



THE CITY OF WINNIPEG

TENDER

TENDER NO. 413-2026

**SUPPLY AND DELIVERY OF BUS OPERATOR AND SUPERVISOR SHIRTS AND
BLOUSES**

TABLE OF CONTENTS

PART A - BID SUBMISSION

Form A: Bid/Proposal

Form B: Prices

PART B - BIDDING PROCEDURES

B1. Contract Title	1
B2. Submission Deadline	1
B3. Enquiries	1
B4. Confidentiality	1
B5. Addenda	1
B6. Substitutes	2
B7. Bid Submission	3
B8. Bid	3
B9. Prices	4
B10. Disclosure	4
B11. Conflict of Interest and Good Faith	5
B12. Qualification	6
B13. City Samples	7
B14. Opening of Bids and Release of Information	7
B15. Irrevocable Bid	7
B16. Withdrawal of Bids	8
B17. Evaluation of Bids	8
B18. Award of Contract	8

PART C - GENERAL CONDITIONS

C0. General Conditions	1
------------------------	---

PART D - SUPPLEMENTAL CONDITIONS

General

D1. General Conditions	1
D2. Scope of Work	1
D3. Cooperative Purchase	1
D4. Definitions	2
D5. Contract Administrator	2
D6. Accessible Customer Service Requirements	2
D7. Supplier Code of Conduct	3
D8. Unfair Labour Practices	3

Submissions

D9. Authority to Carry on Business	4
------------------------------------	---

Schedule of Work

D10. Commencement	4
D11. Delivery	4
D12. Liquidated Damages	5
D13. Supply Chain Disruption Schedule Delays	5
D14. Orders	5
D15. Records	5

Measurement and Payment

D16. Invoices	6
D17. Payment	6
D18. Payment Schedule	6

Warranty

D19. Warranty	6
---------------	---

Dispute Resolution

D20. Dispute Resolution	6
-------------------------	---

Third Party Agreements

D21. Funding and/or Contribution Agreement Obligations	7
--	---

ADJUSTMENTS FOR CHANGES IN LAWS, TAXES, OR TARIFFS

D22. Adjustments for Changes in Laws, Taxes, or Tariffs	9
---	---

PART E - SPECIFICATIONS

General

E1. Applicable Specifications	1
E2. Goods	1
E3. Fabric	4
E4. Finishing	4
E5. Shoulder Flashes	4
E6. Labelling and Care	5
E7. Packaging and Presentation	5
E8. Approved Products	5
E9. Appendix A – Garment Measurements	6

PART B - BIDDING PROCEDURES

B1. CONTRACT TITLE

- B1.1 Supply and Delivery of Bus Operator and Supervisor Shirts and Blouses

B2. SUBMISSION DEADLINE

- B2.1 The Submission Deadline is 4:00 p.m. Winnipeg time, June 12, 2026.
- B2.2 The Contract Administrator or the Manager of Purchasing may extend the Submission Deadline by issuing an addendum at any time prior to the time and date specified in B2.1.

B3. ENQUIRIES

- B3.1 All enquiries shall be directed to the Contract Administrator identified in D5.1.
- B3.2 If the Bidder finds errors, discrepancies or omissions in the Tender, or is unsure of the meaning or intent of any provision therein, the Bidder shall promptly notify the Contract Administrator of the error, discrepancy or omission at least five (5) Business Days prior to the Submission Deadline.
- B3.3 Responses to enquiries which, in the sole judgment of the Contract Administrator, require a correction to or a clarification of the Tender will be provided by the Contract Administrator to all Bidders by issuing an addendum.
- B3.4 Responses to enquiries which, in the sole judgment of the Contract Administrator, do not require a correction to or a clarification of the Tender will be provided by the Contract Administrator only to the Bidder who made the enquiry.
- B3.5 The Bidder shall not be entitled to rely on any response or interpretation received pursuant to B3 unless that response or interpretation is provided by the Contract Administrator in writing.
- B3.6 Any enquiries concerning submitting through MERX should be addressed to:
MERX Customer Support
Phone: 1-800-964-6379
Email: merx@merx.com

B4. CONFIDENTIALITY

- B4.1 Information provided to a Bidder by the City or acquired by a Bidder by way of further enquiries or through investigation is confidential. Such information shall not be used or disclosed in any way without the prior written authorization of the Contract Administrator. The use and disclosure of confidential information shall not apply to information which:
- (a) was known to the Bidder before receipt hereof; or
 - (b) becomes publicly known other than through the Bidder; or
 - (c) is disclosed pursuant to the requirements of a governmental authority or judicial order.
- B4.2 The Bidder shall not make any statement of fact or opinion regarding any aspect of the Tender to the media or any member of the public without the prior written authorization of the Contract Administrator.

B5. ADDENDA

- B5.1 The Contract Administrator may, at any time prior to the Submission deadline, issue addenda correcting errors, discrepancies or omissions in the Tender, or clarifying the meaning or intent of any provision therein.

- B5.2 The Contract Administrator will issue each addendum at least two (2) Business Days prior to the Submission Deadline or provide at least two (2) Business Days by extending the Submission Deadline.
- B5.3 Addenda will be available on the MERX website at www.merx.com.
- B5.4 The Bidder is responsible for ensuring that they have received all addenda and is advised to check the MERX website for addenda regularly and shortly before the Submission Deadline, as may be amended by addendum.
- B5.5 The Bidder shall acknowledge receipt of each addendum in Paragraph 10 of Form A: Bid/Proposal. Failure to acknowledge receipt of an addendum may render a Bid non-responsive.
- B5.6 Notwithstanding B3, enquiries related to an Addendum may be directed to the Contract Administrator indicated in D5.

B6. SUBSTITUTES

- B6.1 The Work is based on the materials, equipment, methods and products specified in the Tender.
- B6.2 Substitutions shall not be allowed unless application has been made to and prior approval has been granted by the Contract Administrator in writing.
- B6.3 Requests for approval of a substitute will not be considered unless received in writing by the Contract Administrator not later than 4:00 p.m. Winnipeg time June 2, 2026.
- B6.4 The Bidder shall ensure that any and all requests for approval of a substitute:
- (a) provide sufficient information and details to enable the Contract Administrator to determine the acceptability of the material, equipment, method or product as either an approved equal or alternative;
 - (b) identify any and all changes required in the applicable Work, and all changes to any other Work, which would become necessary to accommodate the substitute;
 - (c) identify any anticipated cost or time savings that may be associated with the substitute;
 - (d) certify that, in the case of a request for approval as an approved equal, the substitute will fully perform the functions called for by the general design, be of equal or superior substance to that specified, is suited to the same use and capable of performing the same function as that specified and can be incorporated into the Work, strictly in accordance with the Contract;
 - (e) certify that, in the case of a request for approval as an approved alternative, the substitute will adequately perform the functions called for by the general design, be similar in substance to that specified, is suited to the same use and capable of performing the same function as that specified and can be incorporated into the Work, strictly in accordance with the Contract.
- B6.5 Prior to the approval of a substitution request, the Contract Administrator may request a Representative Sample of the substitution for review and assessment.
- (a) The bidder shall within five (5) Business Days deliver the substitution for inspection and approval.
 - (b) Failure to supply the sample unit(s) within the time period stated in B6.5(a) may result in the substitution request being rejected.
 - (c) The bidder shall be responsible for all freight cost associated with the delivery and return of the sample.
- B6.6 The Contract Administrator, after assessing the request for approval of a substitute, may in their sole discretion grant approval for the use of a substitute as an “approved equal” or as an “approved alternative”, or may refuse to grant approval of the substitute.

- B6.7 The Contract Administrator will provide a response in writing, at least two (2) Business Days prior to the Submission Deadline, to the Bidder who requested approval of the substitute.
- B6.7.1 The Contract Administrator will issue an Addendum, disclosing the approved materials, equipment, methods and products to all potential Bidders. The Bidder requesting and obtaining the approval of a substitute shall be responsible for disseminating information regarding the approval to any person or persons they wish to inform.
- B6.8 If the Contract Administrator approves a substitute as an “approved equal”, any Bidder may use the approved equal in place of the specified item.
- B6.9 If the Contract Administrator approves a substitute as an “approved alternative”, any Bidder bidding that approved alternative may base their Total Bid Price upon the specified item but may also indicate an alternative price based upon the approved alternative. Such alternatives will be evaluated in accordance with B17.
- B6.10 No later claim by the Contractor for an addition to the price(s) because of any other changes in the Work necessitated by the use of an approved equal or an approved alternative will be considered.

