

**ADDENDUM TO STANDARD FORM OF AGREEMENT FOR FACILITIES  
PROJECTS**

**THIS ADDENDUM**, entered into this 11<sup>th</sup> day of May, 2020, is made between

**Warren County School District (School District)**

**AND**

**Hudson Group, Inc., 2450 Shenango Valley Freeway, Hermitage, PA 16148 (Contractor)**

**WHEREAS**, the above parties previously entered into a Standard Form of Agreement for Facilities Projects dated May 1, 2019, with respect to the Additions and Alterations to the Warren County Career Center Project, which is identified as WCSD Project #1801 and PDE Project #3908 (hereinafter referred to as the "Agreement"); and

**WHEREAS**, as a result of the COVID-19 Pandemic and an Order issued by Governor Wolf on March 19, 2020, the Contractor ceased work, the Warren County Career Center Project (hereinafter referred to as the "Project") was suspended on March 12, 2020, and the Project has remained suspended since that time; and

**WHEREAS**, as a part of Governor Wolf's phased-in reopening strategy, public construction projects were permitted to restart on May 1, 2020;

**WHEREAS**, the School District and Contractor are desirous of restarting the Project, with the understanding that Contractor must develop, implement, and adhere to a Safety Plan to prevent the Coronavirus; and

**WHEREAS**, the parties are also desire to change the substantial completion date and to amend other pertinent terms of the Agreement.

**NOW THEREFORE**, intending to be legally bound, the parties hereto agree as follows:

1. The Project shall restart on May 12, 2020, and the Contractor shall commence work on that date.
2. The Contractor agrees as follows:
  - A. The Contractor has developed a Safety Plan to prevent the spread of the Coronavirus, which is attached hereto as Exhibit A and incorporated herein by reference as additional terms of the Agreement that the Contractor must comply with. The Contractor assumes all responsibility for ensuring that the Safety Plan is at all times in compliance with all applicable federal, state, and local laws, regulations, ordinances, and orders, and all guidelines, recommendations, directives and orders issued by Governor Wolf or his Administration, the Center for Disease Control and Prevention or any regulatory agency, such as the Pennsylvania Department of Health or the Pennsylvania Department of Education (PDE). Any revisions that the Contractor makes to the Safety Plan to maintain compliance can be made without the need for an additional Addendum to the Agreement.
  - B. The Safety Plan shall be implemented and adhered to by the Contractor, any subcontractor, and by their respective employees or agents beginning on May 12, 2020, and shall continue to be implemented and adhered to until all work on the Project is completed.
  - C. Any claim, cause of action, lawsuit, liability, demand, damages, loss, or expense (including attorney fees) arising out of or resulting from (i) the inadequacy of the Safety Plan; (ii) the violation of 2(A) of this Addendum by the Contractor; or (iii) the violation of 2(B) of this Addendum by the Contractor, or any subcontractor, or by their respective employees or agents shall be governed by the indemnification provisions contained in Sections 1.4 and 1.5 of Rider B of the Agreement. To the extent necessary, the terms of Section 1.4 and 1.5 of Rider B are hereby amended to reflect this. The fact that any such claim, cause of action, illness, injury, death, damages, loss, or expense may not be covered

by the Contractor's insurance policies shall in no way relieve the Contractor of its indemnification requirements.

3. The Contractor shall be given an extension of time, as follows:

A. The date for the substantial completion for Area E shall be extended to December 25, 2020.

B. The date of substantial completion for all other interior, exterior, and site areas shall be extended to October 21, 2020.

4. The Contractor agrees that the extension of time granted herein is Contractor's sole and exclusive remedy and agrees to forever waive and release the School District and the School District's employees, agents, officers, and Board of Directors from any and all liability for any present or future claims that are in any way associated with the suspension of the Project, alleged delays, or the extension of time granted herein. Under no circumstances shall there be a cost increase of any kind to the School District as a result of the suspension of the Project, alleged delays, or extension of time granted herein, or any of the requirements of this Addendum.

5. The District agrees to release the Contractor from any claims for liquidated damages associated with the change to the substantial completion dates.

6. In the event of a conflict between the terms of this Addendum and the terms of the Agreement or any other Addendum or Change Order to the Agreement, the parties agree that the term of this Addendum shall govern and control.

7. All terms and conditions of the Agreement and any other Addendum or Change Order that are not in conflict with this Addendum shall remain in full force and effect.

8. The individual identified below who signs this Agreement on behalf of the Contractor certifies that he/she is an authorized agent of the Contractor and that, following its execution, this Addendum shall be legally binding upon the Contractor.

