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Refer to File No. MEL-0150H

October 14, 2021

Conservation Commission 562 Main Street Melrose, MA 02176

RE: DEP File #217-0214 - #36 Slayton Road / Confalone Additional Information Requested

Dear Commissioners,

In response to the request made at the last hearing we attended, we are pleased to provide the following information.

- Our limit of work has been clearly defined on the proposed plan. 1.
- 2. A detailed construction sequence is attached to this correspondence.
- We did contact DEP relative to snow removal and it appears that most of their information is based on large, commercial snow-removal operations and not singlefamily houses. Copies of the latest snow disposal guidance obtained from the DEP as of December 2020 are attached. It does not appear their guidance is intended to address incidental snow plowed from roadways and driveways.

While the applicant has considered methods of snow removal, I believe trying to remove snow by trucking along the causeway, disposal in an upland area on the lot is both difficult to accomplish and expensive. While the DEP said what to require is within your jurisdiction. I think it not unreasonable to allow the snow to be plowed off the causeway on the downstream side and to prohibit the use of de-icing chemicals and sand along the driveway. I do not believe that requirement to be overburdensome to the owner and do not think, in this instance, salting or sanding is required for safety as the driveway is basically level.

- The wetland data sheets completed by our botanist have already been sent to the 4. Commission.
- The existing 30" clay pipe at the top of the driveway is indicated to be replaced. 5.



**Conservation Commission** To: RE:

36 Slayton Road / Confalone

October 14, 2021 Date:

We have also amended the wall design previously submitted as I became concerned about the construction based on indications that the existing driveway was a corduroy road and peat depths up to 11 feet are present in the crossing. The detailed construction sequence accompanying this letter indicates how this is to be handled moving forward.

I trust this information is responsive to your concerns and look forward to your meeting on October 21, 2021.

Very truly yours,

Peter J. Ogren, P.E., P.L.S.

President

PJO/dab

cc: James Confalone

Enclosures

#### CONSTRUCTION SEQUENCE CAUSEWAY CONSTRUCTION SLAYTON ROAD MELROSE, MASSACHUSETTS

October 14, 2021

The following is the proposed construction sequence for constructing a proposed causeway for access to the Confalone property house site, Slayton Road.

- 1. Stake silt fence at limit of construction and install. Have installation reviewed by Melrose Conservation Agent.
- 2. Excavate test holes, at the direction of the design engineer, to confirm depth and limits of the corduroy road construction to insure proper grades can be achieved.
- 3. Excavate and install sewer and water connections from the mains to the house site.
- 4. Clear and grub compensatory storage area and dispose of stumps and debris off-site.
- 5. Excavate wall base one foot (1') outside the wall location on the downstream side first, with suitable grade a minimum of six inches (6") below the bottom of the engineered block.
- 6. Place block at proper grade and backfill with crushed stone as required.
- 7. Utilize excavated material from the compensatory storage area, if suitable, for remaining fill area.
- 8. If the excavated material is not suitable, import suitable material and discard unsuitable material off-site. If the compensatory material is unsuitable, excavate remaining compensatory area to proper grade, loam and seed. If material is suitable, excavate and use as backfill as wall construction progresses.
- 9. Complete block wall construction, downstream side first.
- 10. Install 1x6 compensating culvert and 30" culvert as they are reached in wall construction.
- 11. Fine grade and pave driveway binder.
- 12. Replace disturbed wetland soils at the toe of the wall with the windrow from the excavation for the wall.
- 13. Plant compensatory area and toe of wall, if necessary, in accordance with the planting plan on the approved Notice of Intent plans.
- 14. Add guardrail to the wall.
- 15. Top asphalt course to be added after house construction is complete.

