

## Staying Legal on the Job: A California Contractor's Guide

[ Article originally appeared in  
[www.contractorslicensingschools.com](http://www.contractorslicensingschools.com) ]

Today, let's talk about something that might not be the most exciting part of our job, but boy, is it important: staying legal on the job.

### Pulling the Right Permits: Don't Skip This Step!

First things first: always get your permits. I know, I know, it can be a pain. But here's why it's worth the hassle:

- It's the law, plain and simple. Working without permits is asking for trouble.
- Permits make sure your work is up to snuff safety-wise. That protects you and your clients.
- They can actually save you money. How? By avoiding costly fixes or legal headaches down the road.

Getting permits isn't as scary as it sounds. Just head to your local building department. They'll walk you through what you need. Yeah, it might take some time, but it's time well spent.

### Building Codes: Your Blueprint for Success

Now, let's talk about building codes. They're not just a bunch of rules to make our lives harder. They're there for good reasons:

- They keep buildings safe and sturdy.
- They look out for public health.
- They can even make buildings more energy-efficient and accessible.



Codes change, so stay in the loop. It's part of your job to know what's current. Pro tip: join a local contractors' association. They often have training on code updates.

### The High Cost of Cutting Corners

I get it. Sometimes it's tempting to skip permits or fudge the codes a bit. But trust me, it's not worth it. Here's what could happen:

- You could get slapped with big fines.
- If something goes wrong, your client could sue you.
- You might have to redo work on your own dime.

Word gets around. Your reputation could take a hit, and that's bad for business.

### Your License: Guard It With Your Life

Your contractor's license isn't just a piece of paper. It's your ticket to work legally. Never, ever work without it. The consequences are no joke:

- Fines can run into thousands of dollars per violation.
- You could face criminal charges and even jail time.
- The Contractors State License Board could yank your license. Game over.

Keep that license current and displayed at your job sites. It's not just about following rules – it shows your clients you're a pro they can trust.

Remember, being a great contractor isn't just about your skills with tools. It's about running a solid, reputable business. And that means doing things by the book.

Stay legal out there, folks. Your future self will thank you for it!

**SOURCE:** <https://www.contractorslicensingschools.com/blog/staying-legal-on-the-job-a-california-contractors-guide/>

## Working Six to Four: The Four Day Work Week Works

[ Article originally appeared in  
[www.constructionexec.com](http://www.constructionexec.com) ]

By Ken Budd

Visit one of Weifield Group's worksites, and you'll notice a few things about the electrical contractor's employees. Productivity is high. Morale is strong. And projects are finished on time.

A big reason for that, according to the management team at the Colorado-based company, is because Weifield offers flexible work schedules. An increasing number of employees are working either a straight 4/10 schedule, meaning the entire crew works the same 10-hour-a-day, four-day week, or a rolling 4/10 schedule, with crews working different flex schedules to cover all five days.

The upsides have been dramatic. In a review of eight projects with 4/10 schedules, two met expected productivity rates—and six exceeded them.

The schedules are also helping Weifield attract new employees and keep longtime workers happy and motivated. "We've gotten really positive feedback," says Karla Nugent, a Weifield founding partner and one of the drivers of the flexible-hours initiative. "People get excited and want to work on the jobs that are 4/10s."

### BREAKING THE TABOO

Weifield started offering flexible schedules in 2005 for workers traveling to jobsites in remote locations. As the company grew, it expanded the schedules to other projects. Leaders soon discovered that workers were more engaged and often felt refreshed after a three-day weekend.

### Attendance improved as well.

"[Before the COVID-19 pandemic] we were having some low attendance on some projects," Nugent says. "When we averaged it out over our full workforce, 10% were working less than a 40-hour week." Issues ranged from

illnesses to appointments to school events, but some employees simply wanted a day to go hunting or kayaking. That led Nugent and her colleagues to discuss whether flexible schedules could be a standard part of the company's operations, and how to communicate the rewards to project owners and developers.

