



COUNTY OF UNION
BID SUBMISSION CHECKLIST

**TELEPHONE/ASSOCIATED SERVICES SYSTEMS
EQUIPMENT, INSTALLATION, MAINTENANCE
SERVICES - UCCP 24-2021**

- _____ 1. Bid Form Page(s)
- _____ 2. Bidder Signature Page – *follow instructions and fill out completely*
- _____ 3. Statement of Ownership Disclosure (2 pages)
- _____ 4. Non-Collusion Affidavit – *fill out completely and notarize*
- _____ 5. Affirmative Action Requirement
- _____ 6. Americans with Disabilities Form
- _____ 7. Disclosure of Investment Activities in Iran Form
- _____ 8. Copy of a State of New Jersey **Business Registration Certificate (“BRC”)** issued in the company name of the bidder and in the names of any subcontractors, if applicable
- _____ 9. Union County Cooperative Pricing Extension Form
- _____ 10. Certificate from NJ Department of Labor-Public Works Contractor Registration Act
- _____ 11. References
- _____ 12. Licenses
- _____ 13. Certifications
- _____ 14. Warranty
- _____ 15. Price Lists
- _____ 16. Addenda Receipt Form – **ONLY INCLUDE IF ADDENDA(S) WERE RECEIVED**

Each bidder should complete this form, initial each entry, sign and date at the bottom and submit with bid.

NAME OF BIDDER: _____ DATE: _____

COUNTY OF UNION

Notice To Bidders

SEALED BIDS will be received by the Director of the Division of Purchasing of the County of Union, New Jersey or her designee on **February 23, 2021**, at **11:30 a.m.** prevailing time in the **3rd Floor Conference Room**, U.C. Administration Building, 10 Elizabethtown Plaza, Elizabeth, New Jersey for:

TELEPHONE/ASSOCIATED SERVICES SYSTEMS EQUIPMENT, INSTALLATION, MAINTENANCE SERVICES - BA# UCCP 24-2021

in accordance with the specifications and forms of the bid packages furnished by the Division of Purchasing. The County reserves the right to reject any and all bids and to waive any and all informalities in the bid.

Please be advised that the work, materials or supplies in the specifications are being obtained through a **Cooperative Pricing System - ID# 8-UCCP** approved and registered with the State of New Jersey. The County of Union is the Lead Agency and there are a variable number of municipalities participating in this contract.

***Public access to the County of Union Administration Building is currently restricted during the statewide public health emergency. Accordingly there will not be an in-person public opening but instead will be conducted live and streamed via the County of Union live streaming platform which will feature both audio and video capabilities. A link will be provided on the day of the opening at <https://ucnj.org/>.

Bids shall be submitted in a sealed envelope and clearly marked with the subject of the bid, name and address of the bidder, phone & fax number, and date of the bid opening. Each bid must be delivered to reach the Division of Purchasing prior to the stated time of the opening of the bids. The County will not be responsible for late delivery by the U.S. Mail or any other carrier. Hand delivery of proposals are strongly discouraged due to public restrictions. If delivered by hand, you will not receive confirmation of delivery. **No** late bids will be accepted.

***Entire bid packages received will be scanned and available for public inspection on the portal, <http://ucnj.org/itb>, as they would be available for public inspection after an in-person bid opening. Bidders are reminded to review their submissions for any information they consider to be confidential. The County will not be responsible for the release of any information contained in the bid package which may be subject to confidentiality.

Bidders are required to comply with the requirements of N.J.S.A. 10:5-31 et. seq. and N.J.A.C. 17:27.

Bid packages may be obtained by registering and downloading at <http://ucnj.org/itb> or in person from the Division of Purchasing (3rd floor), Union County Administration Building, 10 Elizabethtown Plaza, Elizabeth, New Jersey or via U.S. Mail per request. Fax requests for bid packages to 908-558-2548 or call 908-527-4130. Michelle Hagopian, Assistant Director of Purchasing.

GENERAL SPECIFICATIONS

Revised 4/21/2016
Goods & Services

1. RECEIPT OF BIDS

The Division of Purchasing will receive sealed bids for this work at the Union County Administration Building, 10 Elizabethtown Plaza, Elizabeth, New Jersey 07207 on the date and time and in the place noted on the sheet marked "Notice to Bidders".

Bids for this work should be enclosed in a sealed envelope addressed to the Purchasing Division, County of Union, New Jersey, Union County Administration Building, 10 Elizabethtown Plaza, Elizabeth, New Jersey 07207, with the full name of the bid and the bid opening date and time clearly marked on the outside. Any outer shipping container must be marked in the same way. Refer to the sheet marked "Notice to Bidders" for the correct name of the bid and the bid opening date.

The County will not assume responsibility for bids forwarded by U.S. mail or any other delivery service. It is the bidder's responsibility to see that the bids are presented to the Purchasing Division at the time and place designated. Under no circumstances will a bid be accepted after the time designated for the bid opening.

All Bid Form pages are to be filled out with a typewriter or pen and ink. The bidder in ink must initial erasures or alterations. Bid prices will be accepted only on the Bidding Sheet supplied. In the event there is a discrepancy between any unit price given and the extended total, the unit price will govern. Any discrepancies will be mathematically adjusted.

When two or more low bids are equal in all respects, awards will be made according to the provisions of N.J.S.A. 40A:11-6(d).

The County reserves the right to reject any or all bids and also reserves the right to waive any non-material defects in the bids received.

All delivery costs (FOB: Union County Ship to Address) shall be included in the total bid prices, unless the bid specifications specifically state otherwise.

N.J.S.A. 54:32B-1 et seq. exempts all materials sold to the County of Union from sales or use taxes and these should not be included in the prices provided on the Bidding Sheet.

The Bidder's Signature Page, Non-Collusion Affidavit, and Bidder's Disclosure Statement must be completely filled out and submitted in the sealed bid. If specified, Equipment Statement, Experience Statement, Bid Bond, Consent of Surety, N.J. Public Works Contractor's Registration Certificate, a State of New Jersey Department of the Treasury Business Registration Certificate and List of Sub-contractors must also be included in the sealed bid. Refer to the Bid Document Submission Checklist for all required documents.

2. BID AND PERFORMANCE GUARANTEE

If specified, each bidder must furnish a guarantee in the form of a Bid Bond, Certified Check or Bank Cashier's Check in the required amount as specified on the Bid Document Submission Checklist page. Checks shall be drawn to the order of the County of Union, New Jersey.

If specified, each bidder must furnish with the bid, the Consent of Surety form signed by a Surety Company stating that if the bid is accepted the Surety Company which provides the Consent shall be required to furnish a Performance Bond in the amount as specified on the Bid Document Submission Checklist page. Such Surety Company will provide the Contractor with Bonds guaranteeing the faithful performance of the work in accordance with the specifications, and the payment for labor, materials, and all other indebtedness which may accrue on the account of this work. The Performance Bond will be required at the time of the signing of the Contract and will be written by a firm authorized to issue the bonds under the laws of the State of New Jersey and be in a form acceptable to the County Counsel. The County of Union has provided its Consent of Surety form for your use. The use of this form by your Surety Company will expedite the bid review process and eliminate the possibility of having your bid rejected. If, however, you should need to use another form, please use language similar to that used on the Union County form and avoid making any additions or deletions to the Union County form language. The Performance Bond will have a term equal to the entire contract period. In lieu of the Consent of Surety, the Bidder **MAY** submit a Certified Check for the required amount

The County of Union shall award the contract or reject all bids within sixty (60) days; except that the bids of any bidders' who consent thereto may, at the request of the County, be held for consideration such longer periods as may be agreed.

The County will return all bid guarantees after the bids have been opened, read, tabulated and checked except those of the three (3) bidders whose bids are considered the lowest responsible bids. The bid bonds of the low three (3) bidders will be returned within ten (10) days of the date of the award of the contract.

If the successful bidder refuses or neglects to sign the said Agreement and/or fails to furnish the required performance bond, the Surety of such bidder will be held and used by the County as liquidated damages for such refusal or neglect.

3. QUALIFICATION OF BIDDERS

The County of Union may make such investigation, as it deems necessary to determine the ability of bidder to perform the work. The County of Union reserves the right to reject any bid if investigation of such bidder fails to satisfy the County of Union that such bidder is properly qualified to carry out obligations of Contract, and to complete work contemplated therein.

Bidders are required to submit the names and addresses of the officers or principals of the Corporation, Firm or Partnership submitting a proposal or bid. Failure to comply will result in the rejection of such bid as non-responsive.

The County of Union has the right to reject any and all bids from any bidder that is in, or contemplates bankruptcy of any chapter or nature. Said bidder shall notify the County, in writing, of any condition or knowledge of the same.

4. RESERVATIONS

The County reserves the right to reject any or all bids and also reserves the right to waive any non-material defects in the bids received. The contractor shall not assign, transfer, convey, sublet or otherwise dispose of the contract or any part thereof to anyone without the written consent of the County of Union, New Jersey.

5. AWARD AND EXECUTION OF CONTRACTS

The County of Union, in accordance with N.J.S.A. 40A:11-24, shall award the contract or reject all bids within 60 days; except that the bids of any bidders who consent thereto may, at the request of the County be held for consideration for such longer periods as may be agreed.

When two or more low bids are equal in all respects, awards will be made according to the provisions of N.J.S.A. 40A:11-6.1(d).

6. BRAND NAMES

Whenever an item specified by manufacturer's model number, brand or trade name, it is understood that such description is only for the purpose of defining the level of quality desired, and does not in any way restrict bidding to the named brand. Bids on other brands may be submitted by any responsible supplier, provided such brands are equal to or better than the one named in the specifications. However, the burden of proof as to the comparative quality and suitability of alternate or substitute equipment, articles or materials lies with the bidder and, he shall furnish, at his own expense, all information necessary or related thereto as required by the County of Union. The County of Union shall be the sole judge as to the comparative quality and suitability of alternate or substitute equipment, articles, or materials, and the decision shall be final.

The trade name(s) or brand name(s) offered must be shown on the vendor's response bid form pages.

7. PATENT CLAIMS

The successful bidder (contractor) shall protect and save the County harmless from all and every demand for damages, royalties, or fees on any patented invention used by it in connection with the supplies furnished under this contract hereunder, and it shall be the duty of the contractor, if so demanded by the County, to furnish said County with proper legal release or indemnity from and against all such claims and any and all payments due under such contract are furnished if the County so elects.