PJO/d/



## Commonwealth of Massachusetts Executive Office of Energy & Environmental Affairs

## Department of Environmental Protection

One Winter Street Boston, MA 02108 • 617-292-5500

Charles D. Baker Governor

Karyn E. Polito Lieutenant Governor Kathleen A. Theoharides Secretary

> Martin Suuberg Commissioner

December 11, 2020

RE: Routine and Emergency Snow Disposal

Dear Municipal Official,

MassDEP would like to work with cities and towns as you get ready for the winter season. We are offering the following information related to snow disposal in case we encounter a winter with significant snowfall. As we did last year, MassDEP is providing our Snow Disposal Guidance in order to assist municipalities with snow management. A copy of the Guidance can be found at: <a href="https://www.mass.gov/guides/snow-disposal-guidance">https://www.mass.gov/guides/snow-disposal-guidance</a>.

MassDEP encourages that care be taken in order to ensure that collected snow is disposed of in a manner that will minimize environmental impacts. In addition, the Guidance outlines specific steps a municipal official should follow in extreme circumstances in order to receive approval for emergency snow disposal to a waterbody.

Advanced identification and mapping of sites for the routine disposal of snow can help facilitate a municipality's routine snow management efforts. MassDEP has a web-based point-and-click mapping application to assist municipalities in selecting routine snow disposal or "snow farm" sites. The mapping tool highlights sensitive environmental resources to be avoided and helps isolate preferable upland locations for snow farming. We encourage you to use this tool to identify the location of the site(s) your municipality intends to use for routine snow disposal. No action is needed if your municipality has used this tool in the past and the location of your routine snow disposal site(s) has not changed.

To use the MassDEP mapping application, navigate to the following website and follow the online instructions: <a href="https://maps.env.state.ma.us/dep/arcgis/js/templates/PSF/">https://maps.env.state.ma.us/dep/arcgis/js/templates/PSF/</a>. Identifying proposed routine snow disposal locations can facilitate emergency snow disposal approval from your Conservation Commission or MassDEP, if the emergency snow disposal location is located in or near wetland resource areas. It can also help you avoid locations that may negatively impact public drinking water supplies.



## Commonwealth of Massachusetts Executive Office of Energy & Environmental Affairs

### Department of Environmental Protection

One Winter Street Boston, MA 02108 • 617-292-5500

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# Massachusetts Department of Environmental Protection Bureau of Water Resources Snow Disposal Guidance

Effective Date: December 11, 2020

Applicability: Applies to all federal, state, regional and local agencies, as well as to private businesses.

**Supersedes:** Bureau of Resource Protection (BRP) Snow Disposal Guideline No. BRPG97-1 issued December 12, 1997 and BRPG01-01 issued March 8, 2001; Bureau of Water Resources (BWR) snow disposal guidance issued December 21, 2015 and December 12, 2018.

Approved by: Kathleen Baskin, Assistant Commissioner, Bureau of Water Resources

PURPOSE: To provide guidelines to all government agencies and private businesses regarding snow disposal site selection, site preparation and maintenance, and emergency snow disposal options that are protective of wetlands, drinking water, and water bodies, and are acceptable to the Massachusetts Department of Environmental Protection (MassDEP), Bureau of Water Resources.

APPLICABILITY: These Guidelines are issued by MassDEP's Bureau of Water Resources on behalf of all Bureau Programs (including Drinking Water Supply, Wetlands and Waterways, Wastewater Management, and Watershed Planning and Permitting). They apply to all federal agencies, state agencies, state authorities, municipal agencies and private businesses disposing of snow in the Commonwealth of Massachusetts.

#### INTRODUCTION

Finding a place to dispose of collected snow poses a challenge to municipalities and businesses as they clear roads, parking lots, bridges, and sidewalks. While MassDEP is aware of the threats to public safety caused by snow, collected snow that is contaminated with road salt, sand, litter, and automotive pollutants such as oil also threatens public health and the environment.

As snow melts, road salt, sand, litter, and other pollutants are transported into surface water or through the soil where they may eventually reach the groundwater. Road salt and other pollutants can contaminate water supplies and are toxic to aquatic life at certain levels. Sand washed into

This information is available in alternate format. Contact Michelle Waters-Ekanem, Director of Diversity/Civil Rights at 617-292-5751.

