn, stat	ted as follows:		
• I, the Affiant, am of sound m	nind, capable of makin	ng this affidavit, and	personally certify the facts herein
stated, as required by Section 285.530, RSMo,	to enter into any con-	tract agreement with	the state to perform any job, task
employment, labor, personal services, or any ot	ther activity for which	compensation is pro	vided, expected, or due, including
but not limited to all activities conducted by bus	siness entities.		
I, the Affiant, am the authorized, directed, and/or empowered to act o	of o	business nai	ne, and I am duly iness entity.
			ness entity is enrolled in a federa
work authorization program operated by the			•
business entity shall participate in said program	-		•
connection with any services contracted by the	, ,		
attached documentation to this affidavit to evi	ς .	•	` '
federal work authorization program, as required	•		rementioned business entity in t
			business entity does not and shall
not knowingly employ, in connection with any			•
or authorization under federal law to work in th			
			affidavit conditions are satisfied
pursuant to Section 285.530, RSMo, the aforen		3	C
285.550, RSMo, for subcontractors that knowin	igly employ or contin	ie to employ any una	utnorized allen to work within the
state of Missouri.		07.1	
	hat I am signing this	affidavit as a free ac	t and deed of the aforementioned
business entity and not under duress.			
	Affiar	nt Signature	
Subscribed and sworn to before me in	city (or county)	the da	y and year first above-written.
	Notar	y Public	
My commission expires:	110141	, 1 40110	

[documentation of enrollment/participation in a federal work authorization program attached]

Exhibit B **APPLICANT AFFIDAVIT FOR SOLE-PROPRIETORSHIP OR PARTNERSHIP** (a separate affidavit is required for each owner and general partner)

STATE OF					
STATE OF) ss)				
On this				fore me	appeared
	, personally know	_		-	
be the person whose name is s			_	-	
My name is		, and I am of sound	mind, capable	of making thi	is affidavit,
and personally certify the facts	s herein stated, as required by	Section 208.009, RSMo	, for failure to p	provide affirm	ative proof
of lawful presence in the Unite					
I am the	ofbusine	, \	which is applyi	ing for a pub	olic benefit
(grant, contract, and/or loan)	administered/provided by the	Missouri Highways and	d Transportation	n Commission	n (MHTC),
acting by and through the Miss	souri Department of Transpor	rtation (MoDOT).			
I am classified by the	United States of America as:	(check the applicable	box)		
□ a U	Inited States citizen.	an alien law	fully admitted f	for permanen	t residence.
I am aware that Misso	ouri law provides that any per	rson who obtains any pul	blic benefit by n	neans of a wi	llfully false
statement or representation, or	r by willful concealment or f	ailure to report any fact	or event requir	red to be repo	orted, or by
other fraudulent device, shall	be guilty of the crime of ste	ealing pursuant to Section	on 570.030, RS	Mo, which is	a Class C
felony for stolen public benefit	its valued between \$500 and	\$25,000 (punishable by	a term of impris	sonment not t	to exceed 7
years and/or a fine not more th	nan \$5,000 – Sections 558.01	1 and 560.011, RSMo), a	and is a Class B	I felony for st	olen public
benefits valued at \$25,000 or 1				-	_
- Section 558.011, RSMo).	ď		,		,
	on proper submission of this	sworn affidavit. I will	only be eligib	le for tempo	rary public
benefits until such time as m					
208.009, RSMo.	y p		, 	p	
	Missouri law requires MH	TC/MoDOT to provide	e assistance in	ohtaining	annronriate
documentation to prove citize	•	-		•	
assistance to MHTC/MoDOT	1	the Office States, and I	agree to subm	nt any reques	ts for such
	_	frag agt and dood and not	t under durage		
i acknowledge that i	am signing this affidavit as a	free act and deed and not	t under duress.		
Affiant Signature		Affiant's Social Secu Applicable Federal Id			
Subscribed and sworn	n to before me this da	y of	, 20		
		Notary Public			
My commission expi	res:				

COOPERATIVE AGREEMENT NOTICE

The Department is interested in assisting Missouri governmental entities, etc. in purchasing equipment, various materials and supplies that meet the Highway and Transportation Department specifications.