8. INSURANCE REQUIREMENTS

Vendor shall procure and maintain at all times while the contract is in full force and effect, the following insurance coverage with an insurance company or companies acceptable to the County, with limits not less than those shown below. A Certificate of Insurance shall be filed with the County prior to commencement of the work reflecting the following:

- a) Commercial General Liability (CGL): Coverage for all operations including, but not limited to, contractual, products and completed operations, and personal injury with limits no less than \$1,000,000 per occurrence/\$2,000,000 aggregate. The County of Union, its Board of County Commissioners, officers, employees, agents, servants and the State of New Jersey; are included as Additional Insured. The General Liability Insurance coverage is provided on primary and non-contributory basis to the County of Union, et al.
- b) Automobile Liability: Coverage for all owned, non-owned and hired vehicles with limits not less than \$1,000,000 per occurrence, combined single limits (CSL) or its equivalent.
- c) Workers Compensation: As required by the State of New Jersey and Employers Liability with limits not less than \$1,000,000 per accident for bodily injury or disease.

Where applicable, a waiver of subrogation in favor of the County of Union, its Board of County Commissioners, officers, employees, agents, servants is to be included in those policies of insurance where permitted by law.

Notice of Cancellation: Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the Entity.

*Special Risks or Circumstances: The County reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

9. INDEMNIFICATION REQUIREMENTS

The Supplier shall indemnify and hold harmless the County and its agents and employees from and against all claims, damages, losses and expenses, including attorney's fees, arising out of or resulting from the performance of the contract which is attributable to personal injury, including bodily injury, property damage and the loss of use resulting therefrom, or the loss of use of tangible property, which has not been physically injured or destroyed, and is caused in whole or in part by an act or omission of the Supplier, any subcontractor of the supplier, any one directly or indirectly employed by any of them or anyone for whose acts any of them may be liable.

10. NON-DISCRIMINATION

The parties to this contract do hereby agree to comply with the provisions of N.J.S.A. 10:2-1 through 10:2-4, N.J.S.A. 10:5-31 through 10:5-38 et seq. (P.L. 1975, c. 127), dealing with discrimination in employment on public contracts and the rules and regulations promulgated pursuant thereto are hereby made a part of this contract and are binding on them. The bidder agrees that it will not discriminate against any employee who is employed in the work to be covered by any contract resulting from this bid because of color, race, creed, religion, national origin or ancestry.

11. AMERICANS WITH DISABILITIES ACT OF 1990

Discrimination on the basis of disability in contracting for the delivery of services is prohibited. Respondents are required to read the Americans with Disabilities language that is part of the documents attached hereto and agree that the provisions of Title II of the Act are made part of the contract. The contractor is obligated to comply with the Act and hold the owner harmless.

12. INVESTMENT ACTIVITIES WITH IRAN

Pursuant to P.L. 2012, c.25, codified as NJSA 52:32-55 et seq., prohibits State and local public contracts with persons or entities engaging in certain investment activities in energy or finance sectors of Iran.

13. ROYALTIES AND PATENTS

The Contractor shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall hold the County harmless from loss on account thereof.

14. CONTRACTOR'S EMPLOYEES

The Contractor must employ only suitable and competent labor in the work, and must remove from the work any incompetent, unsuitable, or disorderly person upon complaint from the County.

The parties to any contract resulting from this bid do hereby agree that the provisions of N.J.S.A. 10:2-1 through 10:2-4 (discrimination in employment on public works contracts): 34:11-56.25 et seq. (payment of prevailing rate of wages determined pursuant to N.J.S.A 34:11-56.30 by the Commissioner), and the Rules and Regulations promulgated pursuant thereto, are hereby made a part of any contract and are binding upon them.

There will be no discrimination against any employee who is employed in the work to be covered by any contract resulting from this bid because of age, race, creed, color, national origin, ancestry, marital status or sex.

Any person, firm, or corporation violating the provisions of this Section will be deemed and judged a disorderly person.

15. PAYMENT OF WAGES OR BENEFITS WITHIN TIME

The County of Union requires all bidders to comply with N.J.S.A. 2C:40 A-2. Failure of an employer to pay wages or benefits within time specified will result in a penalty for the violation.

"In addition to any other penalty or punishment otherwise prescribed by law, any employer who is party to an agreement made with a collective bargaining agent or with an individual employee which requires the payment of (a) wages or of benefits, or (b) contributions for the support of a fund out of which benefits may be paid, including, without limitation upon the generality of the foregoing, any pension fund, welfare fund or any fund for the support of any program or programs in any trade, profession or occupation concerned in such agreement, or other penalties in connection with the employment of any employee or employees and who knowingly and willfully fails or refuses to make such payments within thirty (30) days after such payments are by said agreement to be made, or in the case of wages, if the agreement fails to specify the time of payment, then within the time specified for the payment of wages by Section 2, P.L. 1965, c.173 (N.J.S.A. 34:11-42) is a disorderly person".

If such employer is a corporation, the officer or employee responsible for such willful failure or refusal is a disorderly person.

16. PREFERENCE FOR DOMESTIC PRODUCTS

Each local unit shall provide, in the specifications for all contracts for county or municipal work or for work for which it will pay any part of the cost, or work which by contract or ordinance it will ultimately own and maintain, that only manufactured and farm products of the United States, wherever available, be used in such work.

17. ON SITE STORAGE

In the event that it is necessary for the Contractor to stockpile or store materials or equipment on the job site, the Contractor shall inform the County of such necessity and County may offer available space, if any, for storage of such materials or equipment. The contractor shall use said space only for such purpose. Any and all materials which may be stored in such space or which may be brought onto the job site at any time by the Contractor will be at the Contractor's sole risk. The County will not be responsible for loss of or damage to said materials or equipment for any cause whatsoever. The Contractor shall take necessary measures to protect any such storage area and shall be responsible for any and all damages.

18. FINAL CLEAN UP

Upon completion of each project assigned, the Contractor will remove all equipment, unused materials, rubbish, etc., and will repair, or replace in a manner acceptable to the County, all areas that may have been damaged in the prosecution of the work.

19. SUB-LETTING OF WORK

N.J.S.A. 40A:11-16 requires the bidder to list in the bid sheets the name or names of all subcontractors involved in the following types of work: plumbing, heating, ventilation and air conditioning, electrical, ornamental iron, structural steel and steam power. If these trades are expected to be part of the contract, such subcontractors should be listed on the bid sheet entitled "List of Subcontractors". Substitutions of any listed subcontractors pursuant to N.J.S.A. 40A:11-16 will not be permitted except with the consent of the Director.

Except for the List of Subcontractors, pursuant to N.J.S.A. 40A:11-16, no portion of the work will be sublet by the Contractor to any other entities, except with the consent of the Director of Facilities Management. A complete list of approved subcontractors must be submitted to the Director prior to the start of work. All Subcontractors will be subject to N.J.S.A. 34:11-56 et al.

20. SAFETY

The Contractor shall observe all rules and regulations of the Federal, State, and local health officials. Attention is directed to Federal, State, and local laws, rules, and regulations concerning construction safety and health standards. The Contractor shall not require any worker to work in surroundings or under conditions that are unsanitary, hazardous, or dangerous to the worker's health or safety.

The Contractor shall admit, without delay and without the presentation of an inspection warrant, any inspector of OSHA or other legally responsible agency involved in safety and health administration upon presentation of proper credentials.

The Contractor shall at times conduct the work to provide for the safety and convenience of the general public and protection of persons and property. The safety provisions of applicable laws, OSHA regulations, building and construction codes, and the rules and regulations of the New Jersey Department of Labor and Commerce shall be observed.

21. UTILITIES

The bidder is directed to the fact that the approximate locations of known utility structures and facilities that may be encountered within and adjacent to the limits of the work. The County will advise contractor of the location of these utilities and structures, but the accuracy and completeness of this information is not guaranteed by the County. The bidder is advised to ascertain for himself all the facts concerning the location of these and other utilities.

The Contractor will not proceed with his work until he has made diligent inquiries of all public utility and municipal officials to determine the exact location of all-underground structures and pipes within the site of the work assigned. The corporations, companies, agencies or municipalities owning or controlling the utilities, and the name, and telephone numbers can be obtained from the Division of Facilities Management and their notification and involvement in any work on County locations should be coordinated with the Department. The Contractor will notify utility owners not less than ten (10) days in advance of the time he proposes to perform any work that will endanger or affect their facilities in compliance with **New Jersey One-Call**. In excavating in any part of the work, care must be taken not to remove or damage any gas, water, sewer, or other pipe, conduit, or structure, - public or private – without the concurrence of the owner and the County. The Contractor will, at his own expense, shore up, secure and maintain a continuous flow in such structures, and will keep them in repair until final approval of the work by the Director of Facilities Management.

When pipes or other structures are encountered or when the removal, relocation or protection of these utilities are necessary in carrying out the work as agreed upon with the Department, the Contractor will cooperate with the owner of said utilities and will permit the owners or their agents access to the site of the work in order to relocate or protect their facilities and not hinder or delay unnecessarily the work of the owners in moving same. No extra allowance of payment will be made to the Contractor for the use of any materials, equipment, etc., or the performance of any work in connection with the moving of said structures unless the Contractor is specifically ordered by the County to furnish such materials, equipment, or services.

22. PERMITS

The Contractor will obtain all necessary permits required by law and provide the County with necessary approvals prior to commencement of permitted work.

23. INSPECTION

The work must be done in accordance with the work procedures agreed upon by the contractor and the Division of Facilities Management, and will be inspected by the Director of the Department. An inspector may be placed upon the work site at any time by the County to see that the instructions of the County are carried out.

24. DAMAGES

The Contractor will be held responsible for all damages that may occur to work, or to persons or property by reason of the nature of the work or from the elements, or by reason of inadequate protection of the work, or from any carelessness or negligence on his part or on the part of his employees. The County will withhold payments on the work until all suits or claims for damages sustained on, or by reason of, the Contractor will have settled this work.

25. DEFAULT OF CONTRACT

If at any time the work under this contract is abandoned or neglected, or any part thereof is unnecessarily delayed, or if the Contractor will prosecute the work without due diligence, or with an insufficient force to complete the work in the time specified in the opinion of the Director of the Division of Facilities Management, then the Director may declare the Contractor in default, may employ other parties to complete the work, use such material as may have been procured and may procure all other material necessary for the completion of the work called for in this contract. The expense incurred by him in such procedure will be deducted from any moneys due the Contractor. The Contractor or his surety company will pay the amount of the excess to the County on notice from the Director.

26. AFFIRMATIVE ACTION REQUIREMENT

REQUIRED AFFIRMATIVE ACTION EVIDENCE – General requirements of P.L. 1975, c. 127. You are hereby put on notice that:

- A. Procurement, Professional & Service Contracts; all successful vendors must submit within seven (7) days of the notice of intent to award or the signing of the contract one of the following:
 - 1. A photocopy of your Federal Letter of Affirmative Action Plan Approval.
 - 2. A photocopy of your Certificate of Employee Information Report.
 - 3. A completed Affirmative Action Employee Information Report (AA302).