This past May 2023, the company released a white paper on the benefits of flexible work schedules and why they're vital for hiring and keeping workers in a competitive labor market. The problems are serious: The construction industry had 374,000 job openings in June 2023, the U.S. Bureau of Labor Statistics reports; many workers have fled to other industries, turning blue-collar workers into "new collars"—"blue-collar workers who used the pandemic to learn new skills so they could find better jobs," according to management consulting company Oliver Wyman. Four out of five blue-collar workers who changed careers were successful in their transitions, a 2022 Wyman survey found.

"We're competing with so many industries that offer so much flexibility," Nugent says. "We need more sophistication around our approach to recruiting and retaining the next generation or we're going to be left behind."

Despite the talent shortage, flexible schedules have been "somewhat of a taboo subject in the industry," Weifield's white paper notes. The biggest concerns are typically that a 4/10 workweek will affect project schedules, budgets, quality and safety, because employees work longer hours each day. But most companies that have experimented with flexible schedules have seen major advantages.

In a U.K. pilot program that ran from June 2020 through February 2021, four construction companies tested a variety of work schedules. Greater flexibility led to an increase in wellbeing among workers, many of whom reported improvements in their family lives. The schedules "had no negative impact on budgets

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# CALIFORNIA SUB-BID REQUEST ADS



**Mountain Cascade Inc.**  
555 Exchange Court, Livermore, CA 94550  
(925) 373-8370, Fax (925) 373-0940

**Project: Morena Pipeline – Bid No. K-25-2169-DBB-3A-C**

**Owner: City of San Diego**

**Bid Date: September 19th, 2024 @ 2 p.m.**

**\*\*\* PLEASE NOTE THIS IS AN ELECTRONIC BID– TO ENSURE YOUR QUOTE HAS BEEN RECEIVED AND REVIEWED HAVE ALL QUOTES TO ESTIMATING BY 12:00PM \*\*\*\*\***

**We are requesting quotes from all qualified DBE/MBE/WBE/ Subcontractors and Suppliers but not limited to:** AGGREGATES, ASPHALT, CONCRETE MATERIAL, SLURRY, PIPE SUPPLIERS, DRAINING SYSTEMS PIPE SUPPLIERS, PRECAST MATERIALS, EROS MATERIALS, ANALYTICAL TESTING, BYPASS PUMPING, CCTV, CONCRETE FLATWORK/ PUMPING/STRUCTURES, DEWATERING, ENVIRONMENTAL SERVICES, EROSION CONTROL, FENCING, PLASTIC PIPE, LANDSCAPING/IRRIGATION, STRIPING, SURVEYING, TRUCKING, BUILDING CONSTRUCTION.

**Project Description:** The objective of the project includes the removal & replacement of 16" cast iron water distribution with PVC and the installation of 36" welded steel pipe water transmission main and associated appurtenances.

**Engineers Estimate: \$59,770,000**

**Plans and specs can be obtained at :** <http://www.sandiego.gov> or [estimating@mountaincascade.com](mailto:estimating@mountaincascade.com)

**Please feel free to contact Mountain Cascade, Inc. at 925.373.8370 with any questions concerning bonding, insurance, lines of credit, and job overview. We look forward to your response.**

**Mountain Cascade Inc. is an Equal Opportunity Employer  
California License # 422496**

**This is Part of a Good Faith Outreach. Your response is greatly appreciated**



W.A. Rasic Construction is preparing a bid for the following project as a prime contractor and we are interested in receiving subcontractor quotations for items of work or materials required below from interested Disadvantaged Business Enterprise (DBE), Minority Business Enterprise (MBE), and Women Business Enterprise (WBE)

