

BUSINESS



Dreamstime / TNS

Among the challenges employers are facing this year is how to manage the stockpiles of unused paid time off that many employees have accumulated.

Employers bracing for ‘PTO bomb’

Deferred trips, weary workers test firms on how to tally time off

By Alexia Elejalde-Ruiz
CHICAGO TRIBUNE

CHICAGO – Usually, by mid-year, employees have burned some paid time off on spring break trips or summer getaways.

But with nowhere to get away to during the COVID-19 pandemic, PTO has gone largely unused – and some companies are bracing for an explosion of vacation requests.

“As people slowly get back to the office there could be a PTO bomb whereby everyone will want to take their PTO by year’s end,” said Brian Alcalá, an employment attorney with Nixon Peabody who represents management.

“Vacation-hungry” employees with stockpiles of unused leave present a PTO crunch at one end of the spectrum, said Philippe Weiss, president at Seyfarth at Work, which consults companies on workplace issues. At the other end are “PTO-poor” employees who have exhausted their time off due to the pandemic and will be out of luck if an emergency arises before year’s end, he said.

Companies are trying to mitigate the impact by capping the amount of leave employees can take during certain periods, offering to cash out PTO and allowing more vacation days to roll over into next year. Some are setting up programs where employees with excess leave can donate it to those without enough.

Mostly, employers are encouraging workers to take breaks now, not only to fend off a deluge of requests at holiday time, but also to avoid burnout during a very stressful year.

“Lots of companies have said, ‘We’re worried about our employees because no one is taking vacation,’” said Carol Slavek, a partner at Aon and work/life leader. “There is a lot of emotion and fear, and we want them to be able to get away and come back to us ready to work.”

‘Take time off’

At Maestro Health, which administers companies’ self-funded health plans, leadership is encouraging employees to take time off so the business isn’t hit with excessive absences during the busy benefits enrollment time in the fall, said CEO Craig Maloney. It has increased the number of vacation days employees can roll over into the next year to 20 from 15, to give additional flexibility.

Employees have taken off 25 percent to 30 percent fewer days so far this year compared to normal years as the pandemic sidelined travel plans and

forced everyone to hole up in home offices, Maloney said. That concerns him because working from home often means working longer hours, spending more time in front of screens and feeling the stress of confinement.

“What we want to do is communicate with teammates and urge them to take time off to destress and decompress,” Maloney said. “We need to model the right behavior when it comes to days off.”

At The Nerderly, a digital business consultancy, the amount of PTO taken so far this year is down about 25 percent compared with normal years, said Cassi Hansen, vice president of people operations. The company has capped the number of vacation days people can take in the fourth quarter at 10, to ensure it is well-staffed when work gets busy. It also doubled the number of days people can roll over into the new year.

No federal requirement

Some employees don’t want to take vacation when there is nowhere to go, but the company is urging people to take summer breaks to recharge.

For some workers, insufficient leave is a greater concern than managing a surplus.

Federal law does not require employers to offer workers paid leave.

Though many employers expanded paid leave policies for the pandemic, and the government requires those with fewer than 500 employees to provide 80 hours of paid leave for COVID-19 illness or quarantine, some people have run out.

That’s often because school and day care closures forced many employees to use PTO to stay home with their kids, said Ben Conley, an attorney in the Chicago office of Seyfarth Shaw. Federal law passed in response to the coronavirus requires employers with fewer than 500 employees to provide paid time off, at two-thirds regular pay, for up to 12 weeks to employees with child care obligations related to COVID-19. But that doesn’t apply to larger employers, and businesses with fewer than 50 workers can get an exemption.

Many more employers have offered to move people to flexible working schedules so they can juggle work and child care obligations. Others are relaxing rigid counts of PTO days and giving people what they need if a COVID-19-related emergency arises.

“If someone really needs time off and employers can do it, we are encouraging them to just give the paid leave,” said David Baron, an attorney with Hogan Lovells who represents management in employment cases. “If they can’t do paid leave, they can offer job-protected unpaid leave.”