If the successful vendor does not submit the affirmative action document within the seven (7) days, the County of Union will declare the vendor as being non-responsive and award the contract to the next lowest bidder.

27. TERMINATION OF CONTRACT

If, through any cause, the successful Supplier fails to fulfill in timely and proper manner its contractual obligations, or if the Supplier violates any of the warranties or stipulations of its contract, the County will thereupon have the right to terminate such contract by giving ten days written notice to the Supplier of such termination and cause therefore, and specifying the effective date of such termination.

In addition, Union County may terminate the Contract without cause by first giving thirty (30) days prior written notice of its intent to do so. Notice hereunder shall be deemed to have been sufficiently given if given in person to the Supplier, or sent by registered mail at the addresses specified in the Contract.

28. RIGHT TO KNOW ACT

The provisions of N.J.S.A. 34:5A-1 et seq. and N.J.A.C 5:89-5 et seq., which require the labeling of all containers of hazardous substances are applicable to this contract. Therefore, all goods offered for purchase to the County or used by a contractor in the course of any construction, maintenance, repair or performance of a concession must be labeled and stored by the contractor in compliance with the provisions of the Act. Containers that the law and rules require to be labeled shall show the Chemical Abstracts Service number of all the components and the chemical name. Further, all applicable Material Safety Data Sheets (MSDS) aka hazardous substance fact Sheet, must be furnished.

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE
N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)
N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance)

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Public Contracts Equal Employment Opportunity Compliance as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Public Contracts Equal Employment Opportunity Compliance for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.**

EXHIBIT B

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE
N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)
N.J.A.C. 17:27

CONSTRUCTION CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, up-grading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer, pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

When hiring or scheduling workers in each construction trade, the contractor or subcontractor agrees to make good faith efforts to employ minority and women workers in each construction trade consistent with the targeted employment goal prescribed by N.J.A.C. 17:27-7.2; provided, however, that the Division may, in its discretion, exempt a contractor or subcontractor from compliance with the good faith procedures prescribed by the following provisions, A, B and C, as long as the Division is satisfied that the contractor or subcontractor is employing workers provided by a union which provides evidence, in accordance with standards prescribed by the Division, that its percentage of active "card carrying" members who are minority and women workers is equal to or greater than the targeted employment goal established in accordance with N.J.A.C. 17:27-7.2. The contractor or subcontractor agrees that a good faith effort shall include compliance with the following procedures:

(A) If the contractor or subcontractor has a referral agreement or arrangement with a union for a construction trade, the contractor or subcontractor shall, within three business days of the contract award, seek assurances from the union that it will cooperate with the contractor or subcontractor as it fulfills its affirmative action obligations under this contract and in accordance with the rules promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et. seq., as supplemented and amended from time to time and the Americans with Disabilities Act. If the contractor or subcontractor is unable to obtain said assurances from the construction trade union at least five business days prior to the commencement of construction work, the contractor or subcontractor agrees to afford equal employment opportunities minority and women workers directly, consistent with this chapter. If the contractor's or subcontractor's prior experience with a construction trade union, regardless of whether the union has provided said assurances, indicates a significant possibility that the trade union will not refer sufficient minority and women workers consistent with affording equal employment opportunities as specified in this chapter, the contractor or subcontractor agrees to be prepared to provide such opportunities to minority and women workers directly, consistent with this chapter, by complying with the hiring or scheduling procedures prescribed under (B) below; and the contractor or subcontractor further agrees to take said action immediately if it determines that the union is not referring minority and women workers consistent with the equal employment opportunity goals set forth in this chapter.

(B) If good faith efforts to meet targeted employment goals have not or cannot be met for each construction trade by adhering to the procedures of (A) above, or if the contractor does not have a referral agreement or arrangement with a union for a construction trade, the contractor or subcontractor agrees to take the following actions:

(1) To notify the public agency compliance officer, the Division, and minority and women referral organizations listed by the Division pursuant to N.J.A.C. 17:27-5.3, of its workforce needs, and request referral of minority and women workers;

(2) To notify any minority and women workers who have been listed with it as awaiting available vacancies;

(3) Prior to commencement of work, to request that the local construction trade union refer minority and women workers to fill job openings, provided the contractor or subcontractor has a referral agreement or arrangement with a union for the construction trade;

(4) To leave standing requests for additional referral to minority and women workers with the local construction trade union, provided the contractor or subcontractor has a referral agreement or arrangement with a union for the construction trade, the State Training and Employment Service and other approved referral sources in the area;

(5) If it is necessary to lay off some of the workers in a given trade on the construction site, layoffs shall be conducted in compliance with the equal employment opportunity and non-discrimination standards set forth in this regulation, as well as with applicable Federal and State court decisions;

(6) To adhere to the following procedure when minority and women workers apply or are referred to the contractor or subcontractor:

(i) The contractor or subcontractor shall interview the referred minority or women worker.

(ii) If said individuals have never previously received any document or certification signifying a level of qualification lower than that required in order to perform the work of the construction trade, the contractor or subcontractor shall in good faith determine the qualifications of such individuals. The contractor or subcontractor shall hire or schedule those individuals who satisfy appropriate qualification standards in conformity with the equal employment opportunity and non-discrimination principles set forth in this chapter. However, a contractor or subcontractor shall determine that the individual at least possesses the requisite skills, and experience recognized by a union, apprentice program or a referral agency, provided the referral agency is acceptable to the Division. If necessary, the contractor or subcontractor shall hire or schedule minority and women workers who qualify as trainees pursuant to these rules. All of the requirements, however, are limited by the provisions of (C) below.

(iii) The name of any interested women or minority individual shall be maintained on a waiting list, and shall be considered for employment as described in (i) above, whenever vacancies occur. At the request of the Division, the contractor or subcontractor shall provide evidence of its good faith efforts to employ women and minorities from the list to fill vacancies.

(iv) If, for any reason, said contractor or subcontractor determines that a minority individual or a woman is not qualified or if the individual qualifies as an advanced trainee or apprentice, the contractor or subcontractor shall inform the individual in writing of the reasons for the determination, maintain a copy of the determination in its files, and send a copy to the public agency compliance officer and to the Division.

(7) To keep a complete and accurate record of all requests made for the referral of workers in any trade covered by the contract, on forms made available by the Division and submitted promptly to the Division upon request.

(C) The contractor or subcontractor agrees that nothing contained in (B) above shall preclude the contractor or subcontractor from complying with the union hiring hall or apprenticeship policies in any applicable collective bargaining agreement or union hiring hall arrangement, and, where required by custom or agreement, it shall send journeymen and trainees to the union for referral, or to the apprenticeship program for admission, pursuant to such agreement or arrangement. However, where the practices of a union or apprenticeship program will result in the exclusion of minorities and women or the failure to refer minorities and women consistent with the targeted county employment goal, the contractor or subcontractor shall consider for employment persons referred pursuant to (B) above without regard to such agreement or arrangement; provided further, however, that the contractor or subcontractor shall not be required to employ women and minority advanced trainees and trainees in numbers which result in the employment of advanced trainees and trainees as a percentage of the total workforce for the construction trade, which percentage significantly exceeds the apprentice to journey worker ratio specified in the applicable collective bargaining agreement, or in the absence of a collective bargaining agreement, exceeds the ratio established by practice in the area for said construction trade. Also, the contractor

or subcontractor agrees that, in implementing the procedures of (B) above, it shall, where applicable, employ minority and women workers residing within the geographical jurisdiction of the union.

After notification of award, but prior to signing a construction contract, the contractor shall submit to the public agency compliance officer and the Division an initial project workforce report (Form AA 201) electronically provided to the public agency by the Division, through its website, for distribution to and completion by the contractor, in accordance with N.J.A.C. 17:27-7. The contractor also agrees to submit a copy of the Monthly Project Workforce Report once a month thereafter for the duration of this contract to the Division and to the public agency compliance officer.

The contractor agrees to cooperate with the public agency in the payment of budgeted funds, as is necessary, for on-the-job and/or off-the-job programs for outreach and training of minorities and women.

(D) The contractor and its subcontractors shall furnish such reports or other documents to the Division of Public Contracts Equal Employment Opportunity Compliance as may be requested by the Division from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Public Contracts Equal Employment Opportunity Compliance for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code (NJAC 17:27)**.

BUSINESS REGISTRATION CERTIFICATE

New Mandatory Requirement – Effective 1/18/2010

The recently enacted **P.L. 2009, c.315**, requires that effective January 18, 2010; a contracting agency must receive proof of the Proposer’s business registration prior to the award of a contract. However, the proof must show that the Proposer was in fact registered with the State of New Jersey Department of the Treasury, Division of Revenue and obtained the business registration prior to the receipt of bids.

If subcontractors are named on the bid, proof of the business registration for each must be provided prior to the award of a contract. Similarly to the Proposer, the proof must show that each subcontractor was registered with the State of New Jersey Department of the treasury, Division of Revenue and obtained the business registration prior to the receipt of bids.

Proof of business registration shall be:

- A copy of a Business Registration Certificate issued by the Department of the Treasury, Division of Revenue; or
- A copy of the web printed version provided by the NJ Division of Revenue

Register online at www.nj.gov/treasury/revenue/busregcert.shtml. Click the “online” link and then select “Register for Tax and Employer Purposes or call the Division at 609-292-1730.

Note: A N.J. Certificate of Authority is not acceptable.

FAILURE to submit proof of registration of the Proposer or any subcontractor named on the bid is considered a **MANDATORY REJECTION** of bids (A **NON-WAIVABLE DEFECT**). This covers construction work as well as non-construction bids.

IN ADDITION:

The contractor shall provide written notice to all **subcontractors and suppliers** not specifically named on the bid of the responsibility to submit proof of business registration to the contractor. The requirement of proof of business registration extends down through all levels (tiers) of the project.

Before final payment on the contract is made by the contracting agency, the contractor shall submit an accurate list and the proof of business registration of each subcontractor or supplier used in the fulfillment of the contract, or shall attest that no subcontractors were used.

For the term of the contract, the contractor and each of its affiliates and a subcontractor and each of its affiliates [N.J.S.A. 52:32-44(g)(3)] shall collect and remit to the Director, New Jersey Division of Taxation, the use tax due pursuant to the Sales and Use Tax Act on all sales of tangible personal property delivered into this State, regardless of whether the tangible personal property is intended for a contract with a contracting agency.

