

Issued on January 27, 2026

Metro Central Station Bay 1 Floor Repair

The following information in this addendum, hereby become part of the Invitation to Bid. It is essential that all prospective Bidders note the content of this Addendum.

Prebid Conference on January 27, 2026 at 10:00 am. See list of attendees below:

| Person Attending | Company (circle Prime or Sub) | Email | Phone | COBID Certified | Subcontracting Areas, if any |
|-------------------------|--|------------------------------|--------------|------------------------|-------------------------------------|
| Craig Shearmire | Brockamp & Jaeger, Prime | craigs@brockamp-jaeger | 503-655-9151 | | |
| Haley Erickson | Construction Services Group, Inc., Prime | bids@csg-pnw.com | 360-984-6174 | | |
| Kevin Nicholas-Roe | Faison Construction Inc., Prime | Kevin@Faisonconstruction.com | 541-399-3711 | | |
| Devon Renard | The Arcus Group LLC, Prime | devon@arcusus.com | 503-523-6320 | ESB/MBE | |
| Alan Cress | Pioneer Waterproofing, Sub | a.cress@pioneerwp.com | 503-333-8564 | | |

Clarifications

- Construction Career Pathways Program presentation is attached.
- Construction Career Pathways Plan Guidance Resource:
<https://www.oregonmetro.gov/sites/default/files/2025-11/construction-careers-pathways-plan-guidance-document-20250501.pdf>

Questions and Answers

Q1: Is there an engineer’s estimate for the project?

A1: The engineer’s estimate is \$1,350,000.

Q2: Can contractors see the space in person?

A2: Yes, if you are interested in seeing the Metro Central Transfer Station Bay 1 Floor in-person, please reach out to bidsandproposals@oregonmetro.gov by January 29th at 2 p.m. to schedule.



Metro Public Benefits: Construction Career Pathways Program

Allison Miller | Metro | Regional Workforce Equity Project Manager

Good Faith Effort Goals

20% of total work hours in each apprenticeable trade performed by **state-registered apprentices**.

12% of total work hours performed by **women** – both journey and apprentice-level workers in each trade

24% total work hours performed by **persons of color** – both journey and apprentice level workers in each trade

Project Thresholds

| TIERS | COST THRESHOLD | CONTRACTOR RESPONSIBILITIES |
|--|---|--|
| Tier 1: Tracking workforce utilization | Contracts between \$50,000 and \$199,999 | <ul style="list-style-type: none">• Track workforce utilization using LCP Tracker |
| Tier 2: Good faith efforts towards workforce utilization goals | Contracts between \$200,000 - \$4,999,999 | <ul style="list-style-type: none">• Track workforce utilization using LCP Tracker• Develop a plan for recruitment, retention, and outreach efforts• Document good faith efforts towards workforce utilization goals |
| Tier 3: Subject to workforce agreement | Contracts of \$5 million + | <ul style="list-style-type: none">• Track workforce utilization using LCP Tracker• Document good faith efforts towards workforce utilization goals• Deliver respectful workplace trainings• Subject to Regional Workforce Equity Agreement (RWEA) |

1. LCP Tracker



The image shows a screenshot of the LCP Tracker login page. The background is a blurred construction site with a worker in a white hard hat and high-visibility vest. The login page is white and contains the following elements:

- LCP tracker logo** with the tagline "For Electronic Submission and Management of Certified Payroll Reports".
- A **USERNAME** input field with a "Next >" button below it.
- A link for **Login with an External Provider*** with a footnote: "* Only required for certain providers and may not apply to you."
- A **COMING EARLY 2022** announcement box stating: "LCPTracker will begin migrating accounts to Fortify, our new authentication platform. This will bring new security enhancements to all our users." with a "LEARN MORE" button.
- A link for **Looking for LCP Certified? Login Here** with a question mark icon.
- A footer with links: [Contact Sales](#), [Contact Support](#), [About](#), [Webinar Sign Up](#), [Demo Sign Up](#), [Privacy Policy](#), and [CA Privacy Rights](#).
- Copyright notice: **Copyright LCPTracker, Inc. All Rights Reserved.**