**City of San Diego**

**Morena Pipeline**

**Bid No. K-25-2169-DBB-3-A-C**

**Bid Date: September 19, 2024 @ 2:00 PM**

**Engineer's Estimate: \$ 59.8 Million Outreach: DBE/ MBE/ WBE**

**Senior Estimators: Ben Sebat (562) 928-6111**

**Email: bsebat@warasic.com**

**W.A. Rasic is requesting bids for the following trades and/or material supplies:**

Aggregate Supply, Install Pipeline, AC Cold Milling & Asphalt Cap Paving, Striping, Minor Concrete (Flatwork), Cathodic Protection, Traffic Signals, Dewatering, Equipment Rental, Shoring Rental Services Waterworks Supply, Furnish Welded Steel Pipe, Trucking & Disposal, Traffic Control Equipment

**NAICS Codes:**

212321, 237110, 237310, 238110, 238190, 238210, 238910, 238990, 331210, 332996, 484110, 532490

**Plans & Specifications are available at no cost to interested firms by either contacting W.A. Rasic Construction, downloading from the City of San Diego's Planet Bids Portal or by utilizing the following FTP link:** <https://www.dropbox.com/scl/fo/d5ye3j71pe2h-r44o5mqoj/ACffVHHbFaYatnu289MAdWk?rlkey=w6l8vb2yjkznpX1ygvbq6jreh&st=z1ozmpoi&dl=0>

W.A. Rasic intends to seriously negotiate with qualified firms and will assist in obtaining bonds, lines of credit, insurance, equipment, supplies and materials upon request. W.A. Rasic will consider all DBE, MBE, and WBE quotes, including those that are broken down into economically feasible tasks or quantities as well as arrange delivery schedules to facilitate and encourage maximum bidding participation. W.A. Rasic also encourages a consortium of DBE / MBE / WBE firms when a contract portion is too large to handle individually. Subcontractors must have a valid California Contractors License and must be registered with the Department of Industrial Relations (DIR) as required by Section 1725.5 of the Public Contract Code. Subcontractors will be required to execute W.A. Rasic's standard subcontract agreement and general insurance requirements. A copy of our subcontractor agreement and insurance requirements is available in electronic format upon request. W.A. Rasic reserves the right to require each subcontractor to provide payment and performance bonds in the amount of 100% of the subcontractor's bid. Bond Premium will be reimbursed up to a cost not to exceed 1.5%. W.A. Rasic is an equal opportunity employer and Union signatory Contractor.



**Owner: City of San Diego**  
**Project Name: Morena Pipeline; K-25-2169-DBB-3-A-C**  
**Location: San Diego, CA 92121**  
**Bid Date: September 19, 2024, at 2:00p.m.**

**Request for DBE sub-quotes**

Kiewit Infrastructure West Co. ("Kiewit") is seeking quotes from qualified Disadvantaged Business Enterprises (DBE), including Minority Business Enterprises (MBE), Woman Business Enterprises (WBE), Small Business Enterprises (SBE), Small Business in Rural Area (SBRA), Labor Surplus Area Firms (LSAF), Historically Underutilized Business (HUB) Zone Small Businesses and all other business enterprises to perform as subcontractors, material contractors, and suppliers. DBEs must provide evidence of certification by the U.S. Environmental Protection Agency (USEPA), the Small Business Administration (SBA), the Department of Transportation's State-Implemented DBE Certification Program (with U.S. citizenship) (CUCP), Tribal, State, and Local Governments, or Independent Private Organization Certifications.

Kiewit will be requesting quotes for various areas of work listed in, but not limited to, the scopes of work below.

Land surveying/site photography, quality control, dumpster and trash services, traffic control/MOT, aggregate, trucking and hauling, demolition, dewatering, storm water pollution prevention (SWPPP)m street sweeping, plastic pipe (PVC), asphalt paving, curbs and gutter, traffic signs and signal, landscaping contractors, ready mix supply, concrete reinforcing installation, concrete barrier, precast concrete, concrete drilling and saw-cutting, welding services, steel pipe (fabricated), cathodic protection, valves and pickling/passivation.