A business organization that fails to provide a copy of a business registration as required pursuant to section 1 of P.L.2001,c.134 (C.52:32-44 et al.) or subsection e. or f. of section 92 of P.L.1977,c.110 (C.5:12-92), or that provides false business registration information under the requirements of either of those sections, shall be liable for a penalty of \$25 for each day of violation, not to exceed \$50,000 for each business registration copy not properly provided under a contract with a contracting agency.

COUNTY OF UNION

The purpose and intent of this public bid is the acquisition for the County of Union of a reputable and experience vendor who can furnish and deliver **TELEPHONE/ASSOCIATED SERVICES SYSTEMS EQUIPMENT, INSTALLATION, MAINTENANCE SERVICES** to various locations in Union County as per the following specifications.

In addition, please be advised that the work, materials or supplies requested in the specifications are being obtained through the County of Union cooperative pricing system approved and registered with the State of New Jersey. (State of N.J. Identifier #8-UCCP) The County of Union is the Lead Agency in the System and there are a number of governmental agencies participating in this contract. The specifics of which governmental agency is seeking what quantities are listed elsewhere in these specifications.

The cooperative pricing system is a straightforward arrangement. The County of Union advertises for and receives bids for itself and on behalf of all participating contracting units. Following the receipt of bids, the County of Union reviews said bids and upon certifying a lowest responsible and responsive bidder makes an award of a master contract for the County of Union alone. The County of Union shall enter into a formal written contract directly with the successful bidder only after it has certified the funds available for its own needs.

After recommendation of award of the County master contract by the using department of the County, the cooperative members will be provided the bid proposal information and decide individually whether or not to contract with the lowest responsible and responsive bidder subject to the specifications and prices set forth in the cooperative bid.

Each participating cooperative member shall also certify the funds available only for its own needs; meet any and all statutory requirements of the Local Public Contract Law & Rules; issue purchase orders in its own name directly to successful bidder; accept its own deliveries; be invoiced by and receive statements from the successful bidder; make payments directly to the successful bidder, and be responsible for any tax liability.

No participating contracting unit in the Cooperative Pricing System shall be responsible for payment for any items ordered or for performance generally, by any other participating contracting unit. Each participating contracting unit shall accordingly be liable only for its own performance and for items ordered and received by it and none assumes any additional responsibility or liability.

Bid price shall be firm for the duration of the 24 consecutive months of the contract. Contracts will be awarded to the bidder with the lowest bid price.

COOPERATIVE ASPECT:

Pursuant to the Local Public Contract Law and Rules, the successful contract would need to approve the extension to other cooperative members in writing to the County and enter into a separate contract with any such member using the pricing and terms of the Master Contract as basis.

Vendors who wish to extend pricing to the cooperatives if and when solicited by members of the cooperative to do so may then enter into a separate contract with the cooperative member. Orders from the members of the cooperative shall follow their own terms of their proposed separate agreements with the successful vendor but will still be based on the master contract.

The list below constitutes all the members as of this date. It is possible that other governmental units will ask to join our cooperative and ask to contract with the winning bidder.

Members of 8UCCP

TOWNSHIP OF BERKELEY HEIGHTS
29 PARK AVENUE
BERKELEY HEIGHTS NJ 07922

TOWNSHIP OF MARLBORO
1979 TOWNSHIP DRIVE
MARLBORO NJ 07746

BOROUGH OF CHATHAM
54 FAIRMOUNT AVENUE
CHATHAM NJ 07928

MORRIS COUNTY
10 Court Street - 5th Floor
Morristown NJ 07963

TOWNSHIP OF CLARK
430 WESTFIELD AVENUE
CLARK NJ 07066

BOROUGH OF MOUNTAINSIDE
1385 ROUTE #22 EAST
MOUNTAINSIDE NJ 07092

TOWNSHIP OF CRANFORD
8 SPRINGFIELD AVENUE
CRANFORD NJ 07016

BOROUGH OF NEW PROVIDENCE
360 ELKWOOD AVENUE
NEW PROVIDENCE NJ 07974

TOWNSHIP OF EAST HANOVER
411 RIDGEDALE AVENUE
EAST HANOVER NJ 07936

TOWNSHIP OF NUTLEY
1 KENNEDY DRIVE
NUTLEY NJ 07110

CITY OF ELIZABETH
50 WINFIELD SCOTT PLAZA
ELIZABETH NJ 07201

CITY OF PLAINFIELD
515 WATCHUNG AVENUE
PLAINFIELD NJ 07060

BOROUGH OF FANWOOD
75 NORTH MARTINE AVENUE
FANWOOD NJ 07023

CITY OF RAHWAY
1 CITY HALL PLAZA
RAHWAY NJ 07065

BOROUGH OF GARWOOD
403 SOUTH AVENUE
GARWOOD NJ 07027

RAHWAY VALLEY SEWERAGE AUTHORITY
1050 EAST HAZELWOOD AVENUE
RAHWAY NJ 07065

TOWNSHIP OF HILLSIDE
LIBERTY & HILLSIDE AVENUES
HILLSIDE NJ 07205

BOROUGH OF ROSELLE
210 CHESTNUT STREET
ROSELLE NJ 07203

TOWNSHIP OF HOLMDEL
4 CRAWFORDS CORNER ROAD
HOLMDEL NJ 07733

BOROUGH OF ROSELLE PARK
110 E WESTFIELD AVENUE
ROSELLE PARK NJ 07204

BOROUGH OF KENILWORTH

567 BOULEVARD
KENILWORTH NJ 07033

CITY OF LINDEN

301 N WOOD AVENUE
LINDEN NJ 07036

TOWNSHIP OF LIVINGSTON

357 S LIVINGSTON AVENUE
LIVINGSTON NJ 07039

TOWNSHIP OF MAHWAH

475 Corporate Drive
Mahwah NJ 07430

TOWNSHIP OF MAPLEWOOD

574 VALLEY STREET
MAPLEWOOD NJ 07040

TOWNSHIP OF WESTFIELD

425 EAST BROAD STREET
WESTFIELD NJ 07090

TOWNSHIP OF WINFIELD

12 GULFSTREAM AVENUE
WINFIELD NJ 07036

BOARD OF FIRE COMMISSIONERS DISTRICT #5

PO BOX 125
AVENEL NJ 07001

CRANFORD PUBLIC SCHOOL DISTRICT

132 THOMAS STREET
CRANFORD NJ 07016

LINDEN/ROSELLE SEWERAGE AUTHORITY

5005 SOUTH WOOD AVENUE
LINDEN NJ 07036

THE HOUSING AUTHORITY of the CITY OF ELIZABETH

688 MAPLE AVENUE
ELIZABETH NJ 07202

TOWNSHIP OF SCOTCH PLAINS

430 PARK AVENUE
SCOTCH PLAINS NJ 07076

TOWNSHIP OF SPRINGFIELD

100 MOUNTAIN AVENUE
SPRINGFIELD NJ 07081

CITY OF SUMMIT

512 SPRINGFIELD AVENUE
SUMMIT NJ 07901

TOWNSHIP OF UNION

1976 Morris Avenue
UNION NJ 07083

BOROUGH OF WATCHUNG

15 MOUNTAIN BOULEVARD
WATCHUNG NJ 07069

SCOTCH PLAINS-FANWOOD PUBLIC SCHOOLS

EVERGREEN AVE & CEDAR ST
SCOTCH PLAINS NJ 07076

UNION COUNTY COLLEGE

1033 SPRINGFIELD AVE
CRANFORD NJ 07016

UC EDUCATIONAL SERVICES COMMISSION

45 CARDINAL DRIVE, WESTFIELD NJ 07090
WESTFIELD NJ 07090

UNION COUNTY IMPROVEMENT AUTHORITY

1499 US Highway One
Rahway NJ 07065

UNION COUNTY UTILITIES AUTHORITY

1499 Routes 1 & 9, North
Rahway NJ 07065

UNION COUNTY VO-TECH

1776 RARITAN ROAD
SCOTCH PLAINS NJ 07076

PARKING AUTHORITY of the CITY OF
ELIZABETH
233 COMMERCE PLACE
ELIZABETH NJ 07201

TOWNSHIP OF UNION BOARD OF EDUCATION
2369 MORRIS AVENUE
UNION NJ 07083

KENILWORTH BOARD OF EDUCATION
426 BOULEVARD
KENILWORTH NJ 07033

WESTFIELD BOARD OF EDUCATION
302 ELM STREET, 07090
WESTFIELD NJ 07090

PLAINFIELD MUNICIPAL UTILITIES AUTHORITY
127 ROOSEVELT AVENUE
PLAINFIELD NJ 07060

BERKELEY HEIGHTS BOARD OF EDUCATION
345 Plainfield Avenue
BERKELEY HEIGHTS NJ 07922

Township of Verona
#10 Commerce Court
VERONA NJ 07044

Clifton Board of Education
745 Clifton Avenue
Clifton NJ 07013

Township of Woodbridge
1 Main Street
WOODBIDGE NJ 07095

Woodbridge Township Board of Education
PO Box 428, School Street
Woodbridge NJ 07095

Housing Authority of Bergen County
One Bergen County Plaza
HACKENSACK NJ

Township of Edison
100 Municipal Boulevard
Edison NJ 08817

Township of Piscataway
455 Hoes Lane, Piscataway
PISCATAWAY NJ 08854

Parsippany-Troy Hills Board of Education
292 Parsippany Road
Parsippany NJ 07054

County of Hudson
567 Pavonia Avenue
Jersey City NJ 07306

Monmouth County
300 Halls Mill Road
Freehold NJ 07728

Township of Berkeley Board of Education
53 Central Parkway
Bayville NJ 08721

Borough of High Bridge
97 West Main Street
High Bridge NJ 08829

Cumberland County
164 W Broad Street
Bridgeton NJ 08302

Township of Millburn
375 Millburn Avenue
Millburn NJ 07041

Hudson Co Schools of Technology
8511 Tonnelle Avenue
North Bergen NJ 07047

Township of Warren Board of Education
213 Mt Horeb Road
Warren NJ 07059

West Milford Township Public Schools
46 Highlander Drive
West Milford NJ 07480

Township of East Hanover Board of Education
20 School Avenue
East Hanover NJ 07936