TTY# MassRelay Service 1-800-439-2370

MassDEP Website: www.mass.gov/dep

Avoid disposing of snow on top of storm drain catch basins or in stormwater drainage
systems including detention basins, swales or ditches. Snow combined with sand and
debris may block a stormwater drainage system, causing localized flooding. A high
volume of sand, sediment, and litter released from melting snow also may be quickly
transported through the system into surface water.

#### Recommended Site Selection Procedures

It is important that the municipal Department of Public Works or Highway Department, Conservation Commission, and Board of Health work together to select appropriate snow disposal sites. The following steps should be taken:

- Estimate how much snow disposal capacity may be needed for the season so that an adequate number of disposal sites can be selected and prepared.
- Identify sites that could potentially be used for snow disposal, such as municipal open space (e.g., parking lots or parks).
- Select sites located in upland locations that are not likely to impact sensitive environmental resources first.
- If more storage space is still needed, prioritize the sites with the least environmental impact (using the site selection criteria, and local or MassGIS maps as a guide).

#### Snow Disposal Mapping Assistance

MassDEP has an online mapping tool to assist in identifying possible locations to potentially dispose of snow. MassDEP encourages municipalities to use this tool to identify possible snow disposal options. The tool identifies wetland resource areas, public drinking water supplies and other sensitive locations where snow should not be disposed. The tool may be accessed through the Internet at the following web address:

https://maps.env.state.ma.us/dep/arcgis/js/templates/PSF/.

#### 2. SITE PREPARATION AND MAINTENANCE

In addition to carefully selecting disposal sites before the winter begins, it is important to prepare and maintain these sites to maximize their effectiveness. The following maintenance measures should be undertaken for all snow disposal sites:

- A silt fence or equivalent barrier should be placed securely on the downgradient side of the snow disposal site.
- Wherever possible maintain a 50-foot vegetated buffer between the disposal site and adjacent waterbodies to filter pollutants from the meltwater.
- Clear debris from the site prior to using the site for snow disposal.
- Clear debris from the site and properly dispose of it at the end of the snow season, and no later than May 15.

#### 3. SNOW DISPOSAL APPROVALS

Proper snow disposal may be undertaken through one of the following approval procedures:

- Routine snow disposal Minimal, if any, administrative review is required in these cases when upland and pervious snow disposal locations or upland locations on impervious surfaces that have functioning and maintained stormwater management systems have been identified, mapped, and used for snow disposal following ordinary snowfalls. Use of upland and pervious snow disposal sites avoids wetland resource areas and allows snow meltwater to recharge groundwater and will help filter pollutants, sand, and other debris. This process will address the majority of snow removal efforts until an entity exhausts all available upland snow disposal sites. The location and mapping of snow disposal sites will help facilitate each entity's routine snow management efforts.
- Emergency Certifications If an entity demonstrates that there is no remaining capacity at upland snow disposal locations, local conservation commissions may issue an Emergency Certification under the Massachusetts Wetlands Protection regulations to authorize snow disposal in buffer zones to wetlands, certain open water areas, and certain wetland resource areas (i.e. within flood plains). Emergency Certifications can only be issued at the request of a public agency or by order of a public agency for the protection of the health or safety of citizens, and are limited to those activities necessary to abate the emergency. See 310 CMR 10.06(1)-(4). Use the following guidelines in these emergency situations:
  - Dispose of snow in open water with adequate flow and mixing to prevent ice dams from forming.
  - Do not dispose of snow in salt marshes, vegetated wetlands, certified vernal pools, shellfish beds, mudflats, drinking water reservoirs and their tributaries, Zone IIs or IWPAs of public water supply wells, Outstanding Resource Waters, or Areas of Critical Environmental Concern.
  - Do not dispose of snow where trucks may cause shoreline damage or erosion.
  - Consult with the municipal Conservation Commission to ensure that snow disposal in open water complies with local ordinances and bylaws.
- Severe Weather Emergency Declarations In the event of a large-scale severe weather event, MassDEP may issue a broader Emergency Declaration under the Wetlands Protection Act which allows federal agencies, state agencies, state authorities, municipalities, and businesses greater flexibility in snow disposal practices. Emergency Declarations typically authorize greater snow disposal options while protecting especially sensitive resources such as public drinking water supplies, vernal pools, land containing shellfish, FEMA designated floodways, coastal dunes, and salt marsh. In the event of severe winter storm emergencies, the snow disposal site maps created by municipalities will enable MassDEP and the Massachusetts Emergency Management Agency (MEMA) in helping communities identify appropriate snow disposal locations.