Firms interested in receiving a bid package for this project must contact us at the e-mail address noted. Responding firms will be issued an "Invitation to Bid" through Kiewit's electronic use of BuildingConnected system (at no cost to bidder) with project information and bid instructions. Plans and specifications will also be available for review at the address listed below if requested.

This is a public works project and is subject to prevailing wage rates. Project is also financed in part by the Drinking Water State Revolving Fund (DWSRF) through the Environmental Protection Agency (EPA) and is subject to federal funding requirements including, but not limited to the AIS Provisions, DBE Program requirements, Project Labor Agreement, California Labor Code and the Davis-Bacon Act.

Responsive bidders must possess a valid California Contractor's license (as appropriate), be registered with the Department of Industrial Relations (DIR) and provide acceptable insurance. Responsible subcontractors and material contractors will be required to provide bonding for 100% of their contract value. Kiewit will reimburse bond premiums. Firms performing any onsite work is signatory to collective bargaining agreements with the carpenters, laborers, cement masons, ironworkers, operating engineers and teamsters. Kiewit will consider quotes from any, and all bidders who demonstrate an ability to foster and maintain labor harmony on the Project.

Kiewit intends to conduct itself in good faith with all project participants on this project. For further information regarding this project, licensing, insurance or bonding, equipment, supplies, materials, or related assistance or services or project schedule, please contact the Lead Estimator listed below.

**Kiewit Infrastructure West Co.**  
10704 Shoemaker Avenue, Santa Fe Springs, CA 90670  
Telephone Number: 562-946-1816 • Fax Number: 562-946-3823  
Lead Estimator: Arturo Kaloyan • Email: [Arturo.kaloyan@kiewit.com](mailto:Arturo.kaloyan@kiewit.com)

"Kiewit Infrastructure West Co. is an Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status or other characteristics protected by law."



**Owner: Inland Empire Utilities Agency**  
**Project Name: RP-1 Solids Thickening Project No. EN22044**  
**Location: Ontario, California**  
**Revised Bid Date: September 26, 2024, at 2:00p.m.**

**Request for DBE sub-quotes**

Kiewit Infrastructure West Co. ("Kiewit") is seeking quotes from qualified Disadvantaged Business Enterprises (DBE), including Minority Business Enterprises (MBE), Woman Business Enterprises (WBE), Small Business Enterprises (SBE), Small Business in Rural Area (SBRA), Labor Surplus Area Firms (LSAF), Historically Underutilized Business (HUB) Zone Small Businesses and all other business enterprises to perform as subcontractors, material contractors, and suppliers. DBEs must provide evidence of certification by the U.S. Environmental Protection Agency (USEPA), the Small Business Administration (SBA), the CA DOT DBE Certification Program (CUCP), Tribal, State, and Local Governments, or Independent Private Organization Certifications.

Kiewit is requesting quotes for various areas of work including but not limited to:

Aggregates, geosynthetic, asbestos and lead abatement, trucking and hauling, subsurface investigation, demolition, slope protection and erosion control, grading, subgrade and roadbed, storm water pollution prevention plan, street sweeping, ductile iron pipe, reinforced concrete pipe, plastic pipe, asphalt paving, paving specialties, curb and gutter, fencing, landscaping contractors, ready mix supply, concrete forms and accessories, concrete reinforcing installation, concrete pumping, structural concrete, precast concrete, concrete drilling and saw-cutting, concrete rehabilitation, metals, stainless steel pipe, metal deck, wood and plastic material, finish carpentry, plastic fabrication, damp proofing and waterproofing, building insulation, membrane roofing, flashing and sheet metal, sheet metal roofing, joint sealer, metal doors and frames, overhead doors, plaster and gypsum board, flooring, painting and coating, louvers and vents, exterior signage, fire protection specialties, equipment, solid waste handling equipment, water supply and treatment equipment, mixers and flocculators, chemical feed equipment, sewage and sludge pump, hoists and crane, scaffolding, crane rail, bridge crane, bolts and gaskets, hangars and support, valves, pipes and tubes, plumbing fixtures and equipment, heating, ventilating and air conditioning and electrical work

Firms interested in providing a sub-quote for this project must contact Kiewit and responding firms will be issued an "Invitation to Bid" through Kiewit's electronic use of Building Connected system (at no cost to bidder) with project information and bid instructions. Plans and specifications are also available for review at Kiewit's office.