B7. BID SUBMISSION

- B7.1 The Bid shall consist of the following components:
- (a) Form A: Bid/Proposal; and
 - (b) Form B: Prices.
- B7.2 All components of the Bid shall be fully completed or provided and submitted by the Bidder no later than the Submission Deadline, with all required entries made clearly and completely.
- B7.3 The Bid shall be submitted electronically through MERX at www.merx.com.
- B7.3.1 Bids will **only** be accepted electronically through MERX.
- B7.4 Bidders are advised that inclusion of terms and conditions inconsistent with the Tender document, including the General Conditions, will be evaluated in accordance with B17.1(a).

B8. BID

- B8.1 The Bidder shall complete Form A: Bid/Proposal, making all required entries.
- B8.2 Paragraph 2 of Form A: Bid/Proposal shall be completed in accordance with the following requirements:
- (a) if the Bidder is a sole proprietor carrying on business in their own name, their name shall be inserted;
 - (b) if the Bidder is a partnership, the full name of the partnership shall be inserted;
 - (c) if the Bidder is a corporation, the full name of the corporation shall be inserted;
 - (d) if the Bidder is carrying on business under a name other than their own, the business name and the name of every partner or corporation who is the owner of such business name shall be inserted.
- B8.2.1 If a Bid is submitted jointly by two or more persons, each and all such persons shall identify themselves in accordance with B8.2.
- B8.3 In Paragraph 3 of Form A: Bid/Proposal, the Bidder shall identify a contact person who is authorized to represent the Bidder for purposes of the Bid.
- B8.4 Paragraph 13 of Form A: Bid/Proposal shall be signed in accordance with the following requirements:

- (a) if the Bidder is a sole proprietor carrying on business in their own name, it shall be signed by the Bidder;
- (b) if the Bidder is a partnership, it shall be signed by the partner or partners who have authority to sign for the partnership;
- (c) if the Bidder is a corporation, it shall be signed by their duly authorized officer or officers;
- (d) if the Bidder is carrying on business under a name other than their own, it shall be signed by the registered owner of the business name, or by the registered owner's authorized officials if the owner is a partnership or a corporation.

B8.4.1 The name and official capacity of all individuals signing Form A: Bid/Proposal should be entered below such signatures.

B8.5 If a Bid is submitted jointly by two or more persons, the word "Bidder" shall mean each and all such persons, and the undertakings, covenants and obligations of such joint Bidders in the Bid and the Contract, when awarded, shall be both joint and several.

B9. PRICES

B9.1 The Bidder shall state a price in Canadian funds for each item of the Work identified on Form B: Prices.

B9.1.1 Prices on Form B: Prices shall include:

- (a) duty;
- (b) freight and cartage;
- (c) Provincial and Federal taxes [except the Goods and Services Tax (GST) and Manitoba Retail Sales Tax (MRST, also known as PST), which shall be extra where applicable] and all charges governmental or otherwise paid;
- (d) profit and all compensation which shall be due to the Contractor for the Work and all risks and contingencies connected therewith.

B9.2 The quantities listed on Form B: Prices are to be considered approximate only. The City will use said quantities for the purpose of comparing Bids.

B9.3 The quantities for which payment will be made to the Contractor are to be determined by the Work actually performed and completed by the Contractor, to be measured as specified in the applicable Specifications.

B9.4 The Bidder shall enter the Total Bid Price from Form B: Prices into the Total Bid Price field in MERX.

B9.5 Bidders are advised that the calculation indicated in B17.4 will prevail over the Total Bid Price entered in MERX.

B9.6 Bidders should note that the City does not anticipate requiring Items No. 33-59 listed on Form B Prices during the initial term of the Contract due to the City's current inventory levels. However, the Bidder shall provide contract pricing on these items in the bid submission, as they will be added to the contract at which such time the City requires these items.

B10. DISCLOSURE

B10.1 Various Persons provided information or services with respect to this Work. In the City's opinion, this relationship or association does not create a conflict of interest because of this full disclosure. Where applicable, additional material available as a result of contact with these Persons is listed below.

B10.2 The Persons are:

- (a) The Uniform Experts of North America Inc.: pricing and specifications;

- (b) Urban Tactical: pricing and specifications; and
- (c) Martin & Levesque: specifications.

B11. CONFLICT OF INTEREST AND GOOD FAITH

B11.1 Further to C3.2, Bidders, by responding to this Tender, declare that no Conflict of Interest currently exists, or is reasonably expected to exist in the future.

B11.2 Conflict of Interest means any situation or circumstance where a Bidder or employee of the Bidder proposed for the Work has:

- (a) other commitments;
- (b) relationships;
- (c) financial interests; or
- (d) involvement in ongoing litigation;

that could or would be seen to:

- (i) exercise an improper influence over the objective, unbiased and impartial exercise of the independent judgment of the City with respect to the evaluation of Bids or award of the Contract; or
- (ii) compromise, impair or be incompatible with the effective performance of a Bidder's obligations under the Contract;
- (e) has contractual or other obligations to the City that could or would be seen to have been compromised or impaired as a result of their participation in the Tender process or the Work; or
- (f) has knowledge of confidential information (other than confidential information disclosed by the City in the normal course of the Tender process) of strategic and/or material relevance to the Tender process or to the Work that is not available to other bidders and that could or would be seen to give that Bidder an unfair competitive advantage.

B11.3 In connection with their Bid, each entity identified in B11.2 shall:

- (a) avoid any perceived, potential or actual Conflict of Interest in relation to the procurement process and the Work;
- (b) upon discovering any perceived, potential or actual Conflict of Interest at any time during the Tender process, promptly disclose a detailed description of the Conflict of Interest to the City in a written statement to the Contract Administrator; and
- (c) provide the City with the proposed means to avoid or mitigate, to the greatest extent practicable, any perceived, potential or actual Conflict of Interest and shall submit any additional information to the City that the City considers necessary to properly assess the perceived, potential or actual Conflict of Interest.

B11.4 Without limiting B11.3, the City may, in their sole discretion, waive any and all perceived, potential or actual Conflicts of Interest. The City's waiver may be based upon such terms and conditions as the City, in their sole discretion, requires to satisfy itself that the Conflict of Interest has been appropriately avoided or mitigated, including requiring the Bidder to put into place such policies, procedures, measures and other safeguards as may be required by and be acceptable to the City, in their sole discretion, to avoid or mitigate the impact of such Conflict of Interest.

B11.5 Without limiting B11.3, and in addition to all contractual or other rights or rights at law or in equity or legislation that may be available to the City, the City may, in their sole discretion:

- (a) disqualify a Bidder that fails to disclose a perceived, potential or actual Conflict of Interest of the Bidder or any of their employees proposed for the Work;

- (b) require the removal or replacement of any employees proposed for the Work that has a perceived, actual or potential Conflict of Interest that the City, in their sole discretion, determines cannot be avoided or mitigated;
- (c) disqualify a Bidder or employees proposed for the Work that fails to comply with any requirements prescribed by the City pursuant to B11.4 to avoid or mitigate a Conflict of Interest; and
- (d) disqualify a Bidder if the Bidder, or one of their employees proposed for the Work, has a perceived, potential or actual Conflict of Interest that, in the City's sole discretion, cannot be avoided or mitigated, or otherwise resolved.

B11.6 The final determination of whether a perceived, potential or actual Conflict of Interest exists shall be made by the City, in their sole discretion.

B12. QUALIFICATION

B12.1 The Bidder shall:

- (a) undertake to be in good standing under The Corporations Act (Manitoba), or properly registered under The Business Names Registration Act (Manitoba), or otherwise properly registered, licensed or permitted by law to carry on business in Manitoba, or if the Bidder does not carry on business in Manitoba, in the jurisdiction where the Bidder does carry on business; and
- (b) be financially capable of carrying out the terms of the Contract; and
- (c) have all the necessary experience, capital, organization, and equipment to perform the Work in strict accordance with the terms and provisions of the Contract.

B12.2 The Bidder and any proposed Subcontractor (for the portion of the Work proposed to be subcontracted to them) shall:

- (a) be responsible and not be suspended, debarred or in default of any obligations to the City. A list of suspended or debarred individuals and companies is available on the Information Connection page at The City of Winnipeg, Corporate Finance, Purchasing Division website at <https://www.winnipeg.ca/matmgt/Templates/files/debar.pdf>

B12.3 The Bidder and/or any proposed Subcontractor (for the portion of the Work proposed to be subcontracted to them) shall:

- (a) have successfully carried out work similar in nature, scope and value to the Work; and
- (b) be fully capable of performing the Work required to be in strict accordance with the terms and provisions of the Contract;
- (c) have a written workplace safety and health program, if required, pursuant to The Workplace Safety and Health Act (Manitoba); and
- (d) have completed the Accessible Customer Service online training required by the Accessibility for Manitobans Act (AMA) (see B12.5 and D6).