North Bergen Board of Education
7317 Kennedy Boulevard
North Bergen NJ 07047

Township of Manalapan
120 Route 522
Manalapan NJ 07726

County of Bergen
One Bergen County Plaza, Room 331
Hackensack NJ 07601

Cedar Grove Board of Education
520 Pompton Avenue
Cedar Gove NJ 07009

Borough of Moonachie
70 Moonachie Road
Moonachie NJ 07074

Piscataway Township Schools
1515 Stelton Road
Piscataway NJ 08854

City of Passaic
330 Passaic Street
Passaic NJ 07055

Rockaway Township
65 Mount Hope Road
Rockaway NJ 07866

Irvington Board of Education
1 University Place, 4th Floor
Irvington NJ 07111

West Orange Township
66 Main Street
West Orange NJ 07052

City of Jersey City
394 Central Avenue
Jersey City NJ 07307

Harding Township
8 Millbrook Road
New Vernon NJ 07976

Township of Belleville
152 Washington Avenue
Belleville NJ 07109

Glen Ridge Board of Education
12 High Street
Glen Ridge NJ 07028

Borough of Florham Park
111 Ridgedale Avenue
Florham Park NJ 07932

Township of Lafayette
33 Morris Farm Road
Lafayette NJ 07848

Borough of Far Hills
6 Prospect Street
Far Hills NJ 07931

Township of West Caldwell
30 Clinton Road
West Caldwl NJ 07006

Joint Meeting of Essex and Union Counties
500 South First Street
Elizabeth NJ 07202

Somerset County Educational Services Commission
991 Route 22 West, Suite 301
Bridgewater NJ 08807

Ramapo College of New Jersey
505 Rampao Valley Road
Mahwah NJ 07430

TOWNSHIP OF HANOVER
1000 Route 10-PO Box 250
Whippany NJ 07981

TOWN OF DOVER
37 N Sussex St
Dover NJ 07801

SOUTH BRUNSWICK BOARD OF EDUCATION
231 Black Horse Lane
North Brunswick NJ 08902

TOWNSHIP OF MIDDLETOWN
1 Kings Highway
Middletown NJ 07748

MAHWAY PUBLIC SCHOOLS
60 Ridge Road
Mahwah NJ 07430

CITY OF VENTNOR
6201 Atlantic Avenue
Ventnor City NJ 08406

County of Passaic
495 River Street, 2nd Floor
Paterson NJ 07524

Hudson County Improvement Authority
830 Bergen Avenue, 9th Floor
Jersey City NJ 07306

Township of WAYNE
475 Valley Road
Wayne NJ 07470

Borough of WHARTON
10 Robert Street
Wharton NJ 07885

North Arlington BOE
222 Ridge Road
N Arlington NJ 07031

WASHINGTON TOWNSHIP
43 Schooley's Mountain Road
Long Valley NJ 07853

POINT PLEASANT Borough School District
2100 Panther Path
Point Pleasant NJ 08742

BOROUGH OF RIVER EDGE
706 KINDERKAMACK ROAD
RIVER EDGE NJ 07661

TOWNSHIP OF MORRIS
50 Woodland Avenue
Convent Station NJ 07961-7603

GLEN ROCK BOARD OF EDUCATION
620 Harristown Road
Glen Rock NJ 07452

HILLSDALE BOARD OF EDUCATION
32 Ruckman Road
Hillsdale NJ 07642

TOWN OF SECAUCUS
1203 Paterson Plank Road
Secaucus NJ 07094

TOWN OF WEST NEW YORK
428 60th Street
West New York NJ 07093

BRICK TOWNSHIP BOARD OF EDUCATION
101 Hendrickson Road
Brick NJ 08724

SECAUCUS BOARD OF EDUCATION
685 5th Street
Secaucus NJ 07094

MIDDLESEX CO UTILITIES AUTHORITY

2571 Main Street
Sayreville NJ 08872

Borough of DEMAREST

118 Serpentine Road
Demarest NJ 07627

ESSEX COUNTY

465 Dr Martin Luther King Jr Blvd
Newark NJ 07102

CLIFFSIDE PARK BOARD OF EDUCATION

525 Palisde Ave, 3rd Floor
Cliffside Park NJ 07010

SPECIFICATIONS

1. GENERAL

The purpose and intent of this bid is to engage a qualified firm to provide Telephone/Associated Services Systems Equipment, Installation, Maintenance Services with highly Integrated Safe Building Technology with the capabilities of repair, installation and the provision of all manufacturer brand names as listed, for various owned or leased properties for various departments of the County of Union. The contractor must have the capability to deploy these systems on a single converged data network with a VLAN infrastructure.

From this point on the Telephone System contractor will be referred to as the “service contractor”.

Any questions regarding the bid can be emailed to ucbids@ucnj.org or faxed to the Division of Purchasing, clearly marked with the BID # and BID NAME, at (908) 558-2548. If necessary, the Purchasing Director will then issue a clarification.

2. EXPERIENCE

Bidders must have a minimum of ten (10) years of experience and must provide at least three (3) accounts to whom they are presently providing this service, the size of which being similar to the size of the County. Included must be name of the appropriate Government or Company, individual to contact, address, telephone number and length of time servicing. Any and all bidders must document the experience of their company and the experience of its workforce. Experience shall be with the systems outlined in these specifications and with private or governmental entities with the size and breadth comparable to the facilities of the County of Union.

Each bidder shall submit with their bid an experience statement naming facilities presently under contract with similar equipment along with the names and phone numbers of the main contact person at each facility. As a minimum, (3) references should be correctional facilities, (3) references should be Utility Generating Stations, (3) K-12 School Districts.

3. CONTRACTOR QUALIFICATIONS

The County of Union utilizes an Avaya Hybrid VOIP Telephone System located at various County owned and leased properties and must have timely service from the service contractor to repair and service this equipment to assure continuous operation. The service contractor must have the expertise to integrate the Telephone System, Data Network, Video Surveillance, Access Control, Panic Buttons, Paging/Clocks and Public Address Systems into a logical Safe Buildings standard configuration. In this scenario all critical components must be data network attached.

The Service contractor must provide a State of New Jersey Electrical Contractors License or State of New Jersey Burglar Alarm License.

The service contractor must provide NJ State Department of the Treasury DPMC Classification for the following categories:

- C048 – Communications Systems
- C120 – Inside Plant Cable
- C121 – Outside Plant Cable
- C050 – Security/Intrusion Alarms

The Union County buildings vary in age, from 5 to 100 years old, the vendor must have the experience and knowledge of all types of buildings to run infrastructure cable for advanced technologies.

The service contractor must have a **Building Industry Consulting Service International (BICSI) certified Registered Communications Distribution Designer (RCDD)** as a full time employee to insure that all cabling infrastructure is designed and implemented correctly.

The Service Contractor must be an Avaya Diamond level partner.

The Service Contractor must be an Avaya Co-Delivery Partner to provide direct onsite maintenance services for both parts and labor.

The Service Contractor must provide a manufacturer's support letter from Avaya.

The Service Contractor must provide onsite service on a 24x7x365 basis with a 2 hour response time to all emergency outages.

The Service Contractor must have a minimum of 50 employees.

The Service Contractor must be a certified Belden Partner Alliance installer.

The Service Contractor must be certified to sell, install & maintain products from the following manufactures: Avaya, Arecont, Belden, Bogen, Exacq, Kaba/Keyscan, Milestone, Onssi, Panasonic, Samsung, Sielox, Valcom, Motorola, Salto, Crestron, DSC.

The following is a general description of equipment that should be included in this specification.

- A. Avaya Hybrid VOIP Telephone Systems, data equipment and associated peripherals.
- B. Data network attached video surveillance systems.
- C. Data network attached access control systems and badging stations.
- D. Paging/Clock Systems.
- E. Panic Buttons.
- F. Safe Building/Safe School integrated technology systems.

All new system installations will be guaranteed for 1 year with all parts and labor included. Year 2 maintenance contract price will be provided utilizing the attached pricing section.

4. LOCATION OF WORK

Work to be provided at various locations in Union County at all owned or leased properties. The hourly rate bid shall include all costs of labor, overhead and transportation. The hours for which payment shall be made will be for the time on the job site only. Service orders from the service contractor shall be signed by an authorized County representative.

5. HOURLY LABOR RATES

Labor hours are shown in the proposal page for bid purposes only. We have attempted to accurately reflect a true picture of the approximate amount of labor hours that the County anticipates. The County does not guarantee any minimum number of hours and will pay only for the actual number of hours authorized and worked. However, for work performed in less than one (1) hour, the vendor shall be permitted to invoice the

County a minimum charge of one (1) hour. **The labor charge should include all travel time. No additional travel will be honored.**

The State of New Jersey has decided that the Wage Determination for the field of service applicable to this bid falls mainly under the title: **Electrician**. However if the assigned work specified in this bid falls under another trade, the rate for that trade shall prevail. If and when the Wage Determination hourly rate is increased by the State, these specifications hereby declare that the wage of determination shall be considered a benchmark and if that benchmark is increased by the State, the contractor will have the ability to ask for an increase in the contracted hourly rate of this public bid in that exact same amount as the posted State increase and, if judged to be in the best interests of the County of Union, a new hourly contract rate will be allowed.

The County of Union has existing service contracts for various trades, such as pipefitter. It would be a requirement of the successful bidder of this contract that he could work seamlessly with the other County contractors and/or County personnel if a repair project contained additional aspects to it other than telephone system service.

It is the policy of the County of Union to avoid scheduling any work that exceeds 8 hours a day and to avoid scheduling work on Saturdays, Sundays and Holidays. Therefore, the successful bidder will be determined by the regular hourly rate bid. In the rare event that the County asks the service contractor to work after hours, the allowance of a time and a half rate charge and/or double-time rate charge will be in accordance with the Wage Determination of **Electrician** or alternative trade for Overtime.

The contractor shall be wholly responsible for any and all costs involved in the performance of the specified service, including, but not limited to: Travel expenses, cleanup materials, tools*, equipment*, and safety supplies. In addition, the service contractor must submit proof that he is capable of possessing an aerial lift truck for outside facility work, that are in high areas and submit with bid a Certification from OSHA a 29 CFR 191.67 card that permits the operator to use a Ariel lift platform and a bucket truck.

*In the extraordinary event that a particular job needs a tool or piece of equipment outside the parameters of what a qualified contractor would have at his disposal, such as a lift or a specialized diagnostic tool, the contractor shall immediately notify the County employee in charge of the service. The County then may, according to its own best interest:

1. Rent or buy the necessary tool or equipment on quotation from a third party.
2. Instruct vendor to rent tool on the behalf of the County and pass along the charge AT COST to the County. The County shall preapprove the rental as being of fair market value. No mark-up shall be allowed in this instance.

6. REQUESTS FOR SERVICES

No requests for work should be honored by the contractor without a valid Purchase Order number.

The service contractor shall have the capability of responding to a request for standard repair service within **two (2) hours ON SITE**, twenty-four (24) hours per day, seven (7) days per week including weekends and Holidays. At this time, County authorized personnel must be notified of the deficiencies that will be repaired. If the repair cannot be completed, the County's authorized personnel must be notified. Bidders with an office that is further than thirty (30) minutes traveling time from the County Courthouse Complex in Elizabeth shall submit a letter with their bid detailing how they propose to meet the required response time. Request for services affecting the jail, medical patient areas, powerhouse, and the safety of the general public shall be regarded as priorities and shall be responded to accordingly. A 24 hour manned phone number shall be indicated on the appropriate bid

form page. Three documented failures to comply shall be considered cause for termination of contract. All technicians must go through a criminal background check prior to commencing work.