If upland disposal sites have been exhausted, the Emergency Declaration issued by MassDEP allows for snow disposal near water bodies. In these situations, a buffer of at

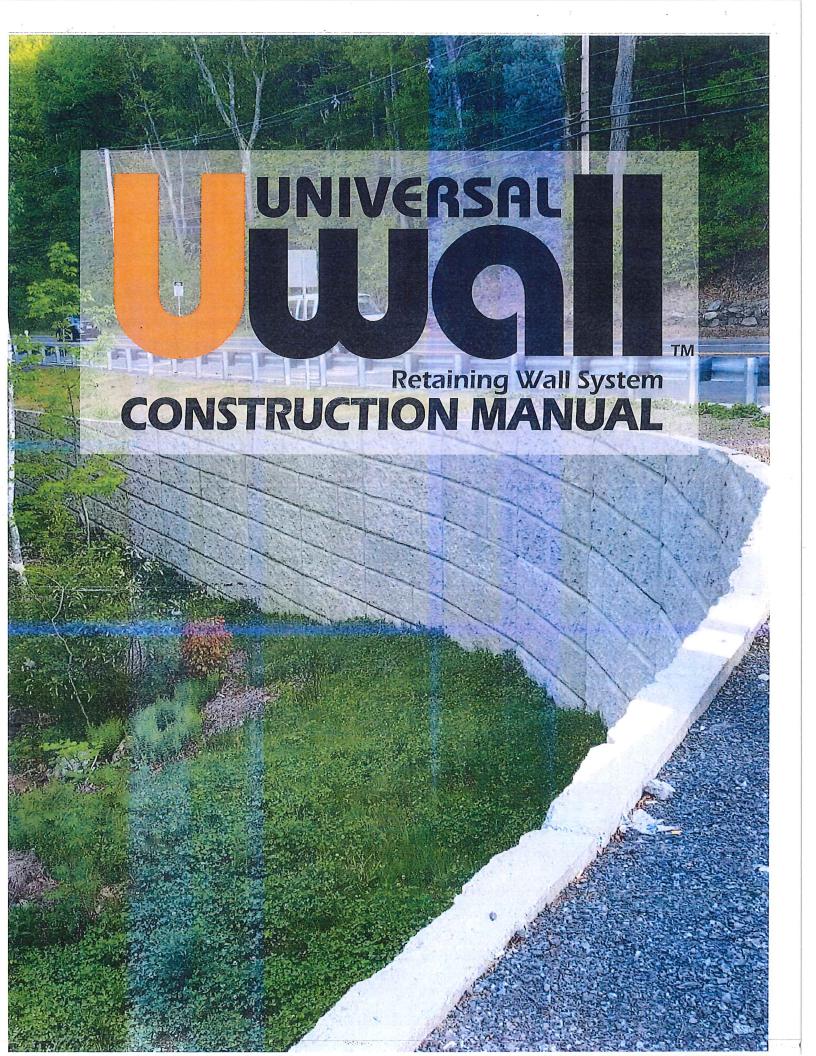
least 50 feet, preferably vegetated, should still be maintained between the site and the waterbody. Furthermore, it is essential that the other guidelines for preparing and maintaining snow disposal sites be followed to minimize the threat to adjacent waterbodies.

Under extraordinary conditions, when all land-based snow disposal options are exhausted, the Emergency Declaration issued by MassDEP may allow disposal of snow in certain waterbodies under certain conditions. A federal agency, state agency, state authority, municipality or business seeking to dispose of snow in a waterbody should take the following steps:

- Call the emergency contact phone number [(888) 304-1133)] and notify the MEMA of the municipality's intent.
- MEMA will ask for some information about where the requested disposal will take place.
- MEMA will confirm that the disposal is consistent with MassDEP's Severe
   Weather Emergency Declaration and these guidelines and is therefore approved.