B12.4 Further to B12.3(d), the Bidder acknowledges that they and all Subcontractors have obtained training required by the Accessibility for Manitobans Act (AMA) available at <https://accessibilitymb.ca/resources-events-and-training/online-training.html> for anyone that may have any interaction with the public on behalf of the City of Winnipeg.

B12.5 The bidder shall, within fourteen (14) Business Days of a request by the Contract Administrator, provide Representative Samples of Goods offered for inspection and approval. **It should be noted that samples are not required unless requested by the Contract Administrator.**

- (a) Representative Samples submitted shall be *exactly* what will be provided for the duration of the contract if awarded.
- (b) Representative Samples shall include the manufacturer name and part number which must be visible on each sample provided.

- (c) The Bidder shall also submit fabric specifications for the samples they are submitting.
- (d) The quality of the Representative Samples received from the Bidder must meet or exceed the Specifications stated in E2 and shall meet the size dimensions stated in E9 Appendix A – Garment Measurements.
- (e) Failure to supply Representative Samples within the time period stated in B12.5 may result in the bid being determined to be non-responsive.
- (f) The Bidder shall be responsible for all freight costs associated with the delivery and return of Representative Samples.

B12.6 The Bidder shall submit, within three (3) Business Days of a request by the Contract Administrator, proof satisfactory to the Contract Administrator of the qualifications of the Bidder and of any proposed Subcontractor.

B12.7 The Bidder shall provide, on the request of the Contract Administrator, full access to any of the Bidder's equipment and facilities to confirm, to the Contract Administrator's satisfaction, that the Bidder's equipment and facilities are adequate to perform the Work.

B13. CITY SAMPLES

B13.1 City samples of goods to be supplied are available for viewing. Contact the Contract Administrator named in D5 to arrange an appointment.

B13.2 Further to B13.1, the City may send samples to bidders located outside of the City of Winnipeg at the Bidder's expense. Contact the Contract Administrator named in D5 to request a sample.

B14. OPENING OF BIDS AND RELEASE OF INFORMATION

B14.1 Bids will not be opened publicly.

B14.2 Following the Submission Deadline, the names of the Bidders and their Total Bid Prices (unevaluated and pending review and verification of conformance with requirements) will be available on the MERX website at www.merx.com.

B14.3 After award of Contract, the name(s) of the successful Bidder(s) and their Contract amount(s) will be available on the MERX website at www.merx.com.

B14.4 The Bidder is advised that any information contained in any Bid may be released if required by The Freedom of Information and Protection of Privacy Act (Manitoba), by other authorities having jurisdiction, or by law or by City policy or procedures (which may include access by members of City Council).

B14.4.1 To the extent permitted, the City shall treat as confidential information, those aspects of a Bid Submission identified by the Bidder as such in accordance with and by reference to Part 2, Section 17 or Section 18 or Section 26 of The Freedom of Information and Protection of Privacy Act (Manitoba), as amended.

B15. IRREVOCABLE BID

B15.1 The Bid(s) submitted by the Bidder shall be irrevocable for the time period specified in Paragraph 11 of Form A: Bid/Proposal.

B15.2 The acceptance by the City of any Bid shall not release the Bids of the next two lowest evaluated responsive Bidders and these Bidders shall be bound by their Bids on such Work until a Contract for the Work has been duly formed and the contract securities have been furnished as herein provided, but any Bid shall be deemed to have lapsed unless accepted within the time period specified in Paragraph 11 of Form A: Bid/Proposal.

B16. WITHDRAWAL OF BIDS

B16.1 A Bidder may withdraw their Bid without penalty at any time prior to the Submission Deadline.

B17. EVALUATION OF BIDS

B17.1 Award of the Contract shall be based on the following bid evaluation criteria:

- (a) compliance by the Bidder with the requirements of the Tender, or acceptable deviation therefrom (pass/fail);
- (b) qualifications of the Bidder and the Subcontractors, if any, pursuant to B12 (pass/fail);
- (c) Total Bid Price; and
- (d) economic analysis of any approved alternative pursuant to B6.

B17.2 Further to B17.1(a), the Award Authority may reject a Bid as being non-responsive if the Bid Submission is incomplete, obscure or conditional, or contains additions, deletions, alterations or other irregularities. The Award Authority may reject all or any part of any Bid or waive technical requirements or minor informalities or irregularities if the interests of the City so require.

B17.3 Further to B17.1(b), the Award Authority shall reject any Bid submitted by a Bidder who does not demonstrate, in their Bid or in other information required to be submitted, that they are qualified.

B17.4 Further to B17.1(c), the Total Bid Price shall be the sum of the quantities multiplied by the unit prices for each item shown on Form B: Prices.

B17.4.1 Further to B17.1(a), in the event that a unit price is not provided on Form B: Prices, the City may determine the unit price by dividing the Amount (extended price) by the approximate quantity, for the purposes of evaluation and payment.

B17.4.2 Bidders are advised that the calculation indicated in B17.4 will prevail over the Total Bid Price entered in MERX.

B17.5 This Contract will be awarded as a whole.

B18. AWARD OF CONTRACT

B18.1 The City will give notice of the award of the Contract or will give notice that no award will be made.

B18.2 The City will have no obligation to award a Contract to a Bidder, even though one or all of the Bidders are determined to be qualified, and the Bids are determined to be responsive.

B18.2.1 Without limiting the generality of B18.2, the City will have no obligation to award a Contract where:

- (a) the prices exceed the available City funds for the Work;
- (b) the prices are materially in excess of the prices received for similar work in the past;
- (c) the prices are materially in excess of the City's cost to perform the Work, or a significant portion thereof, with their own forces;
- (d) only one Bid is received; or
- (e) in the judgment of the Award Authority, the interests of the City would best be served by not awarding a Contract.

B18.3 Where an award of Contract is made by the City, the award shall be made to the qualified Bidder submitting the lowest evaluated responsive Bid, in accordance with B17.

B18.4 Further to Paragraph 7 of Form A: Bid/Proposal and C4, the City may issue a purchase order to the successful Bidder in lieu of the execution of a Contract.

- B18.4.1** The Contract Documents, as defined in C1.1(p), in their entirety shall be deemed to be incorporated in and to form a part of the purchase order notwithstanding that they are not necessarily attached to or accompany said purchase order.

PART C - GENERAL CONDITIONS

C0. GENERAL CONDITIONS

- C0.1 The *General Conditions for the Supply of Goods* (Revision 2020-01-31) are applicable to the Work of the Contract.
- C0.1.1 The *General Conditions for the Supply of Goods* are available on the Information Connection page at The City of Winnipeg, Corporate Finance, Purchasing Division website at http://www.winnipeg.ca/matmgt/gen_cond.stm
- C0.2 A reference in the Tender to a section, clause or subclause with the prefix “C” designates a section, clause or subclause in the *General Conditions for Supply of Goods*.

PART D - SUPPLEMENTAL CONDITIONS

GENERAL

D1. GENERAL CONDITIONS

- D1.1 In addition to the *General Conditions for the Supply of Goods*, these Supplemental Conditions are applicable to the Work of the Contract.

D2. SCOPE OF WORK

- D2.1 The Work to be done under the Contract shall consist of supply and delivery of bus operator and supervisor shirts and blouses for the period from date of award until June 30, 2027, with the option of five (5) mutually agreed upon one (1) year extensions.
- D2.1.1 The City may negotiate the extension option with the Contractor within ninety (90) Calendar Days prior to the expiry date of the Contract. The City shall incur no liability to the Contractor as a result of such negotiations.
- D2.1.2 Changes resulting from such negotiations shall become effective on July 1 of the respective year. Changes to the Contract shall not be implemented by the Contractor without written approval by the Contract Administrator.
- D2.1.3 Bidders are advised that, in future, the City may be participating in collaborative procurement initiatives with other levels of government. Accordingly, extensions to this Contract may not be exercised.
- D2.2 The Work shall be done on an "as required" basis during the term of the Contract.
- D2.2.1 The type and quantity of Work to be performed under this Contract shall be as authorized from time to time by the Contract Administrator and/or Users.
- D2.2.2 Subject to C7, the City shall have no obligation under the Contract to purchase any quantity of any item in excess of their actual operational requirements.
- D2.3 Notwithstanding D2.1, in the event that operational changes result in substantial changes to the requirements for Work, the City reserves the right to alter the type or quantity of work performed under this Contract, or to terminate the Contract, upon thirty (30) Calendar Days written notice by the Contract Administrator. In such an event, no claim may be made for damages on the ground of loss of anticipated profit on Work.

