



**ABIDE
BUILDERS
INCORPORATED**

825 Riverside Pky, #120
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September 14, 2025

Nathan A. Stites
Associate Civil Engineer
Environmental & Water Resources
City of Folsom
50 Natoma Street
Folsom, CA 95630

Re: City of Folsom Flow Control Facilities Rehabilitation Project

Subject: Refutation of Wage Penalties

Dear Mr. Stites,

Abide Builders Inc. (ABI) is in receipt of your email and letter of 9/12/2025, and would like to address the accusations contained therein. The accusations are all originating from a single source, Foundation for Fair Contracting (FFC), an organization funded by the unions and specifically charged with the investigation of non-union **contractors** to find labor violations. The FFC has filed complaints with the DIR on nearly every job that ABI has completed. Over the past five years ABI has paid 277,057 hours in labor at an average of \$100/hour or \$27,705,700.00 in labor to ABI employees. The following is what the DIR has found after exhaustive investigations:

1. Isabella Jackson ES Asphalt Upgrades, DIR Case No. 468076

The merits of this case stem from ABI sending a DAS 142 (Request for Dispatch of Apprentices) requesting an apprentice from the iron workers union on a day where the payroll records show no iron work. An apprentice was never dispatched on any day. What the payroll records show is iron occurred work the day before and the day after the DAS 142 requested apprentices for. ABI's contention was that we were in compliance since, had the union sent an apprentice, we would have paid the apprentice and met the apprentice journeyman ratios. Although no wage violation occurred, the DIR agreed to settle the matter for \$800.00. Although ABI admits no fault, ABI did settle the matter for \$800.00.

2. Castori ES-Kindergarten Play Area, DIR Case No. 426591

This case centers around benefits of a single employee that was paid as an Operating Engineer. Around June of most years the DIR adjusts wages and benefits of certain trades. The edict is that the employees are to be paid the adjusted wage with the allocation of those additional wages to follow. ABI employees receive the Base Hourly Wages, Vacation and Holiday and "Other" on their paychecks, and Health and Welfare, and Pension are sent to a benefits administrator in the employees' name. What ABI did is allocate for this employee the increase to the Pension fund and not to the Base Hourly Wage, which is where the DIR later allocated that it goes. The employee was originally fully compensated but the DIR considered this a violation in the amount of \$1,170.13.



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3. Cases Pending

The remainder of the cases are pending cases and are all equally without merit. ABI will of course pursue the truth in these cases and expect little if no penalties to arise.

Over the past 5 years ABI has paid approximately \$27 Million in wages and has been accused of \$2,000 in violations. Again, ABI does not consider these wage violations since all employees were fully compensated. This is after extreme scrutiny by the DIR and the FFC. This is a 99.993 % accuracy, even by their standards, which as an organization that employes approximately 40 employees and provides an above average living wage to the employees, along with health care for them and their families and pension, a very proud accomplishment. ABI welcomes the DIR and the FFC to continue their investigations into ABI as it only goes to show that we are fair, follow all state and federal rules and provide opportunities for employees.

Sincerely, Philip Pizzo, President

Philip Pizzo P.E.

President
Abide Builders, Inc
ppizzo@abidebuilders.com