ATTEST:

WARREN COUNTY SCHOOL DISTRICT

\_\_\_\_\_  
Ruth Huck, Board Secretary

\_\_\_\_\_  
Donna Zariczny, Board President

FOR THE CONTRACTOR

By:   
\_\_\_\_\_  
Owner and Authorized Agent

Name: ERIC J HUNTER

Title: V. President



## ***Hudson Companies Pandemic Preparedness Plan***

*Date:* May 1<sup>st</sup>, 2020

*Project:* Warren County Career Center

*Pandemic  
Representative:* Mike Lahey

*Overview:* This plan has been designed to steer the safety, health, and welfare of our employees and Company through the current COVID-19 virus, with guidance from the CDC, Department of Health, and Governing Agencies. The implementation of health safety objectives within the plan will navigate safe and efficient health of our employees by designating job access requirements, hand wash protocol, tool and equipment sanitization, PPE requirements, and heightened social distancing and employee sequencing requirements.



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# 1 INTRODUCTION

This Hudson Companies Pandemic Preparedness Plan has been developed to minimize overall exposure of our Employees and Company Team Members to COVID-19 by identifying specific exposure risks, sources of exposure, routes of transmission and implementing proper controls and procedures, to reduce the risk of exposure. As always, Hudson Companies strives for the highest safety and health standards.

## 2 RESPONSIBILITY AND PPE

### PROJECT MANAGERS, SUPERVISORS, AND SUPERINTENDENTS/FORMEN

- Monitor procedures for protecting safety and wellness of the employees.
- Enforce proper PPE, Hand Washing, and Sanitization of Equipment/Tools.
- Stay informed with guidance from federal, state, and local health agencies to incorporate additional recommendations that may arise.
- Inform and encourage employees to self-monitor for signs and symptoms of COVID-19 and require sick employees to stay home.
- Provide clear communication that promotes confidence in the employer's ability to protect workers.
- Notify key contacts in the event an outbreak has impacted the company's ability to perform services and notification when operations resume.
- Prepare the site by ensuring all worker's safety through the pandemic preparedness plan and reviewing subcontractors back-to-work plans.
- Control entry points and communicate protocol through proper signage.
- Clearly establish communication and expectations for employees making sure they feel secure.
- Enforce no gathering and social distancing of employees during breaks.
- Enforce no admission to the supervisor's job trailer or job office.

### EMPLOYEES

- Limit person-to-person contact by maintaining at least a 6 feet distance. (Social Distancing)
- Maintain regular housekeeping practices of all surfaces, equipment, and other elements of the work environment.
- Always wear required PPE when reporting to the job site, including a mask, protective eyewear or shields, and gloves.
- Self-quarantine for at least 14 days if you are returning from an area with heightened levels of coronavirus activity or have been directly exposed to a person who has tested positive for coronavirus.
- Review guidance from federal, state, and local health agencies.

- Prepare our workforce by educating employees through developing and executing a detailed plan on returning to work.
- Will be introduced to a social distancing plan and will self-monitor their space between one another.

## **PERSONAL PROTECTIVE EQUIPMENT (PPE)**

Our workplace will provide the appropriate PPE to protect employees from potential exposure. PPE for workers will vary by work task and the types of exposures workers have on the job. Employees are trained on what PPE is available, how to wear, use, clean, and store it properly. PPE at a minimum will always be required to wear masks, eye protection, and gloves.

## **3 PANDEMIC PREPAREDNESS OVERVIEW**

The purpose of a pandemic preparedness plan is to drive clear communications to ensure we are addressing COVID-19 related issues appropriately and within a timely matter. As every situation is different, each will be viewed on a case-by-case basis and will bring recommendations to management pertaining to office closures, internal/external communications, interacting with local governments, legal compliance, working from home arrangements, and leave requests, to name a few. It is important to require additional hand washing practices and the use of hand sanitizers, as available. Additional hand washing facilities, hand sanitizers, tissues, hand soap, and disposable towels may be provided by the employer when appropriate.

## **4 COVID- 19 OVERVIEW**

Coronaviruses are a variety of viruses that may cause respiratory illness in animals or humans. Transmission can occur through respiratory droplets produced when an infected person coughs or sneezes. These droplets can land in the mouths or noses of the people who are nearby and can be inhaled into the lungs. Additionally, COVID-19 can also be transmitted from a surface or object that has the virus on it and then by touching their own mouth, nose, or possibly their eyes. According to the Centers for Disease Control and Prevention, symptoms of COVID-19 may appear as few as 2 days or as long as 14 days after initial exposure. Symptoms can vary between everyone affected.