D3. COOPERATIVE PURCHASE

- D3.1 The Contractor is advised that this is a cooperative purchase.
- D3.2 The Contract Administrator may, from time to time during the term of the Contract, approve other public sector organizations and utilities, including but not limited to municipalities, universities, schools and hospitals, to be participants in the cooperative purchase.
- D3.3 The Contract Administrator will notify the Contractor of a potential participant and provide a list of the delivery locations and estimated quantities.
- D3.4 If any location of the potential participant is more than ten (10) kilometers beyond the boundaries of the City of Winnipeg, the Contractor shall, within fifteen (15) Calendar Days of the written notice, notify the Contract Administrator of the amount of any additional delivery charge for the location.
- D3.5 If any additional delivery charges are identified by the Contractor, the potential participant may accept or decline to participate in the cooperative purchase.

- D3.6 The Contractor shall enter into a contract with each participant under the same terms and conditions as this Contract except:
- (a) supply under the contract shall not commence until the expiry or lawful termination of any other contract(s) binding the participant for the same goods;
 - (b) a participant may specify a duration of contract shorter than the duration of this Contract;
 - (c) a participant may specify that only some items under this Contract and/or less than their total requirement for an item are to be supplied under their contract; and
 - (d) any additional delivery charge identified and accepted in accordance with D3.4 and D3.5 will apply.
- D3.7 Each participant will be responsible for the administration of their contract and the fulfilment of their obligations under their contract. The City shall not incur any liability arising from any such contract.
- D3.8 No participant shall have the right or authority to effect a change in the Contract, or of any other participant in this Contract.

D4. DEFINITIONS

- D4.1 When used in this Tender:
- (a) **“Representative Sample”** means products submitted by the Bidder for the Contract Administrator’s approval that are identical in product type and material to those the Bidder proposes to supply if awarded the bid; and
 - (b) **“Supply Chain Disruption”** means an inability by the Contractor to obtain goods or services from third parties necessary to perform the Work of the Contract within the schedule specified therein, despite the Contractor making all reasonable commercial efforts to procure same. Contractors are advised that increased costs do not, in and of themselves, amount to a Supply Chain Disruption.

D5. CONTRACT ADMINISTRATOR

- D5.1 The Contract Administrator is:
- Victor Leitao, SCMP | CITP
Stores Contract Officer
Telephone No.: 431-323-3745
Email Address: vleitao@winnipeg.ca

D6. ACCESSIBLE CUSTOMER SERVICE REQUIREMENTS

- D6.1 The Accessibility for Manitobans Act (AMA) imposes obligations on The City of Winnipeg to provide accessible customer service to all persons in accordance with the Customer Service Standard Regulation (“CSSR”) to ensure inclusive access and participation for all people who live, work or visit Winnipeg regardless of their abilities.
- D6.1.1 The Contractor agrees to comply with the accessible customer service obligations under the CSSR and further agrees that when providing the Goods or Services or otherwise acting on the City of Winnipeg’s behalf, shall comply with all obligations under the AMA applicable to public sector bodies.
- D6.1.2 The accessible customer service obligations include, but are not limited to:
- (a) providing barrier-free access to goods and services;
 - (b) providing reasonable accommodations;
 - (c) reasonably accommodating assistive devices, support persons, and support animals;
 - (d) providing accessibility features e.g. ramps, wide aisles, accessible washrooms, power doors and elevators;

- (e) inform the public when accessibility features are not available;
- (f) providing a mechanism or process for receiving and responding to public feedback on the accessibility of all goods and services; and
- (g) providing adequate training of staff and documentation of same.

D7. SUPPLIER CODE OF CONDUCT

- D7.1 The Contractor has reviewed and understands the City's Supplier Code of Conduct. This document is located at: <https://www.winnipeg.ca/media/4891>
- D7.2 The Contractor agrees to comply with the Supplier Code of Conduct as it may be amended or replaced from time to time. The Contractor is responsible for periodically checking the above link for updates to the Supplier Code of Conduct. Contract signature on Form A: Bid/Proposal from the Contractor signifies agreement to the Supplier Code of Conduct which comes into effect once the Contract starts.
- D7.3 If there is a conflict between the Contract and the Supplier Code of Conduct – the Contract will prevail.

D8. UNFAIR LABOUR PRACTICES

- D8.1 Further to C3.2, the Contractor declares that in bidding for the Work and in entering into this Contract, the Contractor and any proposed Subcontractor(s) conduct their respective business in accordance with established international codes embodied in United Nations Universal Declaration of Human Rights (UDHR) <https://www.un.org/en/about-us/universal-declaration-of-human-rights> International Labour Organization (ILO) [https://www.ilo.org/global/lang--en/index.htm](https://www.ilo.org/global/lang-en/index.htm) conventions as ratified by Canada.
- D8.2 The City of Winnipeg is committed and requires its Contractors and their Subcontractors, to be committed to upholding and promoting international human and labour rights, including fundamental principles and rights at work covered by ILO eight (8) fundamental conventions and the United Nations Universal Declaration of Human Rights which includes child and forced labour.
- D8.3 Upon request from the Contract Administrator, the Contractor shall provide disclosure of the sources (by company and country) of the raw materials used in the Work and a description of the manufacturing environment or processes (labour unions, minimum wages, safety, etc.).
- D8.4 Failure to provide the evidence required under D8.3, may be determined to be an event of default in accordance with C16.
- D8.5 In the event that the City, in its sole discretion, determines the Contractor to have violated the requirements of this section, it will be considered a fundamental breach of the Contract and the Contractor shall pay to the City a sum specified by the Contract Administrator in writing ("Unfair Labour Practice Penalty"). Such a violation shall also be considered an Event of Default, and shall entitle the City to pursue all other remedies it is entitled to in connection with same pursuant to the Contract.
- D8.5.1 The Unfair Labour Practice Penalty shall be such a sum as determined appropriate by the City, having due regard to the gravity of the Contractor's violation of the above requirements, any cost of obtaining replacement goods/ services or rectification of the breach, and the impact upon the City's reputation in the eyes of the public as a result of same.
- D8.5.2 The Contractor shall pay the Unfair Labour Practice Penalty to the City within thirty (30) Calendar Days of receiving a demand for same in accordance with D8.5. The City may also hold back the amount of the Unfair Labour Practice Penalty from payment for any amount it owes the Contractor.

- D8.5.3 The obligations and rights conveyed by this clause survive the expiry or termination of this Contract, and may be exercised by the City following the performance of the Work, should the City determine, that a violation by the Contractor of the above clauses has occurred following same. In no instance shall the Unfair Labour Practice Penalty exceed the total of twice the Contract value.

SUBMISSIONS

D9. AUTHORITY TO CARRY ON BUSINESS

- D9.1 The Contractor shall be in good standing under The Corporations Act (Manitoba), or properly registered under The Business Names Registration Act (Manitoba), or otherwise properly registered, licensed or permitted by law to carry on business in Manitoba, or if the Contractor does not carry on business in Manitoba, in the jurisdiction where the Contractor does carry on business, throughout the term of the Contract, and shall provide the Contract Administrator with evidence thereof upon request.

SCHEDULE OF WORK

D10. COMMENCEMENT

- D10.1 The Contractor shall not commence any Work until they are in receipt of a notice of award from the City authorizing the commencement of the Work.
- D10.2 The Contractor shall not commence any Work until:
- (a) the Contract Administrator has confirmed receipt and approval of:
 - (i) evidence of authority to carry on business specified in D9;
 - (ii) evidence of the workers compensation coverage specified in C6.17; and
 - (iii) the direct deposit application form specified in D17.
 - (b) the Contractor has attended a meeting with the Contract Administrator, or the Contract Administrator has waived the requirement for a meeting.

D11. DELIVERY

- D11.1 Goods shall be delivered on an "as required" basis during the term of the Contract, f.o.b. destination, freight prepaid, to:

Winnipeg Transit – Stores Receiving FRG1
421 Osborne Street
Winnipeg, MB, R3L 2A2

- D11.1.1 Goods shall be delivered within twenty (20) Business Days of the placing of an order.
- D11.2 Initial start-up delivery shall be one-hundred twenty (120) Business days from the date of award.
- D11.3 After the initial start-up delivery stated in D11.2, Goods shall be delivered in accordance with D11.1.1.
- D11.4 The Contractor shall confirm each delivery with the Contract Administrator or their designate, at least two (2) Business Days before delivery.
- D11.5 Goods shall be delivered between 7:30 a.m. and 2:00 p.m. on Business Days.
- D11.6 The Contractor shall off-load goods as directed at the delivery location.