Emergency service calls shall be defined as safety hazards that cannot wait regular scheduling. Contractor shall respond to regular service calls by scheduling work to occur during regular work hours and within 48 hours of receipt of County purchase order number. Service contractor must sign a log book for each visit to a County of Union site, and must verify the site visit with a County representative. Service contractor must provide telephone numbers and/or a 24-hour answering service for this purpose.

The County of Union has existing service contracts for various trades, such as fire system service and electrical. It would be a requirement of the successful bidder of this contract that he could work seamlessly with the other County contractors and/ or County personnel, if a repair project had additional aspects to it other than telephone system installation, repair and maintenance.

All work shall be performed by experienced technicians in a safe and workmanlike manner approved by the County and in compliance with the current local, state, federal and OSHA codes.

The contractor must obtain all permits (if applicable) with the local authorities.

Quotes for any work shall include a cost breakdown submitted by the contractor as follows: labor rate, quantity of workers and their hours, intended use of apprentices, materials list, wholesale cost (with evidence of same) and mark up, at applicable contract rates. Each call shall generate a separate service receipt indicating the work and hours, signed by an authorized County representative and invoice detailing the labor charge and the parts/materials as outlined above. All invoices are required to include the proper purchase order number, which can be obtained by contacting the appropriate division/department County representative or his designee responsible for requesting services.

The County will authorize the County personnel who will have the authority to make service calls for repairs to the service contractor after the bid is awarded.

When arriving at a County of Union, the Service Contractor must sign a vendor register log book with the using County entity and report to the appropriate division/department County representative or his designee responsible for requesting services.

No hours shall be billable without corresponding log entries and signed service sheets.

7. FURNISHING REPAIR PARTS & AUTHORIZED EQUIPMENT

The service contractor shall advise the County of any parts required to perform the necessary installation or repair. The County shall have the ability to furnish parts from their stock. If the County is unable to provide the required parts, the service contractor is requested to furnish them.

The service contractor shall maintain the necessary spare parts in the proper proportion as recommended by each equipment manufacturer to maintain, service and repair the County's telephone system. The service contractor is to generate a parts list for the Avaya Hybrid VOIP telephone system and submit with bid.

The Contractor shall advise the County of any parts and/or materials required to perform the requested repairs or installation. The County shall furnish all parts and/or materials required unless the Contractor is requested to furnish them. Where directed to furnish parts and/or material, the Contractor shall submit a cost estimate to the County for budgetary purposes.

The materials and supplies called for herein shall be the best of their grade and types, prepared according to the best available standards or accepted formulas, thoroughly tested and subjected to rigid examinations and standardization. Items not meeting these requirements shall be replaced at no cost to the County upon due notice of deficiency.

Materials, equipment and installation shall comply with all current rules and regulations of all applicable Federal, State, Local, OSHA and PEOSHA rules and regulations. The contractor shall perform all work so as to minimize disruption to normal operations and shall take all precautionary measures to ensure the safety of the employees and the public. All work shall be executed in a workmanlike manner and shall present a neat and professional appearance when completed. Upon completion of work the contractor shall be responsible for cleaning and removing from the job site all debris, materials and equipment associated with the work performed.

All bidders must submit, post bid, the latest dated retail price list for each manufacturer specified. Outdated price lists will **NOT** be considered. If a manufacturers' preprinted price list is not available, a company price list on company stationery signed and dated by the appropriate company official will be accepted. It must contain the following: manufacturer, product name, item description, size, price and the standard manufactured product/model number must be identified.

8. ADDITIONAL INSTALLATION SERVICES

The service contractor shall relocate, rearrange, add to, or remove equipment only at the written request of the County of Union, who agrees to pay the appropriate charges in accordance with the service contractors rates established in bid.

9. WARRANTY

The service contractor shall provide a one (1) year guarantee of the installed replacement parts against defects in material and workmanship beginning after the acceptance by the County, including all labor, material, travel time and freight. Warranty of manufacturer shall apply if greater. The service contractor must be authorized to provide full manufacturer's warranty privileges.

10. PAYMENT FOR BRAND NAMES PARTS/EQUIPMENT LISTED IN SECTION 14

The County estimates spending \$12,000 for telephone system parts/equipment as part of the service work and installation throughout the term of the contract. The contractor shall maintain an adequate inventory of applicable supplies, spare parts and replacement equipment within the service vans or at contractors place of business, in order that emergency repairs can be made to the using agency's equipment at once with a minimum of shut-down time. For the purpose of this Bid: assume security system parts/equipment for Brand Names listed in Section 15 at a set estimate of \$12,000. Pricing on this line is to be based on a MARKDOWN percentage from known and published LIST Prices for the brand names listed. Price sheets for each brand name listed showing list prices are to be submitted with this bid and clearly marked as such. Computer-generated price listing either on paper or CD is acceptable. All parts are to be invoiced at catalog list price less the percentage (%) mark down on the bid form page for the brand names listed. List pricing page references should be marked for each invoice to the County to facilitate the review of their accuracy.

FURTHER, BE IT KNOWN THAT THE COUNTY INTENDS TO DO SIGNIFICANT UPGRADES AND INSTALLATION OVER THE COURSE OF THE CONTRACT. THE HOURS ESTIMATED AND THE ESTIMATES FOR THE DIFFERENT BRAND NAMES OF ALL THE EQUIPMENT ARE ALL TO BE CONSIDERED "MORE OR LESS" WITH THE MINIMUM TO BE USED FOR EACH LINE ITEM OF

EQUIPMENT BEING CONSIDERED "ZERO" AND THE MAXIMUM THE DOLLAR ESTIMATE ON THE BID FORM PAGE. THOSE DOLLAR ESTIMATES MAY BE EXCEEDED FOR ANY ONE BRAND OF EQUIPMENT PROVIDED THAT THE FULL CONTRACT AWARD IS NOT EXCEEDED. IF ADDITIONAL HOURS AND/OR EQUIPMENT IS NEEDED, THE COUNTY MAY INCREASE THE TOTAL OF THE FULL CONTRACT AWARD THROUGH LEGAL CHANGE ORDER AND THE SUCCESSFUL BIDDER SHALL BE BOUND TO THE ORIGINAL BID PRICING BARRING EXTREME CIRCUMSTANCE.

The formula to determine discount for the Brand Names that we will be using in bulk is as follows:
EDF* minus (EDF* times the % of discount) = the subtotal of the group.

e.g., if the EDF was \$1,000 and the discount bid was 10%:

$$\text{\$1,000} - (\text{\$1,000} \times 10\%) = \text{\$ 900}$$

*EDF being the Estimated Dollar Figure

11. PAYMENT FOR PARTS/EQUIPMENT NOT LISTED IN SECTION 14

The County estimates spending \$10,000 for repair parts and installation materials (excluding mark-up) not listed in brand names as part of the service work throughout the term of the contract, e.g. wire, connectors. Parts/Materials Prices: All materials shall be invoiced at actual wholesale cost plus a percentage (%) markup. Copies of the supplier's invoices billed to the contractor reflecting actual costs shall accompany each invoice to the County. The contractor shall maintain an adequate inventory of applicable supplies, spare parts and replacement equipment within the service vans or at contractors place of business, in order that emergency repairs can be made to the using agency's equipment at once with a minimum of shut-down time.

12. INSTRUCTIONS FOR 1r ON BID FORM PAGE

For the purpose of this Bid: assume repair parts and materials estimate not on the list in Section 15 of \$10,000 Calculate percentage of MARK-UP charges on wholesale cost of repair parts by multiplying \$10,000 by your proposed markup %, add that product to \$10,000 and put that sum on the appropriate line of the bid form page. IN THE BEST INTERESTS OF THE COUNTY NO MARK-UP SHALL BE ACCEPTED OVER 15%.

e.g. \$1,000 x 1% = \$10. Adding that to \$1,000 would give you a sum of \$1,010.

13. PRICE INCREASE

In the event of a LIST price increase FOR BRAND NAME EQUIPMENT BY MANUFACTURER over the twenty-four (24) month period of the contract and subsequent new price sheets with higher list prices, it shall be the exclusive decision of the County as to whether the price increase shall be accepted or that the contract should be rebid.

14. MANUFACTURER BRAND LIST

The contractor shall furnish the current brand name security system parts/equipment at various locations as may be required from time to time. The brands listed are those currently being used.

Avaya, Arecont, Belden, Bogen, Exacq, Kaba/Keyscan, Milestone, Onssi, Panasonic, Samsung, Sielox, Valcom, Motorola, Salto, Crestron, DSC

15. TERMS

Contract period shall be twenty-four (24) consecutive months upon the signing of the contract with the provision for one (1) twenty-four (24) month extension subject to the following limitations: the extension contract shall be awarded by resolution of the governing body (within 60 days prior to the expiration date) upon a finding by the governing body that the services are being performed in an effective and efficient manner.

Although these pages include State required notation of the use of other subcontractors due to the mandated use of Wage Determination, the service contractor will be solely capable of all other specified service (other than Edwards service) detailed herein.

Payment to Vendor is to be made within forty-five (45) days after receipt of Vendor's invoice and a signed County voucher that refers to the original approving purchase order attesting to the delivery of goods and services by some officer or duly designated employee of the using County entity and after approval of the appropriate Division/Department head. The Vendor shall prepare invoices and shall submit them to the office/designated employee of the using County entity.

The vendor will not provide any goods and/or services without a valid and current purchase order from the County unit indicating account number and encumbrance.

It is the policy of the County of Union to avoid scheduling any work that exceeds 8 hours a day and to avoid scheduling work on Saturdays, Sundays and Holidays. Therefore, the formula used to award the contract will utilize the Rate per Hour-Regular Time price only.

In the rare event that the County asks the service contractor to work after regular hours, the allowance of time and a half and double-time will be accordance to the Wage Determination of **Electrician** for the State of New Jersey.

The County reserves the right to terminate this agreement with written notice to the contractor thirty (30) days prior to such action.

PLEASE NOTE THAT THE ENSUING CONTRACT IS INTENDED TO BE OPEN END CONTRACT AS ALLOWED UNDER N.J.A.C. 5:30 ET SEQ. AND, IN ACCORDANCE WITH THE RULES, THE MINIMUM NUMBER SET ON THE BID SHALL BE ZERO (0) HOURS AND THE MAXIMUM SHALL BE 4,000 HOURS AND THE PROVISION FOR PARTS SHALL BE SET AS ZERO (0) DOLLARS AND THE MAXIMUM SHALL BE 22,000 DOLLARS.

