

## ADDENDUM NO. 2

### *CDBG Sidewalk Improvements*

Town of Thatcher / CDBG Project # 100-26



Total Addenda issued: 2  
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The following items have come up and via questions from potential bidders. The questions and answers are included below.

Q: The wage rate determination (WRD) includes a job classification for "mason tender"...what is a "mason tender?"

A: A "mason tender" is a skilled construction assistant who supports stonemasons, bricklayers, and blockmasons on jobsites. They are essential for efficiency, responsible for mixing mortar, transporting materials (brick, stone), setting up scaffolding, and cleaning the work area to ensure a smooth, safe project.

Q: Do labor standards apply to concrete mixing truck drivers, as in testing the concrete?

A: Yes, if the driver exits the vehicle and performs more than 15 minutes of on-site hands-on work, including concrete testing. If any type of vendor provides on-site hands-on labor for more than 15 minutes, Fair Labor Standards Act (FLSA) requires paperwork to be filed for that vendor as a subcontractor, and all of its workforce involved in the project need to be documented for compliance.

Q: What if a worker performs more than one type of labor in a shift - operator and general labor?

A: Workers, foremen, and payroll staff should all track the time spent on a federally-funded project. If any on-site crew, the foremen or superintendents, or owners included, spend more than 20% of their total weekly hours on job tasks in another classification, those hours should be accounted separately for that job classification. For example, a foreman who spent 8 hours of their 40 hour work week operating a skip loader, those 8 hours should be accounted in a separate line for that person as an operator.

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Q: How is overtime determined?

A: If an on-site worker has worked more than a total of 40 hours in a week, that employee is entitled to overtime at the 150% of the job classification wage rate (WRD) for their overtime. A worker who only works 3 days in a week at 13 hours per day on this federally-funded project only has a total of 39 hours and would not qualify for overtime pay per the WRD. HOWEVER, if a worker has also worked on another project, the employee should be paid overtime based on their total hours worked, but at their normal company wage.

Q: Can employees be paid above the WRD?

A: Yes, but employees must also be 'paid' their fringe benefit 'pay' at a rate equal to or higher than the WRD for their job classification(s). Overtime pay at 150% does not apply to fringe pay and therefore blending wages and fringes to lower the wage rate is not allowed. Certified payrolls must include appropriate wage rates AND fringe rates. Per the FLSA, SEAGO may contact employees to verify accuracy of certified payrolls.