D12. LIQUIDATED DAMAGES

- D12.1 If the Contractor fails to achieve delivery of the goods within the time specified in D11.1 Delivery and it causes a Bus Operator or Supervisor to be excused from work, the Contractor shall pay the City twenty five dollars (\$25) per Calendar Day for each and every Calendar Day until the goods have been delivered.
- D12.2 The amount specified for liquidated damages in D12.1 is based on a genuine pre-estimate of the City's damages in the event that the Contractor does not achieve Delivery by the day fixed herein for same.
- D12.3 The City may reduce any payment to the Contractor by the amount of any liquidated damages assessed.

D13. SUPPLY CHAIN DISRUPTION SCHEDULE DELAYS

- D13.1 The City acknowledges that the schedule for this Contract may be impacted by Supply Chain Disruption. Commencement and progress of the Work shall be performed by the Contractor with due consideration to the delivery requirements and schedule identified in the Contract, in close consultation with the Contract Administrator.
- D13.2 If the Contractor is delayed in the performance of the Work by reason of Supply Chain Disruption, the Work schedule may be adjusted by a period of time equal to the time lost due to such delay and costs related to such delay will be determined as identified herein.
- D13.3 A minimum of seven (7) Calendar Days prior to the commencement of Work, the Contractor shall declare whether a Supply Chain Disruption will affect the start date. The Contractor shall provide sufficient evidence that the delay is directly related to a Supply Chain Disruption, including but not limited to evidence related to ordering of material or goods, production and/or manufacturing schedules or availability of staff as appropriate.
- D13.4 For any delay related to Supply Chain Disruption and identified after Work has commenced, the Contractor shall within seven (7) Calendar Days of becoming aware of the anticipated delay declare the additional delay and shall provide sufficient evidence as indicated in D13.3. Failure to provide this notice will result in no additional time delays being considered by the City.
- D13.5 The Work schedule, including the durations identified in D11 where applicable, will be adjusted to reflect delays accepted by the Contract Administrator.
- D13.6 Any time or cost implications as a result of Supply Chain Disruption and in accordance with the above, as confirmed by the Contract Administrator, shall be documented in accordance with C7.

D14. ORDERS

- D14.1 The Contractor shall provide a local Winnipeg telephone number or a toll-free telephone number at which orders for delivery may be placed.

D15. RECORDS

- D15.1 The Contractor shall keep detailed records of the goods supplied under the Contract.
- D15.2 The Contractor shall record, as a minimum, for each item listed on Form B: Prices:
- (a) user name(s) and addresses;
 - (b) order date(s);
 - (c) delivery date(s); and
 - (d) description and quantity of goods supplied.

- D15.3 The Contractor shall provide the Contract Administrator with a copy of the records for each quarter year within fifteen (15) Calendar Days of a request of the Contract Administrator.

MEASUREMENT AND PAYMENT

D16. INVOICES

- D16.1 Further to C10, the Contractor:

- (a) shall submit invoices for Work performed in accordance with the instruction on the City's website at: <https://www.winnipeg.ca/finance/corporate-accounts-payable.stm>; and
- (b) should copy the Contract Administrator on submission of its invoice.

D17. PAYMENT

- D17.1 Further to C10, the City shall make payments to the Contractor by direct deposit to the Contractor's banking institution, and by no other means. Payments will not be made until the Contractor has made satisfactory direct deposit arrangements with the City. Direct deposit application forms are at https://legacy.winnipeg.ca/finance/files/Direct_Deposit_Form.pdf.

D18. PAYMENT SCHEDULE

- D18.1 Further to C10, payment shall be in Canadian funds net thirty (30) Calendar Days after receipt and approval of the Contractor's invoice.

WARRANTY

D19. WARRANTY

- D19.1 Warranty is as stated in C11.

DISPUTE RESOLUTION

D20. DISPUTE RESOLUTION

- D20.1 If the Contractor disagrees with any opinion, determination, or decision of the Contract Administrator, the Contractor shall act in accordance with the Contract Administrator's opinion, determination, or decision unless and until same is modified by the process followed by the parties pursuant to D20.
- D20.2 The entire text of C19.4 is deleted, and amended to read: "Intentionally Deleted"
- D20.3 The entire text of C19.5 is deleted, and amended to read:
- (a) If Legal Services has determined that the Disputed Matter may proceed in the Appeal Process, the Contractor must, within ten (10) Business Days of the date of the Legal Services Response Letter, submit their written Appeal Form, in the manner and format set out on the City's Purchasing Division Website, to the Chief Administrative Officer, and to the Contract Administrator. The Contractor may not raise any other disputes other than the Disputed Matter in their Appeal Form.
- D20.4 Further to C19, prior to the Contract Administrator's issuance of a Final Determination, the following informal dispute resolution process shall be followed where the Contractor disagrees with any opinion, determination, or decision of the Contract Administrator ("Dispute"):
- (a) In the event of a Dispute, attempts shall be made by the Contract Administrator and the Contractor's equivalent representative to resolve Disputes within the normal course of project dealings between the Contract Administrator and the Contractor's equivalent representative.

- (b) Disputes which in the reasonable opinion of the Contract Administrator or the Contractor's equivalent representative cannot be resolved within the normal course of project dealings as described above shall be referred to a without prejudice escalating negotiation process consisting of, at a minimum, the position levels as shown below and the equivalent Contractor representative levels:
 - (i) The Contract Administrator;
 - (ii) Supervisory level between the Contract Administrator and applicable Department Head;
 - (iii) Department Head.
- D20.4.1 Names and positions of Contractor representatives equivalent to the above City position levels shall be determined by the Contractor and communicated to the City at the pre-commencement or kick off meeting.
- D20.4.2 As these negotiations are not an adjudicative hearing, neither party may have legal counsel present during the negotiations.
- D20.4.3 Both the City and the Contractor agree to make all reasonable efforts to conduct the above escalating negotiation process within twenty (20) Business Days, unless both parties agree, in writing, to extend that period of time.
- D20.4.4 If the Dispute is not resolved to the City and Contractor's mutual satisfaction after discussions have occurred at the final escalated level as described above, or the time period set out in D20.4.3, as extended if applicable, has elapsed, the Contract Administrator will issue a Final Determination as defined in C1.1(v), at which point the parties will be governed by the Dispute Resolution process set out in C19.

THIRD PARTY AGREEMENTS

D21. FUNDING AND/OR CONTRIBUTION AGREEMENT OBLIGATIONS

- D21.1 In the event that funding for the Work of the Contract is provided to the City of Winnipeg by the Government of Manitoba and/or the Government of Canada, the following terms and conditions shall apply, as required by the applicable funding agreements.
- D21.2 Further to D21.1, in the event that the obligations in D21 apply, actual costs legitimately incurred by the Contractor as a direct result of these obligations ("Funding Costs") shall be determined by the actual cost to the Contractor and not by the valuation method(s) outlined in C7.4. In all other respects Funding Costs will be processed in accordance with Changes in Work under C7.
- D21.3 For the purposes of D21:
 - (a) **"Government of Canada"** includes the authorized officials, auditors, and representatives of the Government of Canada; and
 - (b) **"Government of Manitoba"** includes the authorized officials, auditors, and representatives of the Government of Manitoba.
- D21.4 Modified Insurance Requirements
 - D21.4.1 Where applicable, the Contractor will be required to provide wrap-up liability insurance in an amount of no less than two million dollars (\$2,000,000) inclusive per occurrence. Such policy will be written in the joint names of the City, Contractor, Consultants and all subcontractors and subconsultants and include twelve (12) months completed operations. The Government of Manitoba and their Ministers, officers, employees, and agents shall be added as additional insureds.
 - D21.4.2 If applicable the Contractor will be required to provide builders' risk insurance (including boiler and machinery insurance, as applicable) providing all risks coverage at full replacement cost, or such lower level of insurance that the City may identify on a case-by-case basis, such as an installation floater.