Legal Notices

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or call 713.224.6868.

Legal Bids & Proposals

ADVERTISEMENT FOR SUBCONTRACTOR PROPOSALS San Jacinto Community College District (SJCCD) Central Campus Classroom Building

Tellepsen Builders, L.P., serving as CMAR for the San Jacinto College District, requests qualifications and proposals for the concrete scope of work ONLY for the SJC Central Campus Classroom Building. Proposals are due to the San Jacinto College District at or before 2:00 P.M. local time on Tuesday 21, July 2020. Complete bid forms and proposals must be emailed to the Director of Purchasing, Contracts & Purchasing Services for San Jacinto College at randi.fauist@sjcd.edu. To receive your invitation to access the project documents, please contact Paul Bain by email at pbain@tellepsen.com or phone at (281)272-4922. All proposals shall remain valid for 90 days. The owner, CM at Risk, and Architect reserve the right to reject any and all bids, to waive any informalities and irregularities in the proposal process and to make awards in the best interest of the San Jacinto Community College District. Contact Paul Bain at pbain@tellepsen.com for information.

CITY OF HOUSTON

Invitation to propose for Medicare Advantage, Medicare Supplement and Medicare Part D Plans (Solicitation #576-T29422) for eligible retirees of the City of Houston and their eligible dependents.

This Request for Proposal (RFP) can be found on the city’s website at http://purchasing.houstontx.gov/bid_download.aspx. You will be directed to a secure website with ProposalTech, from which you will electronically complete your proposal, pose questions, and submit requests for clarification or additional information. Questions may also be submitted via email to: • Bridget Cormier at Bridget.Cormier@houstontx.gov.

Any addenda or other information regarding the RFP will be posted to the ProposalTech website. Proposers should check the website daily for information in the forms of formal addenda and Letters of Clarification to the RFP.

A Virtual Pre-proposal Conference will be held on **Thursday, July 9, 2020 at 11:30 a.m. CT**. Conference number: +1-936-755-1521. Conference ID: 659 217 00# (Please mute your phone for the duration of the call)

Ten (10) sealed printed copies of proposals responding to the RFP, plus one original signed in blue ink, and eleven (11) electronic copies of the entire technical proposal plus exhibits on NON-PASSWORD PROTECTED flash drives shall be delivered to the Office of City Secretary, 900 Bagby, Rm. P101, Houston, TX 77002.

Proposal deadlines and specific instructions are included on the first page of the RFP. **Proposals are due Thursday, July 30, 2020 at 4:00 p.m. CT. Proposal(s) will not be accepted after the due date and time.**

All proposals will be required to comply with City Ordinances: No. 78-1538, passed August 9, 1978 referring to Equal Employment Opportunity Compliance, No. 94-1309 relating to participation goals for Minority and Women Owned Business Enterprises, No. 2007-534 Pay or Play, requiring contractors to offer their employees a minimum level of health benefits and No. 2011-766 relating to Hire Houston First, allowing the city to consider a vendor’s principal place of business in awarding certain contracts. The MWBE goal will be 3% of the total value of the administrative services fee paid to the administrator. Minority/Women-owned businesses and companies that may propose to provide services for the listed plans are encouraged to attend the Virtual Pre-Proposal Conference. The City reserves the right to reject or accept any or all proposals, or any part thereof, deemed to be in the best interest of the City.

LEGAL NOTICE

BakerRipley, a non-profit human services organization, announces a Request for Proposal (RFP) #20-11 for **Landscape Maintenance**.

The RFP will be posted on our website at <http://www.bakerripley.org/about/vendors> on **July 13, 2020**. Interested Vendors can submit a proposal for Landscape Maintenance to nickman@bakerripley.org.

The deadline for submitting a proposal is **Thursday, August 13, 2020 by 10:00 AM (CT)**. BAKERIPLEY ENCOURAGES SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES TO APPLY.