16. ESTIMATE OF WORK HOURS

TO ASSIST BIDDERS IN PREPARING PROPOSALS, THE FOLLOWING HISTORICAL DATA IS PROVIDED AS TO THE AMOUNT OF WORK HOURS SUPPLIED BY / REQUIRED OF PREVIOUS VENDORS:

2019: 1,800 HOURS

2020: 1,950 HOURS

First 24 Months of Contract: 4,000 HOURS (ESTIMATED)

THE COUNTY DOES NOT AND WILL NOT WARRANT OR GUARANTEE THE AMOUNT OF WORK HOURS TO BE SUPPLIED / REQUIRED IN ANY GIVEN DAY, WEEK, MONTH OR YEAR OR IN THE

AGGREGATE PURSUANT TO ANY CONTRACTUAL AGREEMENT AWARDED UNDER THESE BID SPECIFICATIONS. NOTHING CONTAINED IN ANY OF THE BID DOCUMENTS SHALL BE CONSTRUED TO GUARANTEE OR WARRANT ANY AMOUNT OF WORK HOURS. THE WORK HOURS SET FORTH HEREIN CONSTITUTE EITHER HISTORIC INFORMATION OR ESTIMATES OF FUTURE NEEDS AND MAY NOT BE INDICATIVE OF THE ACTUAL WORK HOURS TO BE EXPERIENCED IN TH FUTURE. NOTHING HEREIN SHALL ENTITLE THE SUCCESSFUL BIDDER TO ANY CLAIM TO AN HOURLY PRICE INCREASE FOR LOST PROFITS OR FOR ANY OTHER COMPENSATION WHATSOEVER IN THE EVENT THAT THE ACTUAL WORK HOURS SUPPLIED/REQUIRED UNDER THIS AGREEMENT ARE MORE OR LESS THAN HISTORICAL WORK HOURS OR ANY PROJECTION OF FUTURE WORK HOURS THAT MAY BE CONTAINED HEREIN.

17. LIST OF SITES, SYSTEMS, AND EQUIPMENT

All vendors seeking the bidding process can review all list of sites and equipment prior to Bid. Sites and equipment should be inspected prior to the bid opening date. Please contact the following appropriate Division/Department duly designated employee of the using County entity to schedule a site inspection.

Office of the Sheriff, Patrick Hora at (908) 527-4942
Division of Emergency Services, Christopher Scaturo at (908) 654-9881
Division of Facilities Management, Charles Chirafesi at (908) 527-4240
Division of Information Technologies, Diego Otero at (908) 527-4731
Office of the Union County Prosecutor, at (908) 527-4500

18. OPTIONS

The County will also be asking for pricing on two options:

A 1 year term bumper to bumper maintenance coverage and a 2 year term bumper to bumper maintenance coverage.

HAVING CAREFULLY READ THE NOTICE TO BIDDERS, SPECIFICATIONS AND INSTRUCTIONS TO BIDDERS, THE UNDERSIGNED HEREBY AGREES TO PROVIDE AND DELIVER **TELEPHONE/ASSOCIATED SERVICES SYSTEMS EQUIPMENT, INSTALLATION, MAINTENACE SERVICES** FOR THE BUREAU OF INFORMATION TECHNOLOGIES OF THE COUNTY OF UNION IN ACCORDANCE TO THE SPECIFICATIONS. DO NOT ALTER THE FORMAT OF THE BID FORM PAGE IN ANY MANNER UNDER THE PENALTY OF DISQUALIFICATION. ALL ESTIMATES ARE MORE OR LESS.

SECTION 1 – COUNTY OF UNION

<u>ITEM#</u>					<u>SUB-TOTAL</u>
1a-	4,000 Hours	X	\$ _____	=	\$ _____
	Estimated Regular Work Hours		Hourly Rate		
	For Journeyman – 24 months				
1b-	AVAYA PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1c-	ARECONT PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1d-	BELDEN PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1e-	BOGEN PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1f-	EXACQ PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1g-	KABA/KEYSCAN PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			

NAME OF BIDDER: _____

SECTION 1 – COUNTY OF UNION -continued

<u>ITEM#</u>					<u>SUB-TOTAL</u>
1h- MILESTONE PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____
1i- ONSSI PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____
1j- PANASONIC PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____
1k- SAMSUNG PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____
1l- SIELOX PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____
1m- VALCOM PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____
1n- MOTOROLA PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____
1o- SALTO PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____
1p- CRESTRON PARTS					
	(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	-	\$ 1,000	=	\$ _____

SECTION 2 – COOPERATIVE MEMBERS

<u>ITEM#</u>					<u>SUB-TOTAL</u>
1a-	4,000 Hours	X	\$ _____	=	\$ _____
	Estimated Regular Work Hours		Hourly Rate		
	For Journeyman – 24 months				
1b-	AVAYA PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1c-	ARECONT PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1d-	BELDEN PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1e-	BOGEN PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1f-	EXACQ PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1g-	KABA/KEYSCAN PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1h-	MILESTONE PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			
1i-	ONSSI PARTS				
	(\$ 1,000	x _____ %)	- \$ 1,000	=	\$ _____
		DISCOUNT			

NAME OF BIDDER: _____

SECTION 2 – COOPERATIVE MEMBERS -continued

<u>ITEM#</u>	<u>SUB-TOTAL</u>
1j- PANASONIC PARTS	
(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	- \$ 1,000 = \$ _____
1k- SAMSUNG PARTS	
(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	- \$ 1,000 = \$ _____
1l- SIELOX PARTS	
(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	- \$ 1,000 = \$ _____
1m- VALCOM PARTS	
(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	- \$ 1,000 = \$ _____
1n- MOTOROLA PARTS	
(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	- \$ 1,000 = \$ _____
1o- SALTO PARTS	
(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	- \$ 1,000 = \$ _____
1p- CRESTRON PARTS	
(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	- \$ 1,000 = \$ _____
1q- DSC PARTS	
(\$ 1,000 x $\frac{\quad}{\text{DISCOUNT}}$ %)	- \$ 1,000 = \$ _____

NAME OF BIDDER: _____

BIDDER SIGNATURE PAGE

Rev. 9/20/05

1. If doing business under a **trade name, partnership** or a **sole proprietorship**, you must submit the bid under **exact title** of the trade name, partnership, or proprietorship, and the bid must be signed by either the **owner** or a **partner** and **witnessed** by a **notary public**.
2. If a **Corporation**, the bid must be signed by the **President** or **Vice President** and **witnessed** by **Corporate Secretary**, (Corporate title must be exact) and **affix corporate seal**.
3. Other persons **authorized** by **Corporate Resolution** to execute agreements in its behalf may also sign the bid documents (pages).
4. The Person who signs this bid form **must also sign** the **Non-Collusion Affidavit**.
5. You **cannot** witness your own signature.

NAME OF BIDDER

SIGNATURE
CORPORATE SECRETARY

ADDRESS OF BIDDER

PRINT NAME AND TITLE
CORPORATE SECRETARY

TELEPHONE: _____

FAX: _____

EMAIL: _____

BY: _____
SIGNATURE

DATE

AFFIX CORPORATE SEAL

PRINT OR TYPE NAME AND TITLE

WARNING: FAILURE TO FULLY, ACCURATELY, AND COMPLETELY SUPPLY THE INFORMATION REQUESTED ON THIS PAGE MAY RESULT IN THE REJECTION OF YOUR BID AS NON-RESPONSIVE

BUSINESS REGISTRATION Mandatory Requirement

P.L. 2009, c.315, requires that effective January 18, 2010; a contracting agency must receive proof of the bidder's business registration prior to the award of a contract. However, the proof must show that the bidder was in fact registered with the State of New Jersey Department of the Treasury, Division of Revenue and obtained the business registration prior to the receipt of bids.

If subcontractors are named on the bid, proof of the business registration for each must be provided prior to the award of a contract. Similarly to the bidder, the proof must show that each subcontractor was registered with the State of New Jersey Department of the Treasury, Division of Revenue and obtained the business registration prior to the receipt of bids.

Proof of business registration shall be:

- A copy of a Business Registration Certificate issued by the Department of Treasury, Division of Revenue; or
- A copy of the web printed version provided by the NJ Division of Revenue

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE
FOR STATE AGENCY AND CASINO SERVICES CONTRACTORS

DEPARTMENT OF TREASURY
DIVISION OF REVENUE
PO BOX 287
TRENTON, NJ 08646

TAXPAYER NAME: TAX REGISTRATION TEST ACCOUNT
TAXPAYER IDENTIFICATION: 870-019-382/980
ADDRESS: 847 ROEBLING AVE
TRENTON, NJ 08611
EFFECTIVE DATE: 09/24/04

TRADE NAME: CLIENT REGISTRATION
SEQUENCE NUMBER: 000001
ISSUANCE DATE: 09/24/04

J.P. S. Kelly
Agent for Seller

This Certificate is 40% non-refundable or non-transferable. It shall be non-refundable or non-transferable if sold at auction.

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: TAX REG TEST ACCOUNT
Trade Name:
Address: 847 ROEBLING AVE
TRENTON, NJ 08611
Certificate Number: 1090907
Date of Issuance: October 14, 2004

For Office Use Only:
20041094412821633

ATTACH BRC HERE

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: _____

Organization Address: _____

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the *County of Union* is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with *County of Union* to notify the *County of Union* in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the *County of Union* to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):		Title:	
Signature:		Date:	

NON-COLLUSION AFFIDAVIT

Rev. 1/22/93

STATE OF _____

SS:

COUNTY OF _____

I _____ of the City of _____, in the County of _____ and the State of _____, of full age, being duly sworn according to law, on my oath depose and say that: I am _____ of the firm of _____, the bidder making the Proposal for the above named project, and that I executed the said Proposal with full authority to do so; that said bidder has not, directly or indirectly, entered into any agreement, participation in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above named project; and that all statements contained in said Proposal and in this Affidavit are true and correct, and made with full knowledge that the COUNTY OF UNION, NEW JERSEY relies upon the truth of the statements contained in said Proposal and in the statements contained in the affidavit in awarding the contract for the said project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by _____ (N.J.S.A. 52:34-15).

NAME OF CONTRACTOR

Sign Name Here

(Original signature only; stamped signature not accepted)

Subscribed and sworn to before
Me this _____ day of _____, 20____.

Notary Public of the State of _____

My Commission expires _____

NOTE TO NOTARY: WHEN COMPLETING THIS JURAT, ALL NOTARIES MUST:

- 1. Indicate date. 2. Indicate State. 3. Sign name. 4. Affix name by Printing it, typing it, using a rubber stamp, using an impression seal or using a mechanical stamp.