- D21.4.3 The Contractor shall obtain and maintain third party liability insurance with minimum coverage of two million dollars (\$2,000,000.00) per occurrence on all licensed vehicles operated at the Site. In the event that this requirement conflicts with another licensed vehicle insurance requirement in this Contract, then the requirement that provides the higher level of insurance shall apply.
- D21.4.4 Insurers shall provide satisfactory Certificates of Insurance to the Government of Manitoba prior to commencement of Work as written evidence of the insurance required. The Certificates of Insurance must provide for a minimum of thirty (30) days' prior written notice to the Government of Manitoba in case of insurance cancellation.
- D21.4.5 All policies must be taken out with insurers licensed to carry on business in the Province of Manitoba.
- D21.5 Indemnification By Contractor
- D21.5.1 In addition to the indemnity obligations outlined in C15 of the General Conditions for Goods, the Contractor agrees to indemnify and save harmless the Government of Canada and the Government of Manitoba and each of their respective Ministers, officers, servants, employees, and agents from and against all claims and demands, losses, costs, damages, actions, suit or other proceedings brought or pursued in any manner in respect of any matter caused by the Contractor or arising from this Contract or the Work, or from the goods or services provided or required to be provided by the Contractor, except those resulting from the negligence of any of the Government of Canada's or the Government of Manitoba's Ministers, officers, servants, employees, or agents, as the case may be.
- D21.5.2 The Contractor agrees that in no event will Canada or Manitoba, their respective officers, servants, employees or agents be held liable for any damages in contract, tort (including negligence) or otherwise, for:
- (a) any injury to any person, including, but not limited to, death, economic loss or infringement of rights;
 - (b) any damage to or loss or destruction of property of any person; or
 - (c) any obligation of any person, including, but not limited to, any obligation arising from a loan, capital lease or other long term obligation;
- in relation to this Contract or the Work.
- D21.6 Records Retention and Audits
- D21.6.1 The Contractor shall maintain and preserve accurate and complete records in respect of this Contract and the Work, including all accounting records, financial documents, copies of contracts with other parties and other records relating to this Contract and the Work during the term of the Contract and for at least six (6) years after Total Performance. Those records bearing original signatures or professional seals or stamps must be preserved in paper form; other records may be retained in electronic form.
- D21.6.2 In addition to the record keeping and inspection obligations outlined in C6 of the General Conditions for Goods, the Contractor shall keep available for inspection and audit at all reasonable times while this Contract is in effect and until at least six (6) years after Total Performance, all records, documents, and contracts referred to in D21.6.1 for inspection, copying and audit by the City of Winnipeg, the Government of Manitoba and/or the Government of Canada and their respective representatives and auditors, and to produce them on demand; to provide reasonable facilities for such inspections, copying and audits, to provide copies of and extracts from such records, documents, or contracts upon request by the City of Winnipeg, the Government of Manitoba, and/or the Government of Canada and their respective representatives and auditors, and to promptly provide such other information and explanations as may be reasonably requested by the City of Winnipeg, the Government of Manitoba, and/or the Government of Canada from time-to-time.
- D21.7 Other Obligations

- D21.7.1 The Contractor consents to the City providing a copy of the Contract Documents to the Government of Manitoba and/or the Government of Canada upon request from either entity.
- D21.7.2 If the Lobbyists Registration Act (Manitoba) applies to the Contractor, the Contractor represents and warrants that it has filed a return and is registered and in full compliance with the obligations of that Act, and covenants that it will continue to comply for the duration of this Contract.
- D21.7.3 The Contractor shall comply with all applicable legislation and standards, whether federal, provincial, or municipal, including (without limitation) labour, environmental, and human rights laws, in the course of providing the Work.
- D21.7.4 The Contractor shall properly account for the Work provided under this Contract and payment received in this respect, prepared in accordance with generally accepted accounting principles in effect in Canada, including those principles and standards approved or recommended from time-to-time by the Chartered Professional Accountants of Canada or the Public Sector Accounting Board, as applicable, applied on a consistent basis.
- D21.7.5 The Contractor represents and warrants that no current or former public servant or public office holder, to whom the Value and Ethics Code for the Public Sector, the Policy on Conflict of Interest and Post Employment, or the Conflict of Interest Act applies, shall derive direct benefit from this Contract, including any employment, payments, or gifts, unless the provision or receipt of such benefits is in compliance with such codes and the legislation.
- D21.7.6 The Contractor represents and warrants that no member of the House of Commons or of the Senate of Canada or of the Legislative Assembly of Manitoba is a shareholder, director or officer of the Contractor or of a Subcontractor, and that no such member is entitled to any benefits arising from this Contract or from a contract with the Contractor or a Subcontractor concerning the Work.

ADJUSTMENTS FOR CHANGES IN LAWS, TAXES, OR TARIFFS

D22. ADJUSTMENTS FOR CHANGES IN LAWS, TAXES, OR TARIFFS

- D22.1 Further to C10.4 and subject to C6.13, the Contract Price shall be adjusted if any change in a law or tax imposed under the Excise Act, the Excise Tax Act, the Customs Act, the Customs Tariff, The Mining Tax Act (Manitoba), or The Retail Sales Tax Act (Manitoba), by an act of the Congress of the United States of America, or by Executive Order by the President of the United States under the International Emergency Economic Powers Act of the United States of America or similar legislation:
- occurs after the Submission Deadline;
 - applies to Material; and
 - affects the cost of that Material to the Contractor.
- D22.2 Further to C10.5, if a change referred to in C10.4 occurs, the Contract Price shall be increased or decreased by an amount equal to the amount that is established, by an examination of the relevant records of the Contractor, to be the increase or decrease in the cost incurred that is directly attributable to that change, and which the Contractor has proven to the Contract Administrator represents the minimum amount of increase necessary in order to obtain necessary Material or Plant. For the avoidance of doubt, the Contractor shall be required to provide satisfactory proof that it has investigated alternative options for obtaining equivalent Material or Plant and reducing or eliminating the increase in Contract Price, up to and including entering into purchase agreements with vendors located in other jurisdictions, in order for Contractor to be able to avail itself of the increase in Contract Price permitted under this clause.

PART E - SPECIFICATIONS

GENERAL

E1. APPLICABLE SPECIFICATIONS

- E1.1 These Specifications shall apply to the Work.
- E1.2 Bidders are reminded that requests for approval of substitutes as an approved equal or an approved alternative shall be made in accordance with B6. In every instance where a brand name or design specification is used, the City will also consider approved equals and/or approved alternatives in accordance with B6.

E2. GOODS

- E2.1 The Contractor shall supply and deliver Bus Operator and Supervisor shirts and blouses in accordance with the requirements hereinafter specified.
- E2.2 Sizing of all garments shall be in accordance with Appendix A and per applicable garment style.
- E2.2.1 The Contractor shall be able to accommodate special sizes upon request.
- E2.3 It should be noted that Items No.33-59 are currently not required at this time, but contract pricing shall be required to provide the items mentioned below as they will be added to the awarded contract. However, due to City's current inventory of these items, it is anticipated that they may or may not be required for the initial term of the contract.
- E2.4 **Item No. 1-4 and 33 – Ladies Blouse Bus Operator – Long Sleeve (LS) shall be as follows:**
- (a) Blouses shall be pale blue in colour (Pantone Colour number: 284U);
 - (b) Blouses are to be cut to fit a female shape;
 - (c) Neck band shall be pre-shrunk and finished on the outside with the same material as the shirt. The collar shall be fused and have standard medium to short length points, standard width band, with sewn-in stays using 100% cotton thread;
 - (d) Blouses shall have a straight back yoke. Each blouse shall be fitted to allow ample freedom of movement and shall be full length and not sports style. Tapered style blouses are not acceptable;
 - (e) Buttons shall be melamine and pale blue in colour;
 - (f) Buttons shall be positioned on the side of the blouse according to industry standards for female garments;
 - (g) Front edge of blouse shall be folded to form a 4cm facing. (Front Piece); and
 - (h) Sleeves shall be long style with a fused cuff and single button closure.
- E2.5 **Item No. 5-7 and 34-39 – Ladies Blouse Bus Operator – Short Sleeve (SS) shall be as follows:**
- (a) Blouses shall be pale blue in colour (Pantone Colour number: 284U)
 - (b) Blouses are to be cut to fit a female shape;
 - (c) Neck band shall be pre-shrunk and finished on the outside with the same material as the shirt. The collar shall be fused and have standard medium to short length points, standard width band, with sewn-in stays using 100% cotton thread;
 - (d) Blouses shall have a straight back yoke. Each blouse shall be fitted to allow ample freedom of movement and shall be full length and not sports style. Tapered style blouses are not acceptable;
 - (e) Buttons shall be melamine and pale blue in colour;
 - (f) Buttons shall be positioned on the side of the blouse according to industry standards for female garments;

- (g) Front edge of blouse shall be folded to form a 4cm facing. (Front Piece); and
- (h) Sleeves shall short style with a 1 1/4-inch false cuff.