This is a public works project and is subject to state prevailing wage rates. The Project is financed in part by federal funding sources such as the Water Infrastructure Finance and Innovation Act ("WIFIA") administered by the EPA and is therefore subject to the American Iron and Steel ("AIS") Provisions, DBE Program requirements and the Davis-Bacon Related Acts.

Responsive bidders must possess a valid California Contractor's license (as appropriate) and provide acceptable insurance. Responsible subcontractors and material contractors may be required to provide bonding for 100% of their contract value. Kiewit will reimburse bond premiums. Kiewit is signatory to collective bargaining agreements with the carpenters, laborers, cement masons, ironworkers, operating engineers and teamsters. Kiewit will consider quotes from any and all bidders who demonstrate an ability to foster and maintain labor harmony on the Project.

Kiewit intends to conduct itself in good faith with all project participants on this project. For further information regarding this project, insurance, bonding, related assistance with equipment, supplies, and materials, or the project schedule, please contact our Lead Estimator.

**Kiewit Infrastructure West Co.**  
10704 Shoemaker Avenue, Santa Fe Springs, CA 90670  
Telephone Number: 562-946-1816 • Fax Number: 562-946-3823  
Lead Estimator: Scott Nelson • Email: [S.Nelson@kiewit.com](mailto:S.Nelson@kiewit.com)

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### Contact Info:

1160 Battery Street East, Suites #100, San Francisco, CA 94111

Email: [sbe@sbeinc.com](mailto:sbe@sbeinc.com) • Website: [www.sbeinc.com](http://www.sbeinc.com)

Phone: (415) 778-6250, (800) 800-8534

Fax: (415) 778-6255

**Publisher of Small Business Exchange weekly newspaper**

# New Tools Help Governments Tap Clean Energy Windfall

[ Article originally appeared in  
[www.governing.com](http://www.governing.com) ]

By Carl Smith

In the two years since the Inflation Reduction Act (IRA) was signed into law, IRA tax credits for private-sector clean energy projects have been widely celebrated and estimates of the investment they have sparked range from \$125 billion to \$265 billion. Credits that repay energy investments by public agencies and other tax-exempt organizations have received much less attention, but a new online tool aims to redress the imbalance.

Under the “direct pay” program, the IRS will reimburse public agencies, tribal governments, nonprofits, churches, schools or other tax-exempt entities for projects involving clean energy technologies such as solar, wind and geothermal heat pumps. It also encompasses EV charging stations, electric fleet vehicles and battery storage.

The rate of reimbursement can be as high as 70 percent, and the equity imperatives woven throughout the IRA set the stage for organizations that serve disadvantaged populations to qualify for bigger paybacks. The paradox is that they are less likely to have capacity to research the direct pay program and work out how to benefit from it. The Clean Energy Tax Navigator, developed by Lawyers for Good Government (L4GG), was designed primarily for such users.

“The whole point is to level the playing field,” says Jillian Blanchard, director of L4GG’s climate change and environmental justice program. There is no limit to the number of entities that can apply for the credits or the number of projects for which any one applicant could receive them. The IRA authorizes the program through 2032.

The historic dimensions of this federal funding haven’t sunk in for many jurisdictions. “We call this a crisis of opportunity,” Blanchard says. “We want to make sure people don’t miss out.”