LEGAL NOTICE

BakerRipley, a non-profit human services organization, announces a Request for Proposal (RFP) #20-14 for **Moving and Storage Services**.

The RFP will be posted on our website at <http://www.bakerripley.org/about/vendors> on **July 14, 2020**.

A **“Mandatory” Vendors Conference via Zoom** <https://bakerripley.zoom.us/j/96942890820> on Tuesday, July 28, 2020 at 2:00 PM (CT).

Interested Vendors can submit a proposal for Moving and Storage Services to abrown@bakerripley.org.

The deadline for submitting a proposal is **Tuesday, August 18, 2020 by 2:00 PM (CT)**.

BAKERRIPLEY ENCOURAGES SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES TO APPLY.

LEGAL NOTICE

METRO is a metropolitan rapid transit authority created and operating under Chapter 451 of the Texas Transportation Code. METRO has implemented certain health and safety rules during the COVID-19 pandemic and any other public health threat, which require all persons who access its system and facilities, to the extent medically practicable, to wear facial coverings, maintain social distancing and submit to temperature and health screenings. Additionally, persons diagnosed with or displaying symptoms of COVID-19 or another infectious disease that endangers public health may not enter or use METRO’s services or property. Failure to comply with the rules may result in the denial of service and access to the transit system. The health and safety rules were issued under Section 451.107 of the Texas Transportation Code. A complete copy of the health and safety rules is filed and available for review by any person at METRO’s Administration Building, 1900 Main Street, Houston, Texas 77002 and also at www.ridemetro.org.

AVISO LEGAL

METRO es una autoridad metropolitana de tránsito rápido creada y que opera de acuerdo con el Capítulo 451 del Código de Transporte de Texas. METRO ha implementado ciertas reglas de salud y seguridad durante la pandemia de COVID-19, y cualquier otra amenaza a la salud pública, y se requiere que todas las personas que accedan a su sistema e instalaciones, en la medida médicamente posible, usen métodos de cobertura facial, mantengan el distanciamiento social y se sometan a exámenes de temperatura y la salud. Además, las personas diagnosticadas o que presenten síntomas de COVID-19 u otra enfermedad infecciosa que ponga en peligro la salud pública no pueden ingresar o usar los servicios o la propiedad de METRO. El incumplimiento de las reglas puede resultar en la denegación del servicio y acceso al sistema de tránsito. Las reglas de salud y seguridad se emitieron siguiendo la Sección 451.107 del Código de Transporte de Texas. Se cuenta en archivos y estará disponible una copia completa de las normas de salud y seguridad para su revisión por cualquier persona en el Edificio de la Administración de METRO, 1900 Main Street, Houston, Texas 77002 y también en www.ridemetro.org.

NOTICE TO BIDDERS

The Metropolitan Transit Authority of Harris County, Texas (METRO) is planning to issue the procurement documents listed in this advertisement. **IFB No. 4020000156:** Cleaning and Disinfecting of In-Service Buses at METRO Transit Centers. Solicitation will be available on or about 7/7/2020. **IFB No. 4020000135:** For Kelley Street Rail Repairs. Solicitation will be available on or about 6/29/2020.

Prospective bidders/proposers can view and download these solicitations by visiting METRO’s website at <https://www.ridemetroapp.org/procurement/>. If you are unable to download the documents or are having difficulty, please contact METRO Plan and Bid Room at (713) 739-4881.