E2.6 Item No. 8 and 42-44 – Ladies Blouse Supervisor – Short Sleeve (SS) shall be as follows:

- (a) Blouses shall be white in colour (Pantone Color number: 11-0700);
- (b) Blouses are to be cut to fit a female shape;
- (c) The neck band shall be pre-shrunk and finished on the outside with the same material as the shirt. The collar shall be fused and have standard medium to short length points, standard width band, with sewn-in stays using cotton thread;
- (d) Blouses shall have a straight back yoke. Each blouse shall be fitted to allow ample freedom of movement and shall be full length and not sports style. Tapered style blouses are not acceptable;
- (e) Buttons shall be positioned on the side of the blouse according to industry standards for female garments;
- (f) Shoulder epaulettes are to die cut and interlined with 100% carded cotton yarn woven fabric. Shoulder strap is topstitched 1/8 inch from the edge and has a buttonhole. To be sewn into sleeve head seam and measure 2 inch wide, tapering to 1 1/2 inch at the pointed end. Shoulder strap to be set approximately 1/2 inch from the neck seam, with the lower edge 3/4 inch below the shoulder joining seam. It shall be stitched to the shoulder, and fastened to the shoulder with a button;
- (g) Buttons shall be melamine and white in color;
- (h) Shorts sleeve shall have a 1 1/4-inch false cuff; and
- (i) Front edge of blouse shall be folded to form a 4cm facing. (Front Piece).

E2.7 Item No. 9-16 and 45-49 – Men's Shirt Bus Operator – Long Sleeve (LS) shall be as follows:

- (a) Shirts shall be pale blue in colour (Pantone Colour number: 284U);
- (b) The neck band shall be pre-shrunk and finished on the outside with the same material as the shirt. The collar shall be fused and have standard medium to short length points, standard width band, with sewn-in stays using cotton thread;
- (c) Shirts shall have a straight back yoke. Each shirt shall be fitted to allow ample freedom of movement and shall be full length and not sports style. Tapered style shirts are not acceptable;
- (d) Melamine button color shall be a pale blue;
- (e) Long sleeves shall have fused cuff & one button closure; and
- (f) Front edge of shirt shall be folded to form a 4cm facing. (Front Piece).

E2.8 Item No. 17-27 and 50-53 – Men's Shirt Bus Operator – Short Sleeve (SS) shall be as follows:

- (a) Shirts shall be pale blue in colour (Pantone Colour number: 284U);
- (b) The neck band shall be pre-shrunk and finished on the outside with the same material as the shirt. The collar shall be fused and have standard medium to short length points, standard width band, with sewn-in stays using cotton thread;
- (c) Shirts shall have a straight back yoke. Each shirt shall be fitted to allow ample freedom of movement and shall be full length and not sports style. Tapered style shirts are not acceptable;
- (d) Melamine button color shall be a pale blue;
- (e) Shorts sleeve shall have a 1 1/4-inch false cuff; and
- (f) Front edge of shirt shall be folded to form a 4cm facing. (Front Piece).

E2.9 Item No. 28-32 and 56-59 – Men's Shirt Supervisor – Short Sleeve (SS) shall be as follows:

- (a) Shirts shall be white in colour (Pantone Colour number: 11-0700);
- (b) The neck band shall be pre-shrunk and finished on the outside with the same material as the shirt. The collar shall be fused and have standard medium to short length points, standard width band, with sewn-in stays using cotton thread;
- (c) Shirts shall have a straight back yoke. Each shirt shall be fitted to allow ample freedom of movement and shall be full length and not sports style. Tapered style shirts are not acceptable;
- (d) Shoulder epaulettes are to die cut and interlined with 100% carded cotton yarn woven fabric. Shoulder strap is topstitched 1/8 inch from the edge and has a buttonhole. To be sewn into sleeve head seam and measure 2" wide, tapering to 1 1/2 inch at the pointed end. Shoulder strap to be set approximately 1/2 inch from the neck seam, with the lower edge 3/4 inch below the shoulder joining seam. It shall be stitched to the shoulder, and fasten to the shoulder with a button;
- (e) Buttons shall be melamine and white in color;
- (f) Shorts sleeve shall have a 1 1/4-inch false cuff; and
- (g) Front edge of shirt shall be folded to form a 4cm facing. (Front Piece).

E2.10 Item No. 40-41 – Ladies Blouse – Supervisor Long Sleeve (LS) shall be as follows:

- (a) Blouses shall be white in colour (Pantone Colour number: 11-0700);
- (b) Blouses are to be cut to fit a female shape;
- (c) The neck band shall be pre-shrunk and finished on the outside with the same material as the shirt. The collar shall be fused and have standard medium to short length points, standard width band, with sewn-in stays using cotton thread;
- (d) Blouses shall have a straight back yoke. Each blouse shall be fitted to allow ample freedom of movement and shall be full length and not sports style. Tapered style blouses are not acceptable;
- (e) Buttons shall be positioned on the side of the garment according to industry standards for female garments;
- (f) Shoulder epaulettes are to die cut and interlined with 100% carded cotton yarn woven fabric. Shoulder strap is topstitched 1/8 inch from the edge and has a buttonhole. To be sewn into sleeve head seam and measure 2 inch wide, tapering to 1 1/2 inch at the pointed end. Shoulder strap to be set approximately 1/2 inch from the neck seam, with the lower edge 3/4 inch below the shoulder joining seam. It shall be stitched to the shoulder, and fastened to the shoulder with a button;
- (g) Buttons shall be melamine and white in color;
- (h) Sleeves shall be long style with a fused cuff and single button closure; and
- (i) Front edge of blouse shall be folded to form a 4cm facing. (Front Piece).

E2.11 Item No. 54-55 – Men's Shirt Supervisor Long Sleeve (LS) shall be as follows:

- (a) Shirts shall be white in colour (Pantone Colour number: 11-0700);
- (b) The neck band shall be pre-shrunk and finished on the outside with the same material as the shirt. The collar shall be fused and have standard medium to short length points, standard width band, with sewn-in stays using cotton thread;
- (c) Shirts shall have a straight back yoke. Each shirt shall be fitted to allow ample freedom of movement and shall be full length and not sports style. Tapered style shirts are not acceptable;
- (d) Shoulder epaulettes are to die cut and interlined with 100% carded cotton yarn woven fabric. Shoulder strap is topstitched 1/8 inch from the edge and has a buttonhole. To be sewn into sleeve head seam and measure 2 inch wide, tapering to 1 1/2 inch at the pointed end. Shoulder strap to be set approximately 1/2 inch from the neck seam, with the lower edge 3/4 inch below the shoulder joining seam. It shall be stitched to the shoulder, and fasten to the shoulder with a button;
- (e) Buttons shall be melamine and white in color;

- (f) Long sleeves shall have fused cuff & one button closure; and
- (g) Front edge of shirt shall be folded to form a 4cm facing. (Front Piece).

E3. FABRIC

- E3.1 Fabric of all shirts and blouses shall be an easy care and maintenance, crease-resistant, perma-press blend of 65% polyester and 35% cotton, sanforized and sanitized. Fabric shall be:
- (a) Minimum thread counts 119 x 76 +/- 5 threads, ASTM D 3775-1985;
 - (b) Yarn counts: Warp- 28-32TC, Weft – 28-32TC, +/- 2 counts;
 - (c) Finished weight of 4.5 – 5.0 oz/ yd2. (155-160 g/m2);
 - (d) Finished width: 64-65 inches, ASTM D 3774-89;
 - (e) Fibre composition: Cotton 35%, Polyester 65%, +/- 3%;
 - (f) Tensile strength at min 50Lb.- Warp: 169Lb, Weft: 106Lb, ASTM D1682-75 (Grab method-lb);
 - (g) Tearing strength at min 1.9lb/ 900g – Warp: 5 lb/ 2160g, Weft: 3lb/1440g;
 - (h) Wash shrinkage – Warp: -0.8%, Weft: -0.6%, +/- 3%, AATCC 135 IVA-1995, (Wash at 50oC & TumbleDry, x 3 Washes);
 - (i) Pilling- Min grade 4, ASTM D 3512-1982, (After 36,000 revs. / 30 mins.);
 - (j) Wash and wear;
 - (k) Soil resistant / liquid resistant finish; and
 - (l) All fabric shall be colour fast to repeated washing, perspiration and crocking.