2. Construction Career Pathways Plan

Construction Career Pathways Plan Form

THIS IS A REQUIRED FORM TO BE SUBMITTED WITHIN TWO HOURS OF YOUR BID

Bidder/Proposer _____

Address _____

Phone _____ Email _____

Bid Closing Date and Time: AS INDICATED ON THE SOLICITATION COVER PAGE.

- Identify divisions of work in your bid and the BOLI certified training program associated with each one (use additional sheets as necessary). If there is no BOLI certified training program for a division of work indicate so.

| Division of Work | Registered Apprenticeship Program |
|------------------|-----------------------------------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

- Are you a Training Agent? Yes No

If no, do you agree that you will become one for this contract below:

- Indicate your Labor Hours Utilization Target, expressed as a percentage of total work hours, as set forth in the [Construction Career Pathways Plan Guidance](#) document (page 3). Please insert percentages based on the fiscal year of contract award.
 - A minimum of **20% of total work hours** in each [apprenticeable](#) trade will be performed by **state-registered apprentices**.
 - A minimum of **12% of total work hours** will be performed by **women and women-identified persons** - tracked separately for journey and apprentice-level workers in each trade.
 - A minimum of **24% of total work hours** will be performed by **persons of color**- tracked separately for journey and apprentice level workers in each trade

- Include three narratives outlining the Contractor's proposed efforts to enhance workforce diversity, maximize apprenticeship opportunities for women and people of color, and ensure safe and respectful jobsites. These narratives should include the Contractor's recruitment, retention, and community engagement plan. For all partner organizations listed, include the Contractor's primary point of contact at each organization, and the date of the most recent communication. Bullet points are acceptable as a narrative. If needed, attach the narratives as a separate page to your proposal. Descriptions and examples of narratives can be found in the [Construction Career Pathways Plan Guidance](#).

- Narrative of recruitment good faith efforts

| | |
|-----------------------|-----------------------|
| Recruitment Narrative | |
| _____ | |
| Point(s) of Contact | Date of Communication |
| _____ | _____ |

- Narrative of retention good faith efforts

| | |
|---------------------|-----------------------|
| Retention Narrative | |
| _____ | |
| Point(s) of Contact | Date of Communication |
| _____ | _____ |

- Narrative of community engagement good faith efforts

| | |
|--------------------------------|-----------------------|
| Community Engagement Narrative | |
| _____ | |
| Point(s) of Contact | Date of Communication |
| _____ | _____ |

3. Document Good Faith Efforts

Examples

Work with the Joint Apprenticeship and Training Committees (JATC) to recruit apprentices, women and BIPOC workers AND documenting these efforts.

Participate in job fairs, school-to-work, and community events to recruit workers. Document these efforts through sign-up logs, photos, or email correspondence.

Project Thresholds

| TIERS | COST THRESHOLD | CONTRACTOR RESPONSIBILITIES |
|--|---|--|
| Tier 1: Tracking workforce utilization | Contracts between \$50,000 and \$199,999 | <ul style="list-style-type: none">• Track workforce utilization using LCP Tracker |
| Tier 2: Good faith efforts towards workforce utilization goals | Contracts between \$200,000 - \$4,999,999 | <ul style="list-style-type: none">• Track workforce utilization using LCP Tracker• Develop a plan for recruitment, retention, and outreach efforts• Document good faith efforts towards workforce utilization goals |
| Tier 3: Subject to workforce agreement | Contracts of \$5 million + | <ul style="list-style-type: none">• Track workforce utilization using LCP Tracker• Document good faith efforts towards workforce utilization goals• Deliver respectful workplace trainings• Subject to Regional Workforce Equity Agreement (RWEA) |