Each bidder is asked to indicate below whether they would be willing to offer (Tree Removal Services) listed in the attached "Request for Bid" for sale to these local political entities at the same bid price offered to this Department.

It is understood the Department will not issue purchase orders, accept delivery nor make payment for these items ordered by any of these agencies. It is further understood the price is based on the **(Tree Removal Services)** meeting the Department specifications. Any added options, deletions, or extra freight costs would be negotiated between the local agency and the successful vendor.

Indicate below whether your company is willing to offer such cooperative purchasing for Missouri counties, cities or other political entities.

YES _______ NO ________

If the price varies throughout the state on Department bids because of different delivery destinations, please indicate the price f.o.b. your location that would be offered as described.

F.O.B. Location _______

Indicate the deadline date that orders will be accepted.

COMPANY NAME ________

ADDRESS ______

PHONE NUMBER ________

SIGNATURE _______

TITLE ________

DATE _______

(Each vendor should complete the appropriate sections of their form and submit with their bid.)

Missouri Highways and Transportation Commission Standard Bid Provisions, General Terms and Conditions and Special Terms and Conditions

STANDARD SOLICITATION PROVISIONS

- a. The solicitation for the procurement of the supplies referenced therein, to which these "Standard Bid Provisions, General Terms and Conditions and Special Terms and Conditions" are attached, is being issued under, and governed by, the provisions of Title 7 Missouri Department of Transportation, Division 10 Missouri Highways and Transportation Commission, Chapter 11 Procurement of Supplies, of the Code of State Regulations. The Missouri Highways and Transportation Commission (MHTC), acting by and through its operating arm, the Missouri Department of Transportation (MoDOT), draws the Bidder's attention to said 7 CSR 10-11 for all the provisions governing solicitation and receipt of bids/quotes and the award of the contract pursuant to this solicitation.
- b. All bids/quotes must be signed with the firm name and by a responsible officer or employee. Obligations assumed by such signature must be fulfilled

GENERAL TERMS AND CONDITIONS

Definitions

Capitalized terms as well as other terms used but not defined herein shall have the meaning assigned to them in section 7 CSR 10-11.010 Definition of Terms.

Nondiscrimination

- a. The Contractor shall comply with all state and federal statutes applicable to the Contractor relating to nondiscrimination, including, but not limited to, Chapter 213, RSMo; Title VI and Title VII of Civil Rights Act of 1964 as amended (42 U.S.C. Sections 2000d and 2000e, et seq.); and with any provision of the "Americans with Disabilities Act" (42 U.S.C. Section 12101, et seq).
- b. <u>Sanctions for Noncompliance</u>: In the event of the Contractor's noncompliance with the nondiscrimination provisions of this contract, MHTC shall impose such contract sanctions as it or the Federal Highway Administration may determine to be appropriate, including, but not limited to:
 - i. withholding of payments to the Contractor under the contract until the Contractor complies, and/or,
 - ii. cancellation, termination or suspension of the contract, in whole or in part.

Contract/Purchase Order

- a. By submitting a bid/quote, the Bidder agrees to furnish any and all equipment, supplies and/or services specified in the solicitation documents, at the prices quoted, pursuant to all requirements and specifications contained therein.
- b. A binding contract shall consist of: (1) the solicitation documents, amendments thereto, and/or Best and Final Offer (BAFO) request(s) with any changes/additions, (2) the Contractor's bid response, and (3) the MHTC's acceptance of the bid by post-award contract or purchase order.
- c. A notice of award does not constitute an authorization for shipment of equipment or supplies or a directive to proceed with services. Before providing equipment, supplies and/or services, the Contractor must receive a properly authorized notice to proceed and/or purchase order.