During declared statewide snow emergency events, MassDEP's website will also highlight the emergency contact phone number [(888) 304-1133)] for authorizations and inquiries. For further non-emergency information about this Guidance you may contact your MassDEP Regional Office Service Center:

Northeast Regional Office, Wilmington, 978-694-3246 Southeast Regional Office, Lakeville, 508-946-2714 Central Regional Office, Worcester, 508-792-7650 Western Regional Office, Springfield, 413-755-2114



### **President's Letter**

CSI is a leader in its industry supplying precast infrastructure products throughout New England and beyond since 1972, developing engineered solutions for prefabricated bridges, segmental tunnel lining rings, retaining wall systems and more. Our in-house capabilities to provide design and engineering services coupled with our 3 modern manufacturing plants allow us to expedite many large, complex, and fast-track projects.

After 44 years of continued innovation in precast concrete manufacturing, CSI is pleased to offer a new and exciting Precast Retaining Wall System - Uwall™. The Uwall™ Retaining Wall System was jointly developed by CSI, CLECO Manufacturing (a CSI subsidiary), and the late Ray O'neill (designer of the STA-WAL and T-WALL retaining wall systems). We are proud to offer an engineered wall system that is easy to manufacture and offers fast installation. Uwall's unique capabilities will allow you and your client to realize a substantial time and money savings when compared to other wall systems.

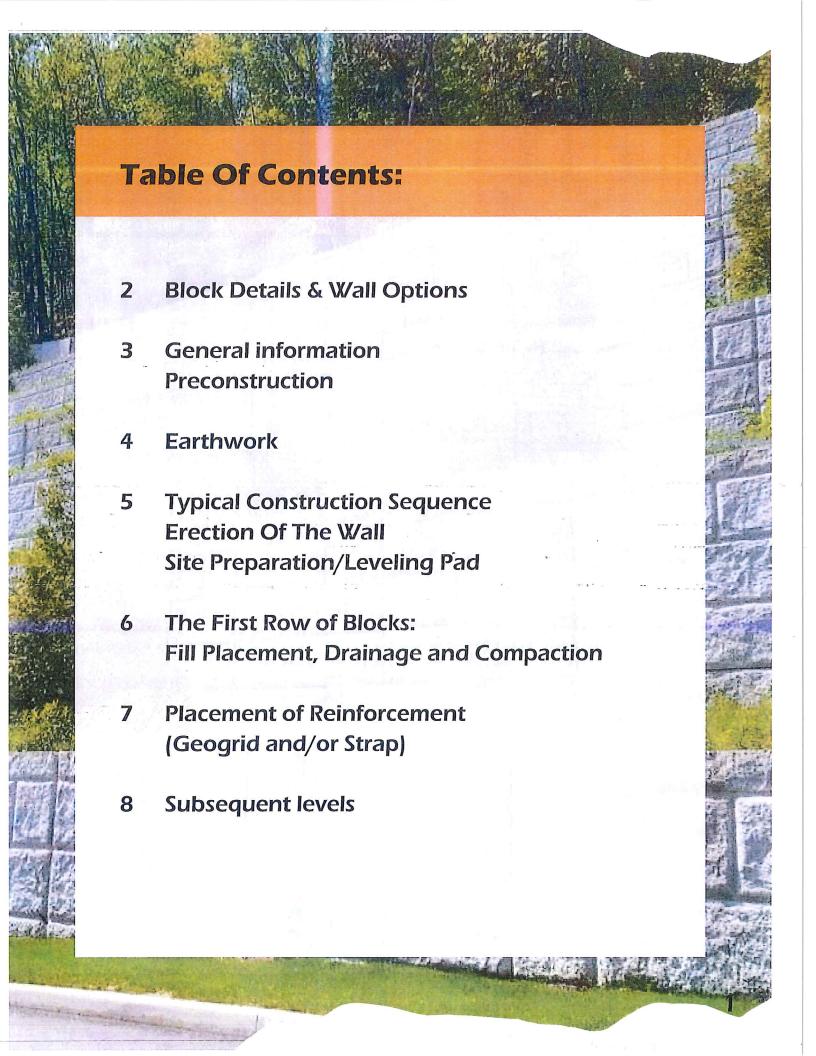
#### Uwall™ design benefits include:

- Fully engineered steel reinforced wall system
- Ship 352 sf of wall on each load (savings in freight and time unloading)
- Extremely lightweight for a larger wall unit
- Ease and speed of installation substantially less sections to set/ installs rapidly in comparison to other modular block wall systems

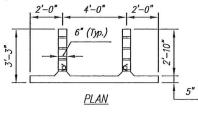
We are extremely excited about the acceptance and feedback we are receiving from specifiers, contractors, and project owners. Uwall™ offers a fast, economical, and attractive solution for any retaining wall application. Call us today to learn more about saving time and money on your next project.

Michael

Michael R. Worden President Concrete Systems, Inc./Universal Wall Systems



### **Block Details**



8'-0"

Standard 2' high unit weight without extension is: weight: 1.14 tons

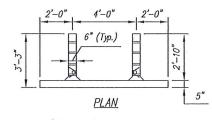


6" Utility Anchor Inside face of stem Near & far stems

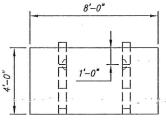
FRONT FLFVATION

SIDE ELEVATION

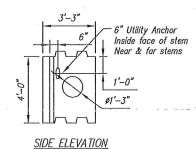
### Standard 2ft Unit Details



Standard 4' high unit weight without extension is: weight: 2.11 tons



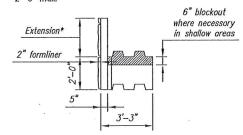
FRONT ELEVATION



#### Standard 4ft Unit Details

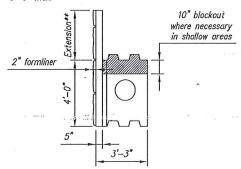


\*NOTE: Extension height varies in 6" increments to 2'-6" max.



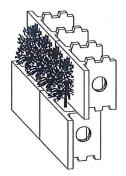
#### **2ft Unit With Extension**

\*\*NOTE: Extension height varies in 6" increments to 3'-0" max.

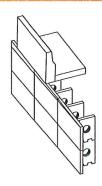


4ft Unit With Extension

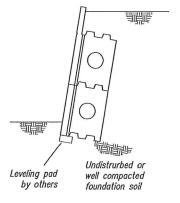
### **Wall Options**



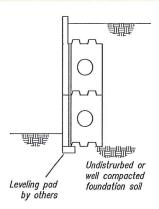
Offset Planter Wall



Wall With Traffic Barrier



**Battered Wall** 



**Vertical Wall** 

### **General information**

The owner or owner's representative is responsible for reviewing and verifying that the actual site conditions are as described prior to and during construction.

All plan specifications and dimensions must be verified by the contractor. The project engineer must be notified of any discrepancies before the contractor begins with work.

Precautions must be taken where other building work, service trenches, garden beds, etc. may be excavated in front of the wall.

**Note:** Some project require the wall design engineer's certification for the wall construction. Be sure to make arrangement prior to starting construction should your project need this item.







### **Preconstruction**





Prior to starting the wall construction it is recommended that the installation team:

- Read the specifications and become familiar with the material requirements, compaction requirements, construction procedures, etc.
- Review the plans to determine the construction sequence, drainage requirements and identify any utility or structures that may be in the wall zone.
- Review the material requirements including all aggregate for the base leveling pad and backfill, reinforcement specifications (if required) and drainage features.
- Inspect the site and site access to assure delivery trucks will not have problems, locate a level and efficient off loading/staging area.

### Lurthwork

**Foundation** - The foundation should be inspected and approved by the owner's engineer before the leveling pad is poured.