Note: The person who signed the bid form for the bidder should sign this form also.

WARNING: IF YOU FAIL TO FULLY, ACCURATELY AND COMPLETELY FILL OUT THIS AFFIDAVIT OF NON-COLLUSION, YOU BID WILL BE REJECTED.

AFFIRMATIVE ACTION REQUIREMENT

Rev. 6/29/93

REQUIRED AFFIRMATIVE ACTION EVIDENCE

General Requirements of P.L. 1975, c. 127: You are hereby put on notice that:

A. Procurement, Professional & Service Contracts

All successful vendors must submit within seven days of the notice of intent to award or the signing of the contract one of the following: **PLEASE CHECK ONE**

A photocopy of your Federal Letter of Affirmative Action Plan Approval

OR

A photocopy of your Certificate of Employee Information Report

OR

A completed Affirmative Action Employee Information Report (AA302)

If successful vendor does not submit the affirmative action document within the seven days the County of Union will declare the vendor as being non-responsive and award the contract to the next lowest bidder.

Print or type FIRM NAME here

Sign NAME and TITLE here
(Original signature only, stamped signature not accepted)

Print or type NAME and TITLE here

Print or type DATE

AMERICANS WITH DISABILITIES ACT

EQUAL OPPORTUNITY FOR INDIVIDUALS WITH DISABILITIES

The contractor and the County of Union (hereafter "Owner") do hereby agree that the provisions of Title II of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S12.101 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs and activities provided or made available by public entities, and the rules and regulations promulgated pursuant thereto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the Owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the Owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the Owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, any pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the Owner's grievance procedure, the contractor agrees to abide by any decision of the Owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the Owner, or if the Owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

The Owner shall, as soon as practicable after a claim has been made against it, give written notice thereof to the contractor along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the Owner or any of its agents, servants, and employees, the Owner shall expeditiously forward or have forwarded to the contractor every demand, complaint, notice, summons, pleading, or other process received by the Owner or its representatives.

It is expressly agreed and understood that any approval by the Owner of the services provided by the contractor pursuant to this contract will not relieve the contractor of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the Owner pursuant to this paragraph.

It is further agreed and understood that the Owner assumes no obligation to indemnify or save harmless the contractor, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the Owner from taking any other actions available to it under any other provisions of this Agreement or otherwise at law.

Name _____ (Please print or type)

Signature _____ Date _____

NAME OF BIDDER: _____

COUNTY OF UNION NEW JERSEY
Division of Purchasing
DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN FORM

Solicitation Number: _____ Vendor/Bidder: _____

PART 1
CERTIFICATION

VENDOR/BIDDER MUST COMPLETE PART 1 BY CHECKING ONE OF THE BOXES
FAILURE TO CHECK ONE OF THE BOXES WILL RENDER THE PROPOSAL NON-RESPONSIVE

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that neither the person nor entity, nor any of its parents, subsidiaries, or affiliates, is identified on the State of New Jersey, Department of the Treasury's Chapter 25 list as a person or entity engaged in investment activities in Iran. The Chapter 25 list is found on the Department's website at <http://www.state.nj.us/treasury/pdf/Chapter25List.pdf>. Vendors/Bidders must review this list prior to completing the below certification. **Failure to complete the certification will render a Vendor's/Bidder's proposal non-responsive.** If the Director of the Division of Purchase and Property finds a person or entity to be in violation of the law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

CHECK THE APPROPRIATE BOX

A. I certify, pursuant to Public Law 2012, c.25, that neither the Vendor/Bidder listed above nor any of its parents, subsidiaries, or affiliates is listed on the N.J. Department of Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). Disregard Part 2 and complete and sign the Certification below.

OR

B. I am unable to certify as above because the Vendor/Bidder and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such information will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

PART 2

PLEASE PROVIDE ADDITIONAL INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

If you checked Box "B" above, provide a detailed, accurate and precise description of the activities of the Vendor/Bidder, or one of its parents, subsidiaries or affiliates, engaged in investment activities in Iran by completing the information below.

ENTITY NAME: _____
RELATIONSHIP TO VENDOR/BIDDER: _____
DESCRIPTION OF ACTIVITIES: _____
DURATION OF ENGAGEMENT: _____
ANTICIPATED CESSATION DATE: _____
VENDOR/BIDDER CONTACT NAME: _____
VENDOR/BIDDER CONTACT PHONE#: _____

Attach Additional Sheets If Necessary

CERTIFICATION

I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor/Bidder, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the County of Union, New Jersey is relying on the information contained herein, and that the Vendor/Bidder is under a continuing obligation from the date of this certification through the completion of any contract(s) with the County of Union to notify the County of Union in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I will be subject to criminal prosecution under the law, and it will constitute a material breach of my agreement(s) with the County of Union, permitting the County of Union to declare any contract(s) resulting from this certification void and unenforceable.

Signature

Date

Print Name and Title

Revised 10/19/17

Provide a minimum of three (3) references of correctional facilities.

1. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

2. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

3. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

NAME OF BIDDER: _____

Provide a minimum of three (3) references of Utility Generating Stations.

1. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

2. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

3. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

NAME OF BIDDER: _____

Provide a minimum of three (3) references of K-12 School Districts.

1. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

2. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

3. Name and Address: _____

Contact Name: _____

Phone Number: _____

Length of Time: _____

NAME OF BIDDER: _____

LICENSES

Provide copy of State of New Jersey Electrical Contract License or State of New Jersey Burglar Alarm License and attach to this page.

NAME OF BIDDER: _____

CERTIFICATIONS

Provide proof of the following and attach to this page.

- BICSI certified RCDD full time employee
- Avaya Diamond Level Partner
- Avaya Co-Delivery Partner
- Manufacturer's Support Letter from Avaya
- Certified Belden Network Partner Alliance Installer
- Certified to sell, install and maintain products for the following manufacturer's: Avaya, Arecont, Belden, Bogen, Exacq, Kaba/Keyscan, Milestone, Onssi, Panasonic, Samsung, Sielox, Valcom, Motorola, Salto, Crestron, DSC

NAME OF BIDDER: _____

PRICE LISTS

Provide Avaya, Arecont, Belden, Bogen, Exacq, Kaba/Keyscan, Milestone, Onssi, Panasonic, Samsung, Sielox, Valcom, Motorola, Salto, Crestron, DSC Parts List with bid.

NAME OF BIDDER: _____

WARRANTY

Attach or provide description on all warranties to this page.

NAME OF BIDDER: _____

COUNTY OF UNION
ACKNOWLEDGEMENT OF RECEIPT OF ADDENDA

The undersigned Bidder hereby acknowledges receipt of the following Addenda(s):

<u>Addendum Number</u>	<u>Dated</u>	<u>Acknowledge Receipt</u> (Initial)
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Acknowledged for: _____
(Name of Bidder)

By: _____
(Signature of Authorized Representative)

Name: _____
(Print or Type)

Title: _____

Date: _____

Please Do Not submit if you did not receive Addenda(s)

NAME OF BIDDER: _____

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION**

County - UNION

Craft: Electrician PREVAILING WAGE RATE

	06/01/20	05/31/21
Cable Splicer	W63.83 B37.99 T101.82	W64.92 B39.29 T104.21
Foreman (11-20 Journeymen)	W67.90 B40.41 T108.31	W69.05 B41.78 T110.83
Foreman (1-3 Journeymen)	W63.83 B37.99 T101.82	W64.92 B39.29 T104.21
Foreman (4-10 Journeymen)	W66.74 B39.72 T106.46	W67.87 B41.07 T108.94
General Foreman (21-30 Journeymen)	W69.64 B41.44 T111.08	W70.82 B42.85 T113.67
General Foreman (31-60 Journeymen)	W75.44 B44.89 T120.33	W76.72 B46.42 T123.14
General Foreman (61+ Journeymen)	W76.60 B45.58 T122.18	W77.90 B47.13 T125.03
Journeyman	W58.03 B34.54 T92.57	W59.02 B35.72 T94.74
Sub-Foreman	W66.16 B39.37 T105.53	W67.28 B40.71 T107.99

Craft: Electrician APPRENTICE RATE SCHEDULE

INTERVAL	PERIOD AND RATES									
	Yearly	40%	49%	58%	68%	80%		of Jour	neyman	Wage
Benefit	40%	49%	58%	68%	80%		of Jour	neyman	Benefit	Rate

Ratio of Apprentices to Journeymen - 2:3

Craft: Electrician COMMENTS/NOTES

**NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PREVAILING WAGE RATE DETERMINATION**

County - UNION

THESE RATES ALSO APPLY TO THE FOLLOWING:

- All burglar and fire alarm work.
- All fiber optic work.
- Teledata work in new construction.
- Teledata work involving 16 Voice/Data Lines or more.

The regular workday shall be 8 hours, between 8:00 AM and 4:30 PM.

FOREMAN REQUIREMENTS:

- 1 to 3 Journeymen- 1 must be a Foreman (Foreman/1-3 Journeymen rate).
- 4 to 10 Journeymen- 1 must be a Foreman (Foreman/4-10 Journeymen rate).
- 11 to 20 Journeymen- 1 must be a Foreman (Foreman/11-20 Journeymen rate) and 1 must be a Sub-Foreman.
- 21 to 30 Journeymen- 1 must be a General Foreman (General Foreman/21-30 Journeymen rate) and 2 must be a Sub-Foreman.
- 31 to 40 Journeymen- 1 must be a General Foreman (General Foreman/31-40 Journeymen rate) and 3 must be a Sub-Foreman.
- 41 to 50 Journeymen- 1 must be a General Foreman (General Foreman/31-60 Journeymen rate) and 4 must be a Sub-Foreman.
- 51 to 60 Journeymen- 1 must be a General Foreman (General Foreman/31-60 Journeymen rate) and 5 must be a Sub-Foreman.
- 61+ Journeymen- 1 must be a General Foreman (General Foreman/61+ Journeymen rate) and 6 must be a Sub-Foreman.

SHIFT DIFFERENTIALS:

- Shift work must run for a minimum of 5 consecutive workdays.
- 2nd Shift (4:30 PM to 12:30 AM) shall receive 8 hours pay for 7.5 hours work + an additional 10% of the regular rate, per hour, inclusive of benefits.
- 3rd Shift (12:30 AM to 8:00 AM) shall receive 8 hours pay for 7 hours work + an additional 15% of the regular rate, per hour, inclusive of benefits.

OVERTIME:

Hours in excess of 8 per day, or outside of the regular workday, Monday through Friday, and all hours on Saturdays, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.