Applicable Laws and Regulations

- a. The contract shall be construed according to the laws of the State of Missouri. The Contractor shall comply with all local, state, and federal laws and regulations related to the performance of the contract. The exclusive venue for any legal proceeding relating to or arising, out of the contract shall be in the Circuit Court of Cole County, Missouri.
- b. The Contractor must be registered and maintain good standing with the Secretary of State of the State of Missouri, Missouri Department of Revenue, and other regulatory agencies, as may be required by law or regulations. Prior to the issuance of a purchase order and/or notice to proceed, the Contractor may be required to submit to MHTC a copy of their current Authority Certificate from the Secretary of State of the State of Missouri and/or a copy of their Certificate of No Tax Due from the Missouri Department of Revenue.
- c. Prior to the issuance of a purchase order and/or notice to proceed, all **out-of-state** Contractors **providing services** within the state of Missouri must submit to MHTC a copy of their current Transient Employer Certificate from the Missouri Department of Revenue, in addition to a copy of their current Authority Certificate from the Secretary of State of the State of Missouri.

Executive Order:

The Contractor shall comply with all the provisions of Executive Order 07-13, issued by the Honorable Matt Blunt, Governor of Missouri, on the sixth (6th) day of March, 2007. This Executive Order, which promulgates the State of Missouri's position to not tolerate persons who contract with the state engaging in or supporting illegal activities of employing individuals who are not eligible to work in the United States, is incorporated herein by reference and made a part of this Agreement.

- 1) "By signing this Agreement, the Contractor hereby certifies that any employee of the Contractor assigned to perform services under the contract is eligible and authorized to work in the United States in compliance with federal law."
- 2) In the event the Contractor fails to comply with the provisions of the Executive Order 07-13, or in the event the Commission has reasonable cause to believe that the contractor has knowingly employed individuals who are not eligible to work in the United States in violation of federal law, the Commission reserves the right to impose such contract sanctions as it may determine to be appropriate, including but not limited to contract cancellation, termination or suspension in whole or in part or both.
- 3) The Contractor shall include the provisions of this paragraph in every subcontract. The Contractor shall take such action with respect to any subcontract as the Commission may direct as a means of enforcing such provisions, including sanctions for noncompliance.

Preferences

- a. In the evaluation of bids/quotes, preferences shall be applied in accordance with 7 CSR 10-11.020(7). Contractors should apply the same preferences in selecting subcontractors. The attached document entitled "VENDOR INFORMATION AND PREFERENCE CERTIFICATION FORM" must be completed and returned with the solicitation documents.
- b. Bidders are encouraged to obtain minority business enterprise (MBE) and women business enterprise (WBE) participation in this work through the use of subcontractors, suppliers, joint ventures, or other arrangements that afford meaningful participation for M/WBEs. Bidders are encouraged to obtain 10% MBE and 5% WBE participation.

Page 1 of 3 Accepted: 05/16/11 Updated: 04/18/11

Missouri Highways and Transportation Commission Standard Bid Provisions, General Terms and Conditions and Special Terms and Conditions

Cancellation of Contract

The MHTC may cancel the Contract at any time for a material breach of contractual obligations or for convenience by providing Contractor with written notice of cancellation. Should the MHTC exercise its right to cancel the contract for such reasons, cancellation will become effective upon the date specified in the notice of cancellation sent to the Contractor.

Bankruptcy or Insolvency

Upon filing for any bankruptcy or insolvency proceeding by or against the Contractor, whether voluntarily, or upon the appointment of a receiver, trustee, or assignee, for the benefit of creditors, the Commission reserves the right and sole discretion to either cancel the Agreement or affirm the Agreement and hold the Contractor responsible for damages.

Warranty

The Contractor expressly warrants that all equipment, supplies, and/or services provided shall: (1) conform to each and every specification, drawing, sample or other description which was furnished to or adopted by the MHTC, (2) be fit and sufficient for the purpose expressed in the solicitation documents, (3) be merchantable, (4) be of good materials and workmanship, and (5) be free from defect.

Status of Independent Contractor

The Contractor represents itself to be an independent Contractor offering such services to the general public and shall not represent itself or its employees to be an employee of the MHTC. Therefore, the Contractor shall assume all legal and financial responsibility for taxes, FICA, employee fringe benefits, workers' compensation, employee insurance, minimum wage requirements, overtime, etc., and agrees to indemnify, save and hold the MHTC, its officers, agents and employees harmless from and against any and all losses (including attorney fees) and damage of any kind related to such matters.

Non-Waiver

If one of the parties agrees to waive its right to enforce any term of this Contract, that party does not waive its right to enforce such term at any other time or to enforce any or all other terms of this Contract.