**Backfill Gradation** - Gradation tests must be performed to ensure the backfill meets the specifications. Specifications are on the Uwall installation drawings.

**Geogrid Placement** - Geogrid must be installed per the Uwall installation drawings.

Layers that are not locked between stems must be staked just behind the wall face.

Geogrid is then pulled taught and staked at the opposite end to keep taught during backfill operations.

**Compaction** - Each lift must be compacted to not less than 95% of the maximum dry density for standard compaction in accordance with ASTM D698.



### **Typical Construction Sequence**

### **Erection Of The Wall**

### A. Site Preparation/Leveling Pad:

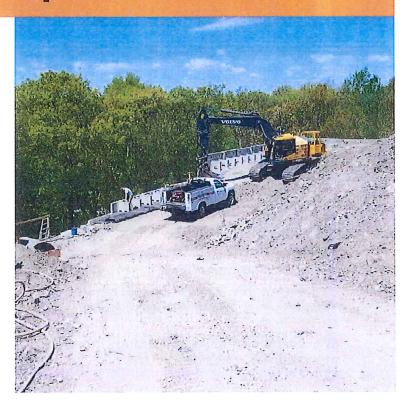
Proper preparation of the excavated area and leveling pad are critical to the successful installation of the U Wall System.

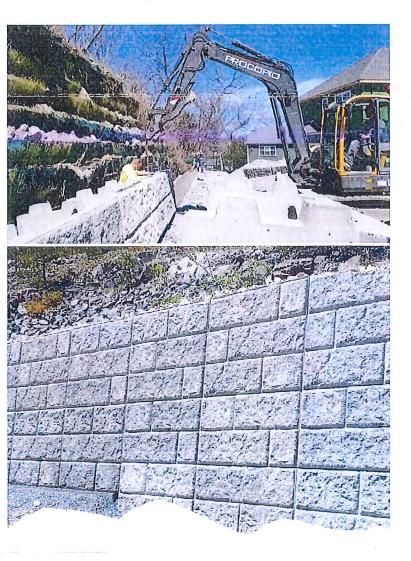
Compaction shall be according to the plan specification with the subgrade a minimum of 95% standard proctor. Soil not meeting the minimum strength should be excavated and replaced with acceptable materials.

A concrete leveling pad is usually 12"W x 6"D with a surface tolerance of no more than 1/4" per 10 feet. It should be a minimum of 3,000psi, cure for a minimum of 24 hours and be inspected for correct line, grade and tolerances before block placement begins.

The leveling pad may be specified to be built with aggregate. Aggregate leveling pad must be built to the plan specifications for compaction.

If there are steps in the leveling pad be sure to overexvcavate 6" to 8" beyond the last block of the lower level.

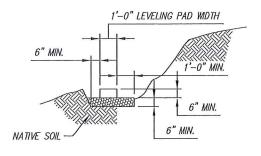




#### STEP 1:

- EXCAVATE TRENCH FOR LEVEL BASE.
- FREMOVE ALL TOPSOIL/SUBSOIL/FOREST MAT FROM BELOW LEVELING PAD AND ROADWAY.

  PRIOR TO PLACING FILL OR LEVELING COURSE, PROOF—COMPACT THE SUBGRADE WITH AT LEAST 8 PASSES OF A WALK BEHIND VIBRATORY ROLLER OR 4 PASSES OF A 10,000 POUND (STATIC WEIGHT) VIBRATORY ROLLER OR TRACKED EXCAVATOR.
- PROVIDE LEVEL BASE FOR LEVELING PAD AND WALL.



#### B. The First Row of Blocks:

Proper setting of the bottom row is the key to a successful project. Make every effort to ensure it is properly aligned and level. This course is the template for the rest of the wall installation and if set properly, will make subsequent courses simple and fast to place.

Uwall blocks are lifted with 1 embedded hook in each stem. Both hooks must be used for proper lifting. When lifted the blocks pitch forward slightly making it easier to line the front face up with either adjacent or the block below.