Symptoms may include but not limited to:

- Fever
- Body Aches
- Fatigue
- Cough



- Shortness of Breath or Difficulty Breathing
- Vomiting and Diarrhea

## **5 JOBSITE PROTECTIVE MEASURES**

- When employees perform construction and maintenance activities within occupied homes, office buildings, and other establishments, these work locations present unique hazards with regards to COVID-19 exposures. All such workers should evaluate the specific hazards when determining best practices related to COVID- 19.
- During this work, work areas must be sanitized by owner before arrival, Hudson will sanitize throughout the workday, and immediately before departure.
- Employees should ask other occupants to vacate while we are working. Workers should wash or sanitize hands immediately before starting and after completing the work.
- Commonly used tools and areas will be identified and cleaned throughout the workday.
- Employees are required to practice social distancing unless the tasks require 2+ employees to complete.
- Employees are required to wear proper PPE gear, and disinfect immediately before and after completing tasks that require 2+ employees.
- Virtual job meetings will be held whenever possible.

### **JOB SITE VISITORS AND DELIVERIES**

- The number of visitors to the job site, including the trailer or office, will be limited to only those necessary for the work.
- Site deliveries will be permitted but should be properly coordinated in line with the employer's minimal contact and cleaning protocols. Delivery personnel should remain in their vehicles if possible.
- Anyone entering the project site including all outside vendors and truck drivers are to practice social distancing.
- Subcontractors are to submit their own COVID-19 Safety Plan or follow the prime contractor's COVID-19 Safety Plan.

## **6 JOBSITE CLEANING AND DISINFECTING**

- Jobsite trailers areas will be cleaned at least once per day. Jobsite trailers will be restricted use and posted with only limited use by the onsite management staff. The pandemic representative is responsible for cleaning Hudson job trailers.
- Vehicles and equipment/tools should be cleaned at least once per day and before change in user. Users will be required to disinfect and clean the tools vehicles and equipment.

- All work surfaces, doorknobs, light switches and commonly accessed surfaces should be disinfected multiple times throughout the workday.
- The pandemic representative is required to oversee that the daily jobsite cleaning is taking place and confirm proper disinfectants and cleaning materials are being used.

## **7 PROCEDURES FOR IDENTIFICATION & ISOLATION OF POTENTIALLY INFECTIOUS EMPLOYEES**

### **EMPLOYEES SELF SCREENING FOR POTENTIAL COVID-19 EXPOSURE**

**Employees will self-screen prior to entering the workplace. If the employees answer “yes” to any of the bulleted questions below, they should not report to work and notify their supervisor.** Anyone asked to leave should not return to work until they have approval from their supervisor and are free from a fever or signs of a fever without the use of fever-reducing medication. Employees must contact the site management prior to arriving to verify that they are authorized to return to work.

In an event where exposure to COVID-19 may occur, prompt identification and isolation is the critical first step in protecting other employees. Employees are to self-monitor for signs and symptoms and are to communicate any potential exposure to COVID-19 and/or if they are experiencing current symptoms to the Site Supervisor and Safety Department. If they have symptoms, they must leave the site immediately.

#### **Employees to self-assess daily as follows:**

- Have you, or anyone in your family or any one you have been in close contact with, been in contact with a person that has tested positive for COVID-19?
- Have you been medically directed to self-quarantine due to possible exposure to COVID-19?
- Are you having trouble breathing or have you had flu-like symptoms within the past 48 hours, including: fever, cough, or shortness of breath?

## **8 CDC, DEPARTMENT OF HEALTH, AND OSHA COVID-19 PANDEMIC GUIDANCE**

Management and Employees should familiarize themselves with the local, state, and federal guidance, not limited to, but as listed below:

- <https://www.cdc.gov/coronavirus/2019-nCoV/index.html>
- <https://www.hhs.gov/coronavirus/news/index.html>
- <https://www.osha.gov/Publications/OSHA3990.pdf>

## 9 EMPLOYEE ACKNOWLEDGEMENT

The Hudson Companies Pandemic Preparedness Plan contains important key policies, goals, benefits, and expectations of The Hudson Group, Inc. as well as other information that you will need. By signing below, you acknowledge the following:

I understand that this Hudson Companies Pandemic Preparedness Plan cannot contemplate every possible situation that I may encounter at The Hudson Group, Inc. Accordingly, I will contact my Supervisor and Pandemic Representatives if I have any questions about the policies or procedures contained in this Hudson Companies Pandemic Preparedness Plan.

I understand that the Hudson Companies Pandemic Preparedness Plan is not a contract or legal document, nor is it an invitation to contract.

I understand and acknowledge that there may be changes to the policies, goals, benefits, preparedness, planning and expectations in the Hudson Companies Pandemic Preparedness Plan. There also may be additions to these policies, procedures, and COVID-19 Guidance, therefore, I will continue to communicate and use best safety efforts as defined in order to maintain a safe workplace.

Employee's Name (printed) \_\_\_\_\_

Employee Signature \_\_\_\_\_

Date \_\_\_\_\_