REQUEST FOR COMPETITIVE SEALED PROPOSALS COLBERT ELEMENTARY SCHOOL CAFETERIA BUILDING FLOORING REPLACEMENT PACKAGE DAYTON INDEPENDENT SCHOOL DISTRICT

The Dayton Independent School District will accept Base Competitive Sealed Proposals until 2:00 P.M. on Wednesday, July 22, 2020, at the Dayton Independent School District Administration Building, 100 Cherry Creek Road, Dayton, Texas 77535 for the Colbert Elementary School Cafeteria Building Flooring Replacement Package project. A Pre-Proposal Conference will be held on Friday, July 10, 2020 at 10:00 A.M. at the above location. Proposal Evaluation Criteria are published in the “Instructions to Offerors” section of the proposal documents. Plans and specifications will be released on Wednesday, July 1, 2020, and are available to general contractors from the following address upon deposit of \$150.00 per set and a submittal of a fully executed Contractor’s Qualification Statement, AIA Document A308 to PBK Architects, Inc., 11 Greenway Plaza, 22nd Floor, Houston, Texas 77046, 713-965-0608. The Owner reserves the right to waive any informalities and to reject any or all proposals.

The Houston Housing Authority (“HHA”), is soliciting sealed proposals for its Project Based Voucher Program in accordance with the requirements and the terms and conditions specified in Request for Proposal (RFP) 20-37.

Interested parties who wish to respond to this solicitation must submit the required documents in a sealed envelope by 10 A.M. Central Daylight Time (CDT) July 23, 2020 to the Houston Housing Authority Attn: Kevin M. Coleman, MS, C.P.M., Subject: RFP 20-37 Project Based Voucher DO NOT OPEN 2640 Fountain View Drive Houston, Texas 77057.

RFP 20-37 can be obtained by going to the doing business with HHA section of HHA’s website at www.housingforhouston.com, or by sending an e-mail to HHA’s Procurement Dept. at Purchasing@housingforhouston.com with RFP 20-37 in the subject line.



A Fair and Equal Employment Opportunity Agency. For assistance: Individuals with disabilities may contact the 504/ADA Administrator at 713-260-0528, TTY 713-260-0574 or 504ADA@housingforhouston.com

**Sealed Bid Solicitation #CM02-21
Houston-Galveston Area Council
Cooperative Purchasing Program
Portable Construction & Maintenance Equipment**
Pre-Bid Conference: 7/20/20 @ 9am
Response Deadline: 9/17/2020 @ 1pm
Proposal Opening: 9/17/2020 @ 2pm
3555 Immrus Lane, Houston, TX
Per ADA, reasonable accommodation provided with 24 hour prior notice.
713-993-2466 or www.hgacbuy.org for info.

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Legals/Public Notices

COMBINED NOTICE OF FINDING OF NO SIGNIFICANT IMPACT, NOTICE OF INTENT TO REQUEST RELEASE OF FUNDS, AND PUBLIC REVIEW OF A PROPOSED ACTION IN A WETLAND

July 5, 2020

Harris County Community Services Department
8410 Lantern Point Drive
Houston, Texas 77054
(832) 927-4700

This notice shall satisfy separate but related procedural requirements for activities to be undertaken by the Harris County Community Services Department (HCCSD).

REQUEST FOR RELEASE OF FUNDS

On or about July 21, 2020, HCCSD will submit a request to the Texas General Land Office (GLO) for the release of Community Development Block Grant - Disaster Recovery (CDBG-DR) funds under Title I of the Housing and Community Development Act of 1974 (PL 93-383) to undertake the proposed project known as the Enclave at Lake Point Affordable Rental Housing for the purpose of providing affordable rental housing to seniors in the community. The proposed Enclave at Lake Point senior living complex includes the development of a total of 132 subsidized housing units, a clubhouse, recreation pool, parking areas, a detention pond, as well as an approximately 470-foot entrance drive that will enter the project area from North Lake Houston Parkway. Enclave at Lake Point is located on 5.5895 acres (“Apartment Site”), with an additional easement for access driveway being taken on 0.8768 acres (“Access Driveway”). The project will utilize approximately \$12,720,000.00 of CDBG-DR funding under GLO Grant # 19-147-002-B490 and HUD Grant # B-17-DW-48-0001 with the total project cost of \$24,702,134.00.