If there is an existing structure or other fixed point start at this point and proceed to the open end of the wall. Otherwise always start at the lowest point of the wall.

Using offsets, a chalk line or other reference to assure the base course blocks are placed with proper alignment will help with project efficiency.

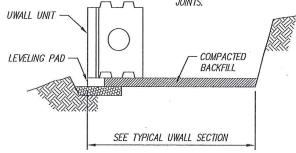
The elevation of the block stems should be adjusted as necessary to assure the stems and top of block are level and the faces plumb.

As you progress with the base course be sure to continually verify that the blocks are aligned and level.



STEP 2:
• CHECK LEVEL OF BASE COURSE, LAY FIRST ROW OF UWALL UNITS.

 CHECK ALL LINE, GRADE, AND CURVES.
 PLACE 24" WIDE FILTER FABRIC AT VERTICAL JOINTS.



### C. Fill Placement, Drainage and Compaction:

Be sure to follow the plan and specifications for this and all phases of the wall construction and consult the project engineer before making any deviations or substitutions.

Consistent fill placement and compaction are key to good wall performance.

Before initiating any backfill two steps need to occur:

- A 12" wide filter fabric with a length as tall as the wall is placed covering the vertical seams of the block
- Be sure any reinforcement being used (geogrid or Paraweb strap) is placed according to the plan specifications.

It will make the job go faster if these items are precut before block placement starts.

Refer to the wall plans to identify and properly install drain pipe at the correct elevation and with adequate outlets. If field conditions require drainage pipe location different than shown on the plan, the wall engineer should be consulted before installing.

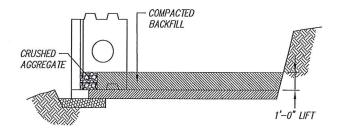
To assure proper drainage, provide a drainage layer of clean crushed stone with a minimum width of 12" placed directly behind the face.



Place backfill in lifts as specified but not greater than 12"lift. After placing each lift be sure compaction is checked for specified density. For compaction within 3 feet of the block faces only small walk behind vibratory compactors should be used.

#### STEP 3:

- PLACE 12" WIDE DRAINAGE LAYER (CRUSHED AGGREGATE) IN THE ZONE IMMEDIATELY BEHIND FACE OF WALL.
- PLACE AND COMPACT 12" LIFT OF BACKFILL, ENSURING BACKFILL IS LEVEL AND UNIFORM.
- COMPACT TO 95% OF MAXIMUM DRY DENSITY.
   REPEAT STEP 3 UNTIL REINFORCEMENT IS REQUIRED.





### D. Placement of Reinforcement (Geogrid and/or Strap)

Geogrid and Paraweb strap should be installed in strict compliance with spacing and length requirements as shown on the plans.

If grid or straps overlap due to corners or curves in the wall each layer need to separated by a minimum of 3" of the specified fill per the plans and specifications.

Always pull the grid or straps taught before placing backfill and compacting. Staking is usually a good method to assure proper placement.





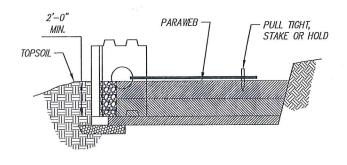


STEP 4 (SKIP STEP 4 IF GEOGRID IS NOT REQUIRED):
• PLACE GEOGRID AT PROPER ELEVATION, ENSURING TO CUT TO

THE CORRECT LENGTH (SEE TYPICAL UWALL SECTION). AT UWALL MID—HEIGHT LEVELS INSTALL PARAWED 30 IF REQUIRED BY PLAN. OTHERWISE USE GEOGRID.

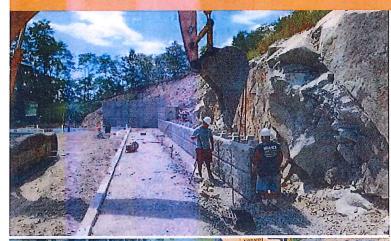
INSTALL GEOGRID WITH THE ROLL DIRECTION (PRIMARY

STRENGTