



Department of Buildings and General Services
Office of Purchasing & Contracting
133 State Street, 5th Floor | Montpelier VT 05633-8000
802-828-2211 phone | 802-828-2222 fax
<http://bgs.vermont.gov/purchasing>

Agency of Administration

SEALED BID REQUEST FOR PROPOSAL

ONSITE WORKPLACE MEDICAL MONITORING & TESTING

ISSUE DATE	September 2, 2026
QUESTIONS DUE	September 10, 2026 – 3:00 PM (EST)
RFP RESPONSES DUE BY	September 17, 2026 – 4:30 PM (EST)

PLEASE BE ADVISED THAT ALL NOTIFICATIONS, RELEASES, AND ADDENDUMS ASSOCIATED WITH THIS SOLICITATION WILL BE POSTED AT:

<http://www.bgs.state.vt.us/pca/bids/bids.php>

THE STATE WILL MAKE NO ATTEMPT TO CONTACT INTERESTED PARTIES WITH UPDATED INFORMATION. IT IS THE RESPONSIBILITY OF EACH BIDDER TO PERIODICALLY CHECK THE ABOVE WEB PAGE FOR ANY AND ALL NOTIFICATIONS, RELEASES AND ADDENDUMS ASSOCIATED WITH THIS SOLICITATION.

STATE CONTACT:	Deb LaRose, State Purchasing Agent II
E-MAIL:	Deborah.larose@vermont.gov

1. OVERVIEW:

- 1.1. **SCOPE AND BACKGROUND:** Through this Request for Proposal (RFP) the Office of Purchasing & Contracting (hereinafter the "State") is seeking to establish contracts with one or more companies that can provide Onsite Workplace Medical Monitoring & Testing.
 - 1.1.1. We are working to comply with the Health Conservation Standard, OSHA's 29 CFR 1910.95 and 1926.52 in addition to MSHA's CRF 62 and must meet OSHA Respiratory Protection standard 29 CFR 1910.134.
 - 1.1.2. Past Pricing: Past contract at <https://bgs.vermont.gov/sites/bgs/files/files/purchasing-contracting/contracts/42874%205-5.pdf>
- 1.2. **CONTRACT PERIOD:** Any contract(s) arising from this solicitation will be for a period of 24 MONTHS with an option to renew for up to three additional twelve-month periods. The State anticipates the start date for such contract(s) will be November 1, 2026.
- 1.3. **SINGLE POINT OF CONTACT:** All communications concerning this solicitation are to be addressed in writing to the State Contact listed on the front page of this solicitation. Actual or attempted contact with any other individual from the State concerning this solicitation is strictly prohibited and may result in disqualification.
- 1.4. **QUESTION AND ANSWER PERIOD:** Any bidder requiring clarification of any section of this solicitation or wishing to comment on any requirement of the solicitation must submit specific questions in writing no later than the deadline for question indicated on the first page of this solicitation. Questions may be e-mailed to the point of contact on the front page of this solicitation. Questions or comments not raised in writing on or before the last day of the question period are thereafter waived. At the close of the question period a copy of all questions or comments and the State's responses will be posted on the State's web site <http://bgs.vermont.gov/purchasing/bids>. Every effort will be made to post this information as soon as possible after the question period ends, contingent on the number and complexity of the questions. All information provided by vendors during this process will be public and bidders shall not provide confidential information, except as described in 5.1 below.
- 1.5. **CHANGES TO THIS SOLICITATION:** Any modifications to this solicitation will be made in writing by the State through the issuance of an Addendum to this solicitation and posted online at <http://www.bgs.state.vt.us/pca/bids/bids.php>. Modifications from any other source are not to be considered.
- 1.6. **CONTRACT QUANTITY:** Any quantities stated in the detailed requirements of this solicitation are estimates only based on prior usage, and are annual quantities, unless otherwise stated. Actual purchases may be higher or lower depending on the State's needs.

2. DETAILED REQUIREMENTS:

2.1. OnSite Hearing Testing:

- 2.1.1. All test shall be administered by Council Accreditation in Occupational Hearing Conservation (CAOHC) Certified professional.
- 2.1.2. There is to be one dedicated technician for hearing testing per site/per visit. Contractor's education shall include all components mandated by OSHA & MSHA.
- 2.1.3. Contractor's psychoacoustic test chamber shall have 4-inch composite walls engineered to OSHA, MSHA and ANSI requirements.
- 2.1.4. Contractor's equipment shall be calibration verified on a daily basis.
- 2.1.5. Contractors shall have a climate-controlled test chamber for year-around comfort.
- 2.1.6. Contractor shall have a management summary for program tracking.
- 2.1.7. Contractor shall flag problem audiograms for appropriate follow-up (standard threshold shifts, confidentially to comply with 29CFR 1910.1020 per 1019.95m.

- 2.1.8. Contractor shall perform baseline audiograms.
- 2.1.9. Locations and date of site visits: Contractor shall be required to provide full day site visits to ten locations from the VT Agency of Transportation (AOT), other locations may be added for other departments throughout the State of Vermont. Contractors shall provide half-day follow-up visits any location upon request from the Department or Agency having the testing done.
- 2.1.10. On-site Testing Accommodations: Contractor shall provide the means for testing at various points with the State of Vermont. Testing staff must be fully trained. This means for testing utilized must accommodate reasonable needs for heat, lights and air conditioning or can be plugged into an electrical system on-site.
- 2.1.11. Contractor shall submit reports to the Safety Officer of the Department or Agency having the testing done.
- 2.1.12. Contractor shall supply each employee with a same-day copy of their test results.
- 2.1.13. Contractor to assist in the development of a "Hearing Conversation Policy/Best Practice".
- 2.1.14. Evaluation of present and suggested hearing conservation "Personal Protective Equipment ("PPE").
- 2.1.15. Research on best possible location with regard to parking, noise, power hook-up etc. being discussed. No location will exceed 8 hr./128-person full day capacity.
- 2.2 Fit Respirator Testing
- 2.2.1 All tests administered by ANSI/AIH Z88.10-2010 Standard.
- 2.2.2 There is to be one dedicated technician for respiratory/fit testing per site/per visit.
- 2.2.3 Contractor education to include all components mandated by OSHA & ANSI/AIHA.
- 2.2.4 Contractor's equipment calibration verified on a daily basis.
- 2.2.5 Medical Clearance – to receive medical clearance for respirator use, each employee is required to complete OSHA Respirator Medical Evaluation Questionnaire, either electronic or paper, provided by vendor. Contractor's medical technician shall review each questionnaire with each employee to ensure the employee understands the question, to ensure the completeness of the questionnaire and to obtain pertinent information for the reviewing physician. Although not required by OSHA, Contractor shall conduct a spirometry test (Pulmonary Function Test (PFT) on each employee. Contractor's medical director shall review each questionnaire and determine if the employee is cleared for respiratory use or if he/she requires further examination by means of a physical exam.
- 2.2.6 Most employees requiring fit testing have received medical clearance, however we asked you to put in a separate line quote for medical clearance in case it is needed for a new employ or employees being fit tested for the first time.
- 2.2.7 Contractors shall have a climate-controlled test-environment for year-around comfort.
- 2.2.8 Contractor shall have a management summary for program tracking.
- 2.2.9 Respirator Fit Testing is an annual requirement under OSHA Respiratory Standard. Qualitative fit testing shall be conducted for half-masks, utilizing the Hood Method with Bitex. Quantitative fit testing (must comply with 29CFR1910.34) shall be recorded on a Fit Test Record Form or on a Medical Clearance form if the medical evaluation is also being conducted.
- 2.2.10 Approximately 6 styles of respirators are used (full face and ½ mask). Employees that require a respirator have a personal respirator (style vary by employee). List can be provided to the awarded contractor.
- 2.2.11 Contractor shall flag invalid fit test for appropriate follow-up (standard threshold shifts, ANSI/AIHA Z88. 10-2001 recordable, referrals, etc.)

- 2.2.12 Contractor shall maintain fit testing history on each employee. Recordkeeping and employee confidentiality to comply with 29CFR1910.1020 per 1910.134m.
- 2.2.13 Locations and Dates of Site Visits: Contractor shall be required to provide a full day site visits to ten locations from the VT Agency of Transportation (AOT), other locations may be added for other departments throughout the State of Vermont. Contractor shall provide half-day follow-up visits to any location upon request of the department.
- 2.2.14 Contractor evaluation of present and suggested PPE.
- 2.2.15 Research on best possible location with regard to parking, noise, power hook-up etc. being discussed. No location will exceed the 8 hr/128 person fill day capacity.

2.3 Respirator & Silica Medical Clearance Service

- 2.3.1 Service shall be provided on-site for multi-function testing including X-Ray. Are to test a minimum of 30 employees in an 8 Hour period, subject to efficient scheduling and employee prices must be in accordance with all applicable OSHA/VOSHA requirements

2.4 Health Questionnaire

- 2.4.1 Paper or electronic questionnaires shall be sent to the client in advance of the scheduled test date to be completed by employees.
- 2.4.2 Employees must submit completed questionnaires to the unit for the testing appointment.
- 2.4.3 The contractor's medical review staff shall comprehensively review the questionnaires in accordance with OSHA requirements.

2.5 Height, Weight and Vitals

- 2.5.1 Contractor's Field Technicians shall collect screening data specifically in the areas of blood pressure, pulse, height and weight measurements required by established testing protocols.
- 2.5.2 Contractor's Medical Review staff shall review data.
- 2.5.3 Data shall be noted in each employee's record.
- 2.5.4 Contractor's screens are conducted at the request of the employer and are not designed to replace employees' personal Physician.
- 2.5.5 Employees that exhibit abnormally high or low blood pressures shall be advised that they should follow up with their Primary Care Physician to confirm test results and discuss additional medical follow-up if needed.

2.6 Pulmonary Function Test (PFT)

- 2.6.1 Contractor's Technicians shall be CFPT or NIOSH-certified to perform Pulmonary Function Testing (PFT).
- 2.6.2 Contractor shall test and analyze employees' Forced Expiratory Volume and Forced Vital Capacity.

2.7 Chest X-Ray with B-Reading

- 2.7.1 Contractors shall use modern X-ray processing methods to produce diagnostic images with high resolution quality for readable images.
- 2.7.2 Pursuant to the OSHA Silica Standard (CFR1926.1153). The PLHCP will be versed in the Contractor-specific protocols and testing procures required by the Contractor's Medical Director. All PLHCPs utilized by the Contractor shall be licensed in the State of Vermont.

2.8 Physical Exam

- 2.8.1 Contractors shall provide a physician or other licensed health care professional herein, both referred to as (PLHCP)to review the Vitals, PFT and completed respiratory questionnaire prior to conducting a physical.

- 2.8.2 Examination specific to OSHA's Silica Standard (CFR 1926.1153). The PLHCP will be versed in the Contractor – specific protocols and testing procedures required by the Contractor's Medical Director. All PLHCPs utilized by the Contractor shall be licensed in the State of Vermont.

2.9 TB Screening

- 2.9.1 A skin test shall be used as a screening technique to determine if a participant has a TB infection. The PLHCP shall administer TB Screening with an initial test material injection on the participant's forearm. Within 72 hours, the participant shall be able to see if there has been a reaction to the test.
- 2.9.2 The Contractor shall provide a form to the participant to document the reaction. Instructions are left with the client on how to gather all the results post initial injection and how to provide them to the Contractor for review.

2.10 Recordkeeping

- 2.10.1 Contractors shall maintain fit test history on each employee. Recordkeeping and employee confidentially shall comply with 29CFR10910.1020 per 1910.134m and Silica related record keeping outlined in 29CFR1926.1153.

2.11 Hepatitis B Shot Administration

- 2.11.1 Per the Center for Disease Control, the [Advisory Committee on Immunization Practices \(ACIP\) recommends that the following employees should receive hepatitis B vaccination:](#) Staff of facilities for people with developmental disabilities, correctional facility staff and health care and public safety personnel with reasonably anticipated risk for exposure to blood or blood-contaminated body fluids
- 2.11.2 The vaccination schedule most often used for adults is three intramuscular injections, the second and third doses administered at 1 and 6 months, respectively, after the first dose.
- 2.11.3 Contractor shall provide State employees with Hepatitis B (HBV) postvaccination titer per 29 CFR 1910.1030(f)(1)(ii)(D) which takes into consideration the changing nature of medical treatment relating to hepatitis B. OSHA requires use of the U.S. Public Health Service (USPHS) guidelines current at the time of the evaluation or procedure. The hepatitis B vaccination must be given in the standard dose and through the standard route of administration, as recommended in the guidelines.
- 2.11.4 Employees must make an appointment and secure written authorization from employer for vaccination to be administered.
- 2.11.5 Contractors must make appointments for employees to receive the series of three vaccinations and any necessary follow up appointments.
- 2.11.6 Employees who have ongoing contact with patients or blood and are at ongoing risk for percutaneous injuries must be tested for antibody to hepatitis B surface antigen, one to two months after the completion of the three-dose vaccination series. Employees who do not respond to the primary vaccination series must be revaccinated with a second three-dose vaccine series and retested. Non-responders to the second series must be medically evaluated.
- 2.11.7 Locations and date of site visits: Contractor shall be required to provide full day site visits to locations at the Vermont Psychiatric Hospital and Correctional Facilities in order to provide vaccinations. Other locations may be added for other departments throughout the State of Vermont. Contractor shall provide half-day follow-up visits to any location upon request from the Department or Agency to have the vaccinations done.
- 2.11.8 Employees may have vaccinations administered at contractor's medical facility.
- 2.11.9 The contractor shall provide an information sheet to the employee on the vaccination.

2.11.10 The contractor shall provide a form to the employee to document the reaction to the vaccination. Instructions are left with the employee on how to gather all results post initial injection and how to provide them to the Contractor for review.

- 2.1.16. **State of Vermont Cybersecurity Standard Update:** Contractor confirms that all products and services provided to or for the use of the State under this Agreement shall be in compliance with State of Vermont Cybersecurity Standard Update in effect at the time of this Agreement. The State of Vermont Cybersecurity Standard Update prohibits the use of certain branded products in State information systems or any vendor system, and a copy is available at:
<https://digitalservices.vermont.gov/cybersecurity/cybersecurity-standards-and-directives>

3. GENERAL REQUIREMENTS:

- 3.1. **PRICING:** Bidders must price the terms of this solicitation at their best pricing. Any and all costs that Bidder wishes the State to consider must be submitted for consideration. If applicable, all equipment pricing is to include F.O.B. delivery to the ordering facility. No request for extra delivery cost will be honored. All equipment shall be delivered assembled, serviced, and ready for immediate use, unless otherwise requested by the State. **No charge for packing, shipping, or for any other purpose will be allowed over and above the price quoted.**
- 3.1.1. Prices and/or rates shall remain firm for the initial term of the contract. The pricing policy submitted by Bidder must (i) be clearly structured, accountable, and auditable and (ii) cover the full spectrum of materials and/or services required.
- 3.1.2. **Cooperative Agreements.** Bidders that have been awarded similar contracts through a competitive bidding process with another state and/or cooperative are welcome to submit the pricing in response to this solicitation.
- 3.2. **STATEMENT OF RIGHTS:** The State shall have the authority to evaluate Responses and select the Bidder(s) as may be determined to be in the best interest of the State and consistent with the goals and performance requirements outlined in this solicitation. The State of Vermont reserves the right to obtain clarification or additional information necessary to properly evaluate a proposal. Failure of bidder to respond to a request for additional information or clarification could result in rejection of that bidder's proposal. To secure a project that is deemed to be in the best interest of the State, the State reserves the right to accept or reject any and all bids, in whole or in part, with or without cause, and to waive technicalities in submissions. The State also reserves the right to make purchases outside of the awarded contracts where it is deemed in the best interest of the State.
- 3.2.1. **Best and Final Offer (BAFO).** At any time after submission of Responses and prior to the final selection of Bidder(s) for Contract negotiation or execution, the State may invite Bidder(s) to provide a BAFO. The state reserves the right to request BAFOs from only those Bidders that meet the minimum qualification requirements and/or have not been eliminated from consideration during the evaluation process.
- 3.2.2. **Presentation.** An in-person or webinar presentation by the Bidder may be required by the State if it will help the State's evaluation process. The State will factor information presented during presentations into the evaluation. Bidders will be responsible for all costs associated with providing the presentation.
- 3.3. **CONFLICTS OF INTEREST:**
- 3.3.1. **Organizational Conflict of Interest (OCOI):** An OCOI arises when a bidder as a business entity has interests (for example, customers, partners, contracts) that could undermine, or reasonably be perceived to undermine, its faithful and unbiased performance of a contract with the State that may result from this solicitation.
- 3.3.2. **Personal Conflict of Interest (PCOI):** A PCOI arises when an interest held by an individual, agent or employee of a bidder could undermine, or reasonably be perceived to undermine, its faithful and unbiased performance of a contract with the State that may result from this solicitation.

3.3.3.Requirements: The State does not seek to contract with any individual or business entity having a conflict of interest which cannot be mitigated to the State's satisfaction. To ensure the State's awareness of actual, potential, or reasonably perceived PCOIs and OCOIs, bidders shall:

- a) Prior to submitting a proposal, conduct an internal review of its current affiliations and activities and identify actual, potential, or reasonably perceived PCOIs or OCOIs relative to a contract with the State that may result from this solicitation.
- b) Disclose in your proposal any actual or potential PCOI or OCOI or the existence of any facts that may cause a reasonably prudent person to perceive a PCOI or OCOI with respect to a contract with the State that may result from this solicitation. Disclose, also, any actions proposed to mitigate the PCOI or OCOI.

The State shall have sole discretion to determine whether a PCOI or OCOI can be mitigated to the State's satisfaction and may discuss the conflict with the bidder if and to the extent the State deems discussion necessary to its determination. The State reserves the right to (a) reject from further consideration any proposal having a PCOI or OCOI that cannot be mitigated to the State's full satisfaction and (b) terminate a contract upon discovery that a contractor failed to disclose facts pertaining to a PCOI or OCOI in its proposal, or otherwise misrepresented relevant information to the State.

3.4. EXECUTIVE ORDER 05-16: CLIMATE CHANGE CONSIDERATIONS IN STATE PROCUREMENTS:

For bid amounts exceeding \$25,000.00 Bidders are requested to complete the Climate Change Considerations in State Procurements Certification, which is included in the Certificate of Compliance for this solicitation.

After consideration of all relevant factors, a bidder that demonstrates business practices that promote clean energy and address climate change as identified in the Certification, shall be given favorable consideration in the competitive bidding process. Such favorable consideration shall be consistent with and not supersede any preference given to resident bidders of the State and/or products raised or manufactured in the State, as explained in the Method of Award section. But such favorable consideration shall not be employed if prohibited by law or other relevant authority or agreement.

3.5. METHOD OF AWARD: Awards will be made under the provisions of 29 V.S.A. § 903. The State may award one or more contracts and reserves the right to make additional awards to other compliant bidders at any time if such award is deemed to be in the best interest of the State. All other considerations being equal, preference will be given to the following as identified in the applicable Certificate of Compliance.

3.5.1.resident bidders of the state and/or products raised or manufactured in the state;

3.5.2.purchase of goods, products, or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products) when the award involves the use of applicable federal funds under 2 C.F.R. § 200.322)

3.5.3.bidders who have practices that promote clean energy and address climate change.

3.6. CONTRACT NEGOTIATION: Upon completion of the evaluation process, the State may select one or more bidders with which to negotiate a contract, based on the evaluation findings and other criteria deemed relevant for ensuring that the decision made is in the best interest of the State. In the event State is not successful in negotiating a contract with a selected bidder, the State reserves the option of negotiating with another bidder, or to end the proposal process entirely.

3.7. COST OF PREPARATION: Bidder shall be solely responsible for all expenses incurred in the preparation of a response to this solicitation and shall be responsible for all expenses associated with any presentations or demonstrations associated with this request and/or any proposals made.

3.8. CONTRACT TERMS: The selected bidder(s) will be expected to sign a contract with the State, including the Standard Contract Form and Attachment C as attached to this solicitation for reference.

3.8.1.Business Registration. To be awarded a contract by the State of Vermont a bidder (except an individual doing business in his/her own name) must be registered with the Vermont Secretary of State's office <https://sos.vermont.gov/business-services/business-filings/> and must obtain a

Contractor's Business Account Number issued by the Vermont Department of Taxes
<http://tax.vermont.gov/> .

- 3.8.2. The contract will obligate the bidder to provide the services and/or products identified in its bid, at the prices listed.
- 3.8.3. **Payment Terms.** Percentage discounts may be offered for prompt payments of invoices; however, such discounts must be in effect for a period of 30 days or more in order to be considered in making awards.
- 3.8.4. **Quality.** If applicable, all products provided under a contract with the State will be new and unused, unless otherwise stated. Factory seconds or remanufactured products will not be accepted unless specifically requested by the purchasing agency. All products provided by the contractor must meet all federal, state, and local standards for quality and safety requirements. Products not meeting these standards will be deemed unacceptable and returned to the contractor for credit at no charge to the State.
- 3.9. **SUBSTITUTION:** Bidders may offer, in their bids, substitutes for items identified by a manufacturer's number or brand. When offering a substitution, bidder must describe any differences and provide technical information that will assist in the State's evaluation.
- 3.10. **ENVIRONMENTAL INFORMATION:** Bidders are requested to complete the Environmental Information Form which is included in the Certificate of Compliance for this solicitation identifying the following for each product being quoted:
- Percent (%) of recycled content and post-consumer content; and
 - Mercury content certification.
- 3.11. **SAMPLES:**
- 3.11.1. **Bidder Supplied Samples:** The Commissioner reserves the right to request from the Bidder/Contractor a representative sample(s) of the Product offered at any time prior to or after the award of a contract. Unless otherwise instructed, samples shall be furnished within the time specified in the request. Untimely submission of a sample may constitute grounds for rejection of Bid or cancellation of the Contract. Samples must be submitted free of charge and be accompanied by the Bidder's name and address, any descriptive literature relating to the Product and a statement indicating how and where the sample is to be returned. Where applicable, samples must be properly labeled with the appropriate Bid or Contract reference.
- A sample may be held by the Commissioner during the entire term of the Contract and for a reasonable period thereafter for comparison with deliveries. At the conclusion of the holding period the sample, where feasible, will be returned as instructed by the bidder, at the bidder's expense and risk. Where the bidder has failed to fully instruct the Commissioner as to the return of the sample (i.e., mode and place of return, etc.) or refuses to bear the cost of its return, the sample shall become the sole property of the receiving entity at the conclusion of the holding period.
- 3.11.2. **Enhanced Samples:** When an approved sample exceeds the minimum specifications, all Product delivered must be of the same enhanced quality and identity as the sample. Thereafter, in the event of a Contractor's default, the Commissioner may procure a Product substantially equal to the enhanced sample from other sources, charging the Contractor for any additional costs incurred.
- 3.11.3. **Conformance with Sample(s):** Submission of a sample (whether or not such sample is tested by, or for, the Commissioner) and approval thereof shall not relieve the Contractor from full compliance with the requirements specified in this solicitation. If in the judgment of the Commissioner the sample or product submitted is not in accordance with the specifications or testing requirements prescribed in the Bid Specifications, the Commissioner may reject the Bid. If an award has been made, the Commissioner may cancel the Contract at the expense of the Contractor.
- 3.11.4. **Testing:** All samples are subject to tests in the manner and place designated by the Commissioner, either prior to or after Contract award. Unless otherwise stated elsewhere in this solicitation, bidder samples consumed or rendered useless by testing will not be returned to the bidder. Testing costs for samples that fails to meet Contract requirements may be at the expense of the Contractor.

4. ENVIRONMENTAL REQUIREMENTS:

Environmentally Preferable Purchasing (EPP) means the purchase of products and services that have a lesser or reduced effect on human health and the environment when compared with competing products or services that serve the same purpose. This comparison may consider raw material acquisition, production, manufacturing, packaging, distribution, re-use, operation, maintenance, or disposal of the product or service).