E4. FINISHING

- E4.1 All shirts and blouses shall have seven (7) buttons and buttonholes on the front of the garment and shall be tightly finished.
- E4.2 All blue operator shirts and blouses shall have two (2) breast pockets that are 5 1/4 inches x 5 1/2 inches without pleats or flaps. The left pocket shall have a pencil pocket built into it.
- E4.3 All white supervisor shirts and blouses shall have two (2) breast pockets that are 5 1/4 inches x 5 1/2 inches single button flaps, and pleats. The left pocket shall have a pencil pocket built into it.
- E4.4 Shirts and blouses shall be available in tall and regular sizes

E5. SHOULDER FLASHES

- E5.1 Two (2) shoulder flashes are to be sewn on to each garment by the Contractor. The shoulder flashes are to be installed one (1) per shoulder.
- (a) Winnipeg Transit approved vendor of the shoulder flashes is:
B & S Emblem Ltd.
5-225 Industrial Parkway S
Aurora-ON, L4G 3V5
- E5.2 The Contractor is responsible for the acquisition and installation of the shoulder flashes onto the shirts.
- E5.3 Current price for each shoulder flashes is CAD\$1.35.
- E5.4 Further to E5.1, the Contractor shall purchase shoulder flashes from the Winnipeg Transit approved vendor. Deviations from this requirement may cause product rejections and returns to the vendor.

- E5.5 Further consideration may be given to the approval of new vendors of shoulder flashes after the contract is awarded.

E6. LABELLING AND CARE

- E6.1 All shirts and blouses shall have affixed to it, a permanent label with the manufacturer, size, fibre content and laundering instructions.

- E6.2 All components of the garments must be machine washable.

E7. PACKAGING AND PRESENTATION

- E7.1 Pressing:

- (a) Shirts and blouses shall be pressed in accordance with commercially accepted standards.

- E7.2 Inspection:

- (a) The Contractor shall provide the Contract Administrator or designate access to his facilities for the purpose of inspecting the work in progress at any time.

- E7.3 Marking:

- (a) Each shirt and blouse shall bear tags clearly identifying the Contractor; and
(b) Each shirt and blouse shall bear markings clearly identifying gender, neck size, sleeve length and body length (regular or tall body).

- E7.4 Packaging:

- (a) Shirts and blouses shall be packaged WITHOUT PINS in individual cellophane/plastic or equivalent and packaged in cardboard boxes:
(i) Each box shall contain three (3) shirts of the same gender, neck size, sleeve length and body length (regular or tall); and
(ii) Each box shall be clearly marked on the outside with the gender, neck size, sleeve length and body length (regular or tall).

E8. APPROVED PRODUCTS

- E8.1 Subject to E1.2, the following products are approved:

- (a) Opus Shirts WS715, WS725, WS716, WS726, US512, US522, US513, US523 series shirts/ blouses.
(b) The Uniform Experts North America Inc.- 800S/FS, 800L/FL, 820ES/FS, 820EL/FL. series shirts/ blouses.

- E8.2 Subject to E1.2 and E2, the following brands are approved:

- (a) Gold Star Shirts & Apparel; and
(b) John Forsyth Co.

E9. APPENDIX A – GARMENT MEASUREMENTS

E9.1 MENS SHORT SLEEVE SHIRT MEASUREMENTS

MALES SERIES 800 & TACTL/TACTS 2013 CHART MEASUREMENTS (IMPORT)																
NECK SIZE	13	13.5	14	14.5	15	15.5	16	16.5	17	17.5	18	18.5	19	19.5	20	20.5
NECK OPENING	13.5	14	14.5	15	15.5	16	16.5	17	17.5	18	18.5	19	19.5	20	20.5	21
CHEST WIDTH	37	39	41	43	45	47	49	51	53	55	57	59	61	63	65	67
WAIST WIDTH	35	37	39	41	43	45	47	49	51	53	55	57	59	61	63	65
HIPS WIDTH	36	38	40	42	44	46	48	50	52	54	56	58	60	62	64	66
YOKE WIDTH	15.5	16	16 1/2	17	17 1/2	18	18 1/2	19	19 1/2	20	20 1/2	21	21 1/2	22	22 1/2	23
SHORT SLEEVES LENGTH	9.75	9 3/4	9 3/4	9 3/4	9 3/4	9 3/4	9 7/8	10	10 1/8	10 1/4	10 3/8	10 1/2	10 5/8	10 3/4	10 3/4	10 3/4
SHORT SLEEVE CUFF OPENING	12	12 1/2	13	13 1/2	14	14 1/2	15	15 1/2	16	16 1/2	17	17 1/2	18	18 1/2	19	19 1/2
BACK LENGTH (SHORTS/ REGS)	32.5	32 1/2	32 1/2	32 1/2	32 1/2	32 1/2	34	34	34	34	34	34	35	35	35	35
BACK LENGTH (TALL)	34.5	34.5	34.5	34.5	34.5	34.5	36	36	36	36	36	36	37	37	37	37
BACK LENGHT(XTALL)	36.5	36.5	36.5	36.5	36.5	36.5	38	38	38	38	38	38	39	39	39	39

E9.2 MENS LONG SLEEVE SHIRT MEASUREMENTS

MALES SERIES 800 & TACTL/TACTS 2013 CHART MEASUREMENTS (IMPORT)																
NECK SIZE	13	13.5	14	14.5	15	15.5	16	16.5	17	17.5	18	18.5	19	19.5	20	20.5
NECK OPENING	13.5	14	14.5	15	15.5	16	16.5	17	17.5	18	18.5	19	19.5	20	20.5	21
CHEST WIDTH	37	39	41	43	45	47	49	51	53	55	57	59	61	63	65	67
WAIST WIDTH	35	37	39	41	43	45	47	49	51	53	55	57	59	61	63	65
HIPS WIDTH	36	38	40	42	44	46	48	50	52	54	56	58	60	62	64	66
YOKE WIDTH	15.5	16	16 1/2	17	17 1/2	18	18 1/2	19	19 1/2	20	20 1/2	21	21 1/2	22	22 1/2	23
LONG SLEEVE LENGTH (CB)						31 or 33 or 35 or 37										
BACK LENGTH (SHORTS/ REGS)	32.5	32 1/2	32 1/2	32 1/2	32 1/2	32 1/2	34	34	34	34	34	34	35	35	35	35
BACK LENGTH (TALL)	34.5	34.5	34.5	34.5	34.5	34.5	36	36	36	36	36	36	37	37	37	37
BACK LENGHT(XTALL)	36.5	36.5	36.5	36.5	36.5	36.5	38	38	38	38	38	38	39	39	39	39

E9.3 WOMEN'S SHORT SLEEVE BLOUSE MEASUREMENTS

Continental chart for ladies																		
NECK SIZE	12	12 1/2	13	13 1/2	14	14 1/2	15	15 1/2	16	16 1/2	17	17 1/2	18	18 1/2	19	19 1/2	20	TALL
Neck (on garment)	12.5	13	13.5	14	14.5	15	15.5	16	16.5	17	17.5	18	18.5	19	19.5	20	20.5	
Chest	36	37	38	40	42	44	46	48	50	52	54	56	58	60	62	64	66	
Waist	34	35	36	38	40	42	44	46	48	50	52	54	56	58	60	62	64	
Hip	38	39	40	42	44	46	48	50	52	54	56	58	60	62	64	66	68	
Back Length	27.5	27.5	28	28	28.5	28.5	29	29	29.5	29.5	30	30	30.5	30.5	31	31	31.5	add 2"
Short sleeve Length	9.25	9.25	9.25	9.25	9.25	9.25	9.25	9.75	9.75	9.75	9.75	9.75	9.75	9.75	9.75	9.75	9.75	
Short sleeve opening	13	13.25	13.5	13.75	14.25	14.75	15.25	15.75	16.25	16.75	17.25	17.75	18.25	18.75	19.25	19.75	20.25	

E9.4 WOMEN'S LONG SLEEVE BLOUSE MEASUREMENTS

Continental chart for ladies																		
NECK SIZE	12	12 1/2	13	13 1/2	14	14 1/2	15	15 1/2	16	16 1/2	17	17 1/2	18	18 1/2	19	19 1/2	20	TALL
Neck (on garment)	12.5	13	13.5	14	14.5	15	15.5	16	16.5	17	17.5	18	18.5	19	19.5	20	20.5	
Chest	36	37	38	40	42	44	46	48	50	52	54	56	58	60	62	64	66	
Waist	34	35	36	38	40	42	44	46	48	50	52	54	56	58	60	62	64	
Hip	38	39	40	42	44	46	48	50	52	54	56	58	60	62	64	66	68	
Back Length	27.5	27.5	28	28	28.5	28.5	29	29	29.5	29.5	30	30	30.5	30.5	31	31	31.5	add 2"
Short sleeve Length	9.25	9.25	9.25	9.25	9.25	9.25	9.25	9.75	9.75	9.75	9.75	9.75	9.75	9.75	9.75	9.75	9.75	
Short sleeve opening	13	13.25	13.5	13.75	14.25	14.75	15.25	15.75	16.25	16.75	17.25	17.75	18.25	18.75	19.25	19.75	20.25	