There is an added urgency to taking advantage of the opportunity as the general election approaches. By one estimate, as of May 2024, only 15 percent of the IRA has been spent. The balance could be reallocated to other priorities by another administration.



## Filling a Support Gap

The IRS doesn’t offer support to those interested in the direct pay program, but the only way a tax-exempt entity can receive credits is by pre-registering a project with the agency. Payment comes after an organization files tax forms claiming credits and the IRS verifies pre-registration. This is unlike any previous process.

Even before taking this on, an applicant needs to be certain the work it has in mind qualifies for credits and understand what it takes to receive the largest possible payback. The navigator walks users through both of these processes through a series of questions and prompts.

The credits are potentially transformative for rural communities or communities of color affected by disinvestment, says LiJia Gong, policy and legal director at advocacy organization Local Progress.

The base credit is 6 percent of the total cost of an energy project. This goes up to 30 percent if it meets the IRA’s prevailing wage and apprenticeship requirements. Another 10 to 20 percent is available through a bonus credit for low-income communities. There’s 10 percent more for projects in historical energy communities, such as those where coal mines or coal-fired power plants have been closed, and another 10 percent if a project uses specified amounts of domestically produced materials and products. (Credits are also available for energy generation, with different metrics but comparable payback.)

By capturing all of these credits, a disadvantaged community could recoup up to 70 percent of its investment. The Department of Energy has created mapping tools that identify qualifying energy and low-income communities, and these are integrated in the navigator. L4GG offers pro

bono legal support through the navigator, prioritized for applicants from at-risk jurisdictions.

## Getting to First Base

Direct pay credits (also called “elective pay”) are available to projects completed in the tax year for which they are claimed. They don’t provide financing; they reimburse expenditures. They are a windfall for work where funding is already in place, but they can also be a catalyst for new funding.

In addition to its grant programs, the IRA includes \$27 billion for a Greenhouse Gas Reduction Fund which supports green banks and community development finance institutions. “I encourage anybody to see what kinds of institutions are in their state or region,” says Annabelle Rosser, a research analyst at Atlas Public Policy.

Visit link for the full article:  
[bit.ly/4cy29er](https://bit.ly/4cy29er)

# Working Six to Four: The Four Day Work Week Works

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or timeframes,” a report on the project found, and data even suggested that they “were driving savings on labor costs due to increased productivity.”

## REACHING THE NEXT GENERATION

The Weifield white paper shares a case study on Balfour Beatty Construction, which used a 4/10 schedule on a 36,000-square-foot office project in Charlotte, North Carolina. Among the benefits: The four-day week gave superintendent Andrew Cook a “quiet day” to evaluate the project and helped workers save money

on food, gas and parking. Most crew members arrived at 6 a.m. each day and finished around 4 p.m. Balfour was the general contractor, so Cook could make the work-schedule decision without owner approval.

Subcontractors, however, had to follow the plan as well. “Some trades weren’t used to that,” Cook notes in the white paper. “You had to really just let them know, we are doing this schedule on this project and we’re not here on Friday, unless we are behind, and then we can come on a Friday to help make the schedule.”

But working on a Friday, if necessary, was far more appealing to Cook’s team than working on a Saturday. It also saved “two hours each week on startup and shutdown time, not having to do that on a fifth day,” Cook says. “In the end, we were ahead on schedule and received our TCO [temporary certificate of occupancy] one day early—which was huge.”

As the industry attempts to recruit more female workers, flexibility may become even more important—along with the need for other family-friendly enticements. Nugent finds that daycare, for example, is an issue

that frequently surfaces among employees and potential employees. “The next generation is saying ‘Do you care about me? Do I have some flexibility?’ Construction has to operate differently,” she says, adding that flexible schedules benefit employees and the company. “Overwhelmingly, I would say the majority of our employees really cherish that day off. It’s made a big change in our productivity and our employee engagement.”

SOURCE: <https://www.constructionexec.com/article/working-six-to-four-the-four-day-work-week-works>