The State of Vermont has established specific goals and objectives aimed at providing sound environmental stewardship, protecting human health, reducing state operating expenses associated with the use and control of regulated hazardous materials, and reducing potential liability attributable to environmental impact. Therefore, where applicable, the following environmental criteria shall be considered for all State purchasing and contracts.

- 4.1. **Paper:** The State desires to reduce the use of chlorine in the products it purchases to protect the environment from pollution. Processed Chlorine Free (PCF) paper means paper in which the recycled content is processed unbleached or is bleached without the use of chlorine or chlorine derivatives AND any virgin material contained therein is totally chlorine free (TCF).
 - 4.1.1. **Copier Paper:** The State requires PCF copier paper which contains a minimum of 50% post-consumer recycled material (any virgin material must be TCF).
 - 4.1.2. **Printing and Writing Paper:** The State requires at least 30% post-consumer recycled content for non-coated paper and at least 10% post-consumer recycled content for coated paper. Preference will be given to chlorine free options when suitable choices are available.
 - 4.2. **Recycled Content:** The Commissioner of Buildings and General Services may, at his/her discretion, spend up to 10% more for comparable products that are made of recycled materials. If products made of recycled materials are to cost more than 10% more than comparable products, the Commissioner shall receive consent of State entities that are to use the product before completing the order in question.
 - 4.3. **Sustainable Products:** Bidders are encouraged to provide alternative price quotations on wood or paper products that are derived from sustainably managed forestlands. Sustainably managed forest lands shall be defined as those lands enrolled and/or licensed under one of the following third-party certification programs: Sustainable Forestry Initiative Program, the American Tree Farm System, the Canadian Standards Association's Sustainable Forest Management System Standards, the Finnish Standard, Forest Stewardship Council, Pan-European Forest Certification, Swedish Standard, the United Kingdom Woodland Assurance Scheme or other such credible programs as may be developed and implemented. Bidders must provide satisfactory documentation of certification with their bid.
 - 4.4. **Life-Cycle Cost Evaluation:** Life cycle cost analysis shall extend beyond the cost of purchasing, to include installation, operation, maintenance, durability, and disposal of a particular product.
 - 4.5. **Energy Efficiency (Energy Star):** Bidders shall provide products that earn the ENERGY STAR and meet the ENERGY STAR specifications for energy efficiency when applicable. The bidder is encouraged to visit energystar.gov for complete product specifications and updated lists of qualifying products.
 - 4.6. **Alternative Fuels:** Evaluations for vehicles and other fuel-consuming equipment shall consider not only fuel efficiency, but also the source and type of fuel, to reduce emissions of greenhouse gases and pollutants.
 - 4.7. **Vehicles:** The State will purchase vehicles that have the highest fuel efficiency available in each respective vehicle class (e.g., passenger cars, light duty trucks, etc.) pursuant to performance specifications recommended by the state Technical Advisory Group established under Executive Order 12-17 section I (D). These performance standards should include consideration of vehicles that not only meet high fuel economy standards but that also provide lower total emissions of greenhouse gases, criteria pollutants, and hazardous air contaminants.
5. **CONTENT AND FORMAT OF RESPONSES:** The content and format requirements listed below are the minimum requirements for State evaluation. These requirements are not intended to limit the content of a Bidder's proposal. Bidders may include additional information or offer alternative solutions for the State's consideration. However, the State discourages overly lengthy and costly proposals, and Bidders are advised to include only such information in their response as may be relevant to the requirements of this solicitation.

- 5.1. **Unsolicited Bidder-Confidential Information Prohibited.** Bidders are hereby expressly directed not to include any confidential information in their proposal submissions, except as specifically permitted below. By submitting a proposal in response to this RFP, vendors acknowledge and agree to abide by the terms and conditions outlined in this document, including the prohibition on submitting confidential information. This prohibition reduces the burden on the State while preventing vendor-confidential information from entering the public record.
- 5.1.1. **Disclosure under Public Records Act.** All information received by the State in response to this solicitation will become part of the contract file and subject to public disclosure in accordance with the State's Public Records Act, 1 V.S.A. § 315 et seq. The State may also choose to publicly post responses to this solicitation and the resulting agreement(s), following conclusion of this procurement process.
- 5.1.2. **Unsolicited Confidential Materials.** This RFP does not solicit confidential information, and bidders are expressly prohibited from providing confidential information in response to this RFP. All materials furnished by bidders in response to this RFP, including those marked as confidential by bidders, are subject to disclosure if requested under the Public Records Act, or public posting.
- 5.1.3. **State Not Responsible for Disclosure of Unmarked Bidder-Confidential Information.** It is the sole responsibility of the bidder to ensure that, other than where specifically directed or permitted by this RFP and accordingly marked as described below, no information that should not be publicly disclosed is included in their proposal materials, including any 1) trade secrets or intellectual property, 2) proprietary financial or business information, 3) personal information, or 4) any other information that should not be disclosed to the public. For example, bidders should avoid including specific details of their proprietary technologies or methodologies that they consider confidential, and any references to previous client engagements should be presented in a manner that does not disclose the client's confidential information.
- 5.2. The bid should include a Cover Letter and Technical Response and Price Schedule.
- 5.3. **COVER LETTER:**
- 5.3.1. **Exceptions to Contract Terms and Conditions.** The State will not consider exceptions to contract terms and conditions included with this RFP.
- 5.4. **TECHNICAL RESPONSE.** In response to this solicitation, a bidder shall:
- 5.4.1. Provide details concerning your form of business organization, company size and resources.
- 5.4.2. Describe your capabilities and particular experience relevant to the solicitation requirements.
- 5.4.3. If you have experience working with the State of Vermont, identify all current or past State projects. Provide the name of the Vermont department or agency and the project title or a brief description of the work. Do not include references or statements from State of Vermont agencies or employees.
- 5.4.4. Identify the names of all subcontractors you intend to use, the portions of the work the subcontractors will perform, and address the background and experience of the subcontractor(s), as per section 5.4.2 above.
- 5.5. **REFERENCES.** Provide the names, addresses, and phone numbers of at least three companies with whom you have transacted similar business in the last 12 months. You must include contact names who can talk knowledgeably about performance. Do not list a State of Vermont agency or employee as a reference.
- 5.6. **REPORTING REQUIREMENTS:** Provide a sample of any reporting documentation that may be applicable to the Detailed Requirements of this solicitation.
- 5.7. **PRICE SCHEDULE:** Bidders shall submit their pricing information in the Price Schedule attached to this solicitation.
- 5.8. **CERTIFICATE OF COMPLIANCE:** This form must be completed and submitted as part of the response for the proposal to be considered valid.

6. SUBMISSION INSTRUCTIONS:

- 6.1. **CLOSING DATE:** Bids must be received by the State by the due date specified on the front page of this solicitation. Late bids will not be considered.
- 6.1.1. The State may, for cause, issue an addendum to change the date and/or time when bids are due. If a change is made, the State will inform all bidders by posting at the webpage indicated on the front page of this RFP.
- 6.1.2. There will not be a public bid opening. However, the State will record the name, city and state for any and all bids received by the due date. This information will be posted as promptly as possible following the due date online at: <https://bgs.vermont.gov/content/opc-bid-tabulation-sheets-0>. Bidders are hereby notified to review the information posted after the bid opening deadline to confirm receipt of bid by the State. Any bidder that submitted a bid, and is not listed on the bid tabulation sheet, shall promptly notify the State Contact listed on the front page of this solicitation. Should a bidder fail to notify the State Contact listed on the front page of this solicitation within two weeks of posting the bid tabulation sheet, the State shall not be required to consider the bid.
- 6.2. **ELECTRONIC BIDS ONLY:** All bids under this RFP can be submitted in one of two ways and must be submitted electronically in accordance with the submission requirements herein.
- 6.2.1. Electronic email bids will be accepted via email submission to SOV.ThePathForward@vermont.gov. If submitting by email: The subject line of the email submission must reference the Project Title as indicated on the front page of this RFP.
- 6.2.1.1. Bids must consist of a single email with a single, digitally searchable PDF attachment containing all components of the bid. Multiple emails and/or multiple attachments will not be accepted.
- 6.2.1.2. There is an attachment size limit of 40 MB. It is the Bidder's responsibility to compress the PDF file containing its bid if necessary, in order to meet this size limitation. It is also the Bidder's responsibility to ensure that their own email system can send and receive messages up to this size.

7. BID SUBMISSION CHECKLIST:

- ✓ Cover Letter
- ✓ Technical Response
- ✓ Redacted Technical Response, if applicable
- ✓ References
- ✓ Price Schedule
- ✓ Signed Certificate of Compliance

8. ATTACHMENTS:

- 8.1. Certificate of Compliance
- 8.2. Price Schedule
- 8.3. Sample Standard Contract Form for Commodities including but not limited to, Attachment C: Standard State Provisions for Contracts and Grants (February 13, 2026)

CERTIFICATE OF COMPLIANCE

For your bid to be considered valid, this form must be completed in its entirety, executed by a duly authorized representative of the bidder, and submitted as part of the response to the proposal.

- A. **NON-COLLUSION:** Bidder hereby certifies that the prices quoted have been arrived at without collusion and that no prior information concerning these prices has been received from or given to a competitive company. If there is sufficient evidence to warrant investigation of the bid/contract process by the Office of the Attorney General, bidder understands that this paragraph might be used as a basis for litigation.
- B. **CONTRACT TERMS:** Bidder hereby acknowledges that is has read, understands and agrees to the terms of this solicitation, including Attachment C: Standard State Contract Provisions, and any other contract attachments included with this RFP.
- C. **FORM OF PAYMENT:** Does Bidder accept the Visa Purchasing Card as a form of payment?
 ____ Yes ____ No

D. ENVIRONMENTAL INFORMATION FORM

- a. **RECYCLED MATERIALS OR PRODUCTS:** Bidders are to complete the following information in reference to each item being quoted. Additional pages may be used if necessary.

Item #	Brand/Manufacturer	% Of Recycled Content	% Post Consumer Content

- b. **MERCURY CONTENT CERTIFICATION:** Bidder certifies that none of the items quoted in this solicitation contain mercury except as identified below. Bidders shall also specify the amount of mercury contained in any of the products listed below. Additional pages may be used if necessary.

Item	Part #	Mercury Content

- c. **Acknowledge receipt of the following Addenda:**

Addendum No.: _____ Dated: _____

Addendum No.: _____ Dated: _____

d. Resident Bidder of the state and/or products raised or manufactured in the state (check all that apply):

- ☐ Bidder is a Resident Bidder of the State of Vermont
- ☐ Products offered by Bidder are raised or manufactured in the State of Vermont

e. Executive Order 05 – 16: Climate Change Considerations in State Procurements Certification

Bidder certifies to the following (Bidder may attach any desired explanation or substantiation. Please also note that Bidder may be asked to provide documentation for any applicable claims):

1. Bidder owns, leases or utilizes, for business purposes, space that has received:

- ☐ Energy Star® Certification
- ☐ LEED®, Green Globes®, or Living Buildings ChallengeSM Certification
- ☐ Other internationally recognized building certification:

2. Bidder has received incentives or rebates from an Energy Efficiency Utility or Energy Efficiency Program in the last five years for energy efficient improvements made at bidder's place of business. Please explain:

3. Please Check all that apply:

- ☐ Bidder can claim on-site renewable power or anaerobic-digester power ("cow-power"). Or bidder consumes renewable electricity through voluntary purchase or offset, provided no such claimed power can be double claimed by another party.
- ☐ Bidder uses renewable biomass or biofuel for the purposes of thermal (heat) energy at its place of business.
- ☐ Bidder's heating system has modern, high-efficiency units (boilers, furnaces, stoves, etc.), having reduced emissions of particulate matter and other air pollutants.
- ☐ Bidder tracks its energy consumption and harmful greenhouse gas emissions. What tool is used to do this? _____
- ☐ Bidder promotes the use of plug-in electric vehicles by providing electric vehicle charging, electric fleet vehicles, preferred parking, designated parking, purchase or lease incentives, etc.
- ☐ Bidder offers employees an option for a fossil fuel divestment retirement account.
- ☐ Bidder offers products or services that reduce waste, conserve water, or promote energy efficiency and conservation. Please explain:

4. Please list any additional practices that promote clean energy and take action to address climate change:

f. Executive Order 02 – 22: Solidarity with the Ukrainian People

- ☐ By checking this box, Bidder certifies that none of the goods, products, or materials offered in response to this solicitation are Russian-sourced goods or produced by Russian entities. If Bidder is unable to check the box, it shall indicate in the table below which of the applicable offerings are Russian-sourced goods and/or which are produced by Russian entities.

An additional column is provided for any note or comment that you may have.

Provided Equipment or Product	Note or Comment

g. Domestic preferences (2 C.F.R. § 200.322)

Bidders must complete the following information in reference to each item being quoted. Additional pages may be used if necessary.

Item #	Brand/Manufacturer	Identify where produced or assembled	% produced or assembled

- ☐ (check if applicable) **Bidder can claim goods, products, or materials offered as part of this solicitation are produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products).** (Bidder may attach any desired explanation or substantiation. Please also note that Bidder may be asked to provide documentation for any applicable claims.)

h. Certification Regarding Use of Contract Funds for Lobbying. The following provision is applicable to the Contractor for contracts over \$100,000.00, and Contractor shall include this clause in all its subcontracts over \$100,000.00.

1. The prospective contractor certifies, to the best of his or her knowledge and belief, under the penalties of perjury under the laws of the State of Vermont and the United States that on behalf of the person, firm, association, or corporation he or she represents, that:

a. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

PRICE SCHEDULE
RFP – Onsite Workplace Monitoring & Testing

1. Product Pricing

Item #	DESCRIPTION	Price
1	On-Site Multiphasic for Silica and Respiratory compliance per 8 hr. day and includes Practitioner and any other technician to perform Evaluation INCLUDES THE FOLLOWING: Spirometry: a. Respiratory Physical for silica exposed personnel and based on OSHA review for personnel wearing masks. b. PPD testing which confirmation of result via phone/web within 48-72 hours post application for silica Exposure Personnel c. Chest x-ray with B read at one of the 5 statewide facilities for silica exposure personal (up to 10/day)	\$
2	On Site Audiometry Testing for up to 8 hours of testing and up to 120 audiometric screenings	\$
3	Onsite Audiometry testing for up to 3 hours of testing and up to 48 audiometric screenings	\$
4	Onsite qualitative FIT test per test	\$
5	Onsite quantitative FIT testing per test for ½ and full masks	\$
6	Additional Chest x-rays beyond 10 per day each	\$
7	Work readiness review	\$
8	Online ODHS review	\$
9	Paper OSHA review delivered to our facility	\$
10	Individual Respiratory Physical Exam	\$
11	Individual Spirometry	\$
12	Individual Quantitative Mask Fit	\$
13	Individual Initial Silica Evaluation including Respirator, Physical Exam, Spirometry, Chest x-ray with B read and QuantiFERO lab	\$
14	Individual Audiograms	\$
15	Hepatitis B Shot Administration	\$
16	Physician Fee or PLHCP per day is included in above pricing	
17	Technician only – up to hours of testing is included in pricing above.	
18	Equipment Shipment fee – No charge	
19	PPD test in above testing for Silica exposure individuals	
20	OSHA Review responses and FIT for duty paperwork with be available and pushed to Vermont State Personnel that need results via our HIPAA compliance employer portal.	
21	Contractor request historical audiometric data on all individuals at least one month prior to initiation of screening to ensure prompt reporting of all potential STS charges.	

Name of Bidder: _____

Signature of Bidder: _____ Date: _____

SAMPLE CONTRACT FORM FOR COMMODITIES

STANDARD CONTRACT

1. **Parties.** This is a contract between the State of Vermont, _____ (hereinafter called "State"), and _____, with a principal place of business in _____, (hereinafter called "Contractor"). Contractor's form of business organization is _____. It is Contractor's responsibility to contact the Vermont Department of Taxes to determine if, by law, Contractor is required to have a Vermont Department of Taxes Business Account Number.

2. **Subject Matter.** The subject matter of this contract is commodities generally on the subject of _____. Detailed requirements to be provided by Contractor are described in Attachment A.

3. **Maximum Amount.** In consideration of the commodities to be provided by Contractor, the State agrees to pay Contractor, in accordance with the payment provisions specified in Attachment B, a sum not to exceed \$_____.00.

4. **Contract Term.** The period of contractor's performance shall begin on _____, 20__ and end on _____, 20__ with an option to renew for _____ terms upon mutual agreement of both parties.

5. **Prior Approvals.** This Contract shall not be binding unless and until all requisite prior approvals have been obtained in accordance with current State law, bulletins, and interpretations.

6. **Amendment.** No changes, modifications, or amendments in the terms and conditions of this contract shall be effective unless reduced to writing, numbered and signed by the duly authorized representative of the State and Contractor.

7. **Termination/Cancellation/Rejection.** The State specifically reserves the right upon written notice to immediately terminate the contract or any portion thereof at no additional cost to the State, providing, in the opinion of its Commissioner of Buildings and General Services, the products supplied by Contractor are not satisfactory or are not consistent with the terms of this Contract. The State also specifically reserves the right upon written notice, and at no additional cost to the State, to immediately terminate the contract for convenience and/or to immediately reject or cancel any order for convenience at any time prior to shipping notification.