Indemnification

The Contractor shall defend, indemnify and hold harmless MHTC, including its members and department employees, from any claim or liability whether based on a claim for damages to real or personal property or to a person for any matter relating to or arising out of the Contractor's performance of its obligations under the contract awarded pursuant to this solicitation.

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Missouri Highways and Transportation Commission Standard Bid/Proposal Provisions, General Terms and Conditions and Special Terms and Conditions

SPECIAL TERMS AND CONDITIONS

Insurance

The Contractor shall maintain or cause to be maintained at Contractor's own expense commercial general liability, automobile liability, worker's compensation insurance against negligent acts, errors or omissions of the Contractor, or its subcontractors and anyone directly or indirectly employed by any of them. Any insurance policy required as specified in this Section shall be written by a company that is licensed and authorized to issue such insurance in the state of Missouri and shall provide insurance coverage for not less than the following limits of liability:

- 1) General Liability: Not less than \$500,000 for any one person in a single accident or occurrence, and not less than \$3,000,000 for all claims arising out of a single occurrence;
- 2) Automobile Liability: Not less than \$500,000 for any one person in a single accident or occurrence, and not less than \$3,000,000 for all claims arising out of a single occurrence;
- 3) Missouri State Workmen's Compensation policy or equivalent in accordance with state law.

Upon request from the Commission, the Contractor shall provide the Commission with certificates of insurance evidencing the required coverage and that such insurance is in effect.

Prohibition Of Employment Of Unauthorized Aliens:

- a. <u>Non-employment of Unauthorized Aliens:</u> Pursuant to Section 285.530, RSMo., no business entity or employer shall knowingly employ, hire for employment, or continue to employ an unauthorized alien to perform work within the State of Missouri. As a condition for the award of any contract or grant in excess of five thousand dollars by the State or by any political subdivision of the State to a business entity, or for any business entity receiving a state-administered or subsidized tax credit, tax abatement, or loan from the state, the business entity shall:
 - 1) By sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services. E-Verify is an example of a federal work authorization program. The business entity must affirm its enrollment and participation in the E-Verify federal work authorization program with respect to the employees proposed to work in connection with the services requested herein by providing acceptable enrollment and participation documentation consisting of **completed** copy of the E-Verify Memorandum of Understanding (MOU). For business entities that are not already enrolled and participating in a federal work authorization program, E-Verify is available at http://www.dhs.gov/files/programs/gc 1185221678150.shtm
 - 2) By sworn affidavit, affirm that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services. A copy of the affidavit referenced herein is provided within this document, attached as Exhibit A.
- b. <u>Proof of Lawful Presence For Sole Proprietorships and Partnerships:</u> If the business entity is a sole proprietorship or partnership, pursuant to Section 208.009, RSMo., each sole proprietor and each general partner shall provide affirmative proof of lawful presence in the United States. Such sole proprietorship or partnership is eligible for temporary public benefits upon submission by each sole proprietor and general partner of a sworn affidavit of his/her lawful presence on the United States until such lawful presence is affirmatively determined, or as otherwise provided by Section 208.009, RSMo. A copy of the affidavit reference herein is provided within this document, attached as Exhibit B

Construction Safety Program

Missouri law, 292.675 RSMo, requires the awarded Contractor and its subcontractor(s) to provide a ten-hour occupational safety and health administration (OSHA) construction safety program (or a similar program approved by the Missouri Department of Labor and Industrial Relations as a qualified substitute) for their on-site employees (laborers, workmen, drivers, equipment operators, and craftsmen) who have not previously completed such a program and are directly engaged in actual construction of the improvement (or working at a nearby or adjacent facility used for construction of the improvement). The Contractor and its subcontractor(s) shall require all such employees to complete this ten-hour program, pursuant to 292.675 RSMo, unless they hold documentation on their prior completion of said program. Penalties for non-compliance include Contractor forfeiture to the Commission in the amount of \$2,500, plus \$100 per contractor and subcontractor employee for each calendar day such employee is employed beyond the elapsed time period for required program completion under 292.675 RSMo.

Permits, Licenses and Safety Issues

The contract price shall include any necessary permits and licenses required by law incidental to the work. Local ordinances requiring building permits are not applicable to state agencies.

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