FINDING OF NO SIGNIFICANT IMPACT

HCCSD has determined that the project will have no significant impact on the human environment. Therefore, an Environmental Impact Statement under the National Environmental Policy Act of 1969 (NEPA) is not required. Additional project information is contained in the Environmental Review Record (ERR) on file and available for review Monday – Friday 8:30 A.M. – 4:30 P.M. at the Harris County Community Services Department, 8410 Lantern Point Drive, Houston, Texas 77054, and online at <https://harrisrecovery.org/>.

FINAL NOTIFICATION OF ACTIVITIES IN A WETLAND

HCCSD has conducted an evaluation as required by Executive Order 11990, in accordance with HUD regulations at 24 CFR 55.20 Subpart C Procedures for Making Determinations on Wetlands Protection, to determine the effect that its activity in the wetlands will have on the human environment for the Enclave at Lake Point Affordable Rental Housing.

Part of the project is in or adjacent to approximately 26.75 acres of wetlands, as indicated by the US Fish and Wildlife Services (USFWS) National Wetlands Inventory. Wetlands present are Palustrine, Scrub-Shrub, Broad-Leaved Deciduous, Temporary flooded (PFOIA) and Palustrine, Forested, Broad-Leaved Deciduous, Temporary flooded wetlands. The project area is not in a floodplain or floodway.

The project would result in disturbance to approximately 0.102 acres of wetlands. Compensatory mitigation is proposed for impacts where the total loss of WOTUS is greater than 0.1 acre. The proposed Enclave at Lake Point will permanently impact a total of 0.102 acres of wetlands B and C. Therefore, compensatory mitigation has been proposed for the loss of 0.102 acres of wetlands at Enclave at Lake Point.

The purpose for the project includes addressing the limited affordable senior rental housing in the community. Alternatives that were considered included selecting a different property outside of Special Flood Hazard Areas and wetlands, different housing designs, and the No Action Alternative. The alternatives were not considered practicable because they limited the availability of affordable housing to seniors, fail to increase the housing supply to adequate levels, or are not cost effective.

A Notice for Early Public Review of a Proposal to Support Activity in the 100-Year Floodplain was published in the Houston Chronicle on November 19, 2019. The notice targeted local residents, including those in the 100-year floodplain. The 15-day comment period for the notice expired on December 4, 2019. Wetland Delineation documentation and maps based on the most recent USFWS National Wetlands Inventory for the Project Areas and a draft Wetland Management Plan (8-step process) documenting compliance with Executive Order 11990 were prepared and are available for review Monday - Friday, 8:30 A.M. - 4:30 P.M., at the Harris County Community Services Department, 8410 Lantern Point Drive, Houston, Texas 77054, and online at <https://harrisrecovery.org/>.

There are three primary purposes for this notice. First, people who may be affected by activities in floodplains and those who have an interest in the protection of the natural environment have an opportunity to express their concerns and provide information about these areas. Second, adequate public notice is an important public education tool. The dissemination of information and request for public comment about floodplains can facilitate and enhance federal efforts to reduce the risks associated with the occupancy and modification of these special areas. Third, as a matter of fairness, when the federal government determines it will participate in actions taking place in floodplains, it must inform those who may be put at greater or continued risk.

PUBLIC COMMENTS

Any individual, group, or agency may submit written comments on the ERR or Final Wetland Notice to HCCSD, which will accept written comments during the hours of 8:30 A.M. to 4:30 P.M. delivered to: Ms. Daphne Lemelle, Deputy Director, Harris County Community Services Department, 8410 Lantern Point Drive, Houston, Texas 77054, with “Attention: Enclave at Lake Point Rental Housing” in the subject line. All comments received by July 20, 2020 will be considered prior to authorizing submission of a request for release of funds. Comments should specify which Notice they are addressing.

ENVIRONMENTAL CERTIFICATION

HCCSD certifies that Ms. Daphne Lemelle, Deputy Director, HCCSD, in her capacity as Certifying Officer consents to accept the jurisdiction of the Federal Courts if an action is brought to enforce responsibilities in relation to the environmental review process and that these responsibilities have been satisfied. GLO’s approval of the certification satisfies its responsibilities under NEPA and related laws and authorities and allows HCCSD to use Program funds.

OBJECTIONS TO RELEASE OF FUNDS

GLO will accept objections to its release of funds and the HCCSD’s certification for a period of fifteen days following the anticipated submission date or its actual receipt of the request (whichever is later) only if they are one of the following bases: (a) the certification was not executed by the Certifying Officer of HCCSD; (b) HCCSD omitted a step or failed to make a decision or finding required by U.S. Department of Housing and Urban Development (HUD) regulations at 24 CFR Part 58; (c) the grant recipient or other participants in the development process have committed funds, incurred costs or undertaken activities not authorized by 24 CFR Part 58 before approval of a release of funds by GLO; or (d) another Federal agency acting pursuant to 40 CFR Part 1504 has submitted a written finding that the project is unsatisfactory from the standpoint of environmental quality. Objections must be prepared and submitted in accordance with the required procedures (24 CFR Part 58, Sec. 58.76) and shall be addressed to Texas General Land Office at P.O. Box 12873, Austin, Texas 78711-2873. Potential objectors should contact GLO to verify the actual last day of the objection period.

Daphne Lemelle, Deputy Director
Harris County Community Services Department
8410 Lantern Point Drive
Houston, Texas 77054

LEGAL NOTICE

BakerRipley, a non-profit human services organization, announces a Request for Proposal (RFP) #20-13 for **School Leader Coaching Consultant**.

The RFP will be posted on our website at <http://www.bakerripley.org/about/vendors> on **July 7, 2020**. Interested Vendors can submit a proposal for School Leader Coaching Consultant to abrown@bakerripley.org.

The deadline for submitting a proposal is **Tuesday, August 11, 2020 by 2:00 PM (CT)**. BAKERIPLEY ENCOURAGES SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES TO APPLY.

LEGAL NOTICE FOR RFQ 19-01 Retirement Plan

Collaborative for Children is seeking to retain a firm to act as our Financial Advisor on an ongoing advisory basis, while providing full scope Financial Advisory Services.

Please submit all responses electronically to skennedy@collaborforchildren.org. Responses are due by July 17, 2020.

For more information, please find the proposal at <https://collaborforchildren.org/RFQ>

Legal Bids & Proposals

COMPETITIVE SEALED PROPOSALS for CHAMBERS COUNTY Double Bayou Community Building

OWNER: Chambers County
404 Washington Ave.
Anahuac, TX. 77514
Representative: George Barrera, Purchasing Agent
Phone: (409) 267-2448, E-mail: gbarrera@chamberstx.gov

PROJECT: Double Bayou Community Bldg. Flood Damage Repair 2211 Eagle Ferry Road, Double Bayou, TX. 77514

PREPROPOSAL: 10:30 AM July 15th, 2020
Location: American Legion Hall
1704 South Main, Anahuac, TX. 77514
Non-mandatory but bidders encouraged to attend.

PROPOSAL DATE
TIME: Base Bid: 2 PM on July 23rd, 2020

LOCATION OF PROPOSAL OPENING: Chambers County Court-house, 2nd Floor Conference Room 404 Washington Avenue, Anahuac, TX. 77514

The Academy of Accelerated Learning, Inc. (AAL) invites qualified General Contractors to submit a response to a Request for Proposal for Construction Management/General Contractor services (CMGC). AAL is seeking a skilled, professional, and dedicated firm for assistance in installing a modular classroom building. The selected firm will provide site improvements and flat work, entrance deck/ramps, skirting, utilities extensions and connections, and overall preparation for building placement (by others). This is a repost from June 7 and June 14, 2020.

Proposal deadline is 2:00 pm on Monday, July 20, 2020.

IF YOU THINK LEGAL NOTICES ARE PAINFUL, WAIT UNTIL YOU PLACE ONE IN THE WRONG PAPER.

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TWO THINGS THAT KEEP YOU UP AT NIGHT

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