8. **Attachments.** This contract consists of ___ pages including the following attachments which are incorporated herein:

Attachment A - Statement of Work

Attachment B - Payment Provisions

Attachment C – "Standard State Provisions for Contracts and Grants" a preprinted form (revision date February 13, 2026)

Additional attachments may be lettered as necessary

10. **Order of Precedence.** Any ambiguity, conflict or inconsistency between the documents comprising this contract shall be resolved according to the following order of precedence:

- (1) Standard Contract
- (2) Attachment C (Standard Contract Provisions for Contracts and Grants)
- (3) Attachment A
- (4) Attachment B
- (5) List other attachments, if any, in order of precedence

WE THE UNDERSIGNED PARTIES AGREE TO BE BOUND BY THIS CONTRACT

By the State of Vermont:

Date: _____

Signature: _____

Name: _____

Title: _____

By the Contractor:

Date: _____

Signature: _____

Name: _____

Title: _____

ATTACHMENT A – STATEMENT OF WORK

The Contractor shall provide:

1. Insert Line Items listing product / equipment offerings, price per each, and quantity ordered, as applicable.
2. **State of Vermont Cybersecurity Standard Update:** Contractor confirms that all products and services provided to or for the use of the State under this Agreement shall be in compliance with State of Vermont Cybersecurity Standard Update in effect at the time of this Agreement. The State of Vermont Cybersecurity Standard Update prohibits the use of certain branded products in State information systems or any vendor system, and a copy is available at: <https://digitalservices.vermont.gov/cybersecurity/cybersecurity-standards-and-directives>
3. **REPORTING REQUIREMENTS:** Contractor will be required to submit quarterly product sales report to the Purchasing Agent pursuant to the schedule below detailing the purchasing of all items under this Contractor. Contractor's reporting shall state "no activity" for any month in which there is no activity during a quarterly reporting period.
 - a. The reports shall be an excel spreadsheet transmitted electronically to the Purchasing Agent.
 - b. Reports are due for each quarter as follows:

Reporting Period	Report Due
January 1 to March 31	April 30
April 1 to June 30	July 31
July 1 to September 30	October 31
October 1 to December 31	January 31
 - c. Failure to meet these reporting requirements may result in suspension or termination of this Agreement.
 - d. Notwithstanding the fact that any payment obligation for sales by contractor to any political subdivision or college, pursuant to "Purchasing Entities," below, shall be solely between the political subdivision or college and the contractor, the contractor must include, in reporting to State, the figures on quantities sold by contractor to, and amounts paid to contractor by, any such political subdivisions or independent colleges.
4. **DELIVERY:** Destination for product delivery shall be [insert agency address if single agency /OR/ if statewide contract or multiple possible delivery destinations, insert following text: "as specified in the order document for each purchase"]. Responsibility for product delivery remains with Contractor until the product is properly delivered and signed for. Contractor shall securely and properly pack all shipments in accordance with accepted commercial practices. Upon delivery, all packaging and containers shall become the property of the State, unless otherwise stated. Delivered goods that do not conform to the specifications or are not in good condition upon receipt shall be replaced promptly by the Contractor.
5. **QUALITY:** All products will be new and unused. All products provided by the Contractor must meet all federal, state, and local standards for quality and safety requirements. Products not meeting the requirements of this section will be deemed unacceptable and returned to the Contractor for credit at no charge to the State.

6. **DEFAULT:** In case of default of the Contractor, the State may procure the materials or supplies from other sources and hold the Contractor responsible for any excess cost occasioned thereby, provided, that if public necessity requires the use of materials or supplies not conforming to the specifications they may be accepted and payment therefore shall be made at a proper reduction in price.

7. **Primary Contacts.** The Parties will keep and maintain current at all times a primary point of contact for this contract. The primary contacts for this this Contract are as follows:

e. ***For the Contractor:***

Name: XXXX
Phone: XXXX
Email: XXXX

f. ***For the State:***

Name: State of Vermont, XXXX
Address: 133 State Street, 5th Floor, Montpelier, VT 05633-8000
Phone: 802/828- XXXX
Fax: 802/828-2222
Email: XXXX

ATTACHMENT B – PAYMENT PROVISIONS

The maximum dollar amount payable under this contract is not intended as any form of a guaranteed amount. The Contractor will be paid for products actually delivered or performed, as specified in Attachment A, up to the maximum allowable amount specified on page 1 of this contract.

1. Prior to commencement of work and release of any payments, Contractor shall submit to the State:
 - a. a certificate of insurance consistent with the requirements set forth in Attachment C, Section 8 (Insurance), and with any additional requirements for insurance as may be set forth elsewhere in this contract; and
2. Payment terms are **Net 30** days from the date the State receives an error-free invoice with all necessary and complete supporting documentation.
3. All invoices are to be rendered by the Contractor on the vendor's standard billhead and forwarded directly to the institution or agency ordering materials and shall specify the address to which payments will be sent. Percentage discounts may be offered for prompt payments of invoices; however, such discounts must be in effect for a period of 30 days or more in order to be considered in making awards. (The language needs to be revised to instead establish Contractor obligation re: discounts.)
4. **PRICING:** Contractor shall provide all products F.O.B. delivery to the ordering facility at no additional cost to the State. No request for extra delivery cost will be honored. All equipment shall be delivered assembled, serviced, and ready for immediate use, unless otherwise requested by the State. No charge for packing, shipping, or for any other purpose will be allowed over and above the price quoted. Prices quoted for printing are to include printing, binding, wrapping, and packaging.
5. Contractor shall submit invoice(s) to: INSERT ADDRESS
6. Following complete delivery of the items and completion of the training (if applicable), each as specified in Attachment A, and the State's written confirmation to the Contractor of the State's acceptance of those items and that training, Contractor will, within XXX business days, invoice the State for the full amount of the contract /OR/ in accordance with the rates specified in Attachment A.
7. Unless otherwise indicated in a manufacturer's return policy, unopened Products can be returned with no restocking fee up to 30 days from the date of receipt.
8. The State Purchasing Card may be used by State Purchasers for the payment of invoices. Use of the Purchasing Card requires all required documentation applicable to the purchase. The Purchasing Card is a payment mechanism, not a procurement approach and, therefore, does not relieve State Purchasers from adhering to all procurement laws, regulations, policies, procedures, and best practices.

**ATTACHMENT C: STANDARD STATE PROVISIONS
FOR CONTRACTS AND GRANTS
REVISED FEBRUARY 13, 2026**

“Attachment C: Standard State Provisions for Contracts and Grants” (revision version dated February 13, 2026) constitutes part of this Agreement and is hereby incorporated by reference as if fully set forth herein and shall apply to the Contractor and to the purchase of all goods and/or services by the State under this Agreement. A copy of this document is available online at: <https://bgs.vermont.gov/purchasing-contracting/forms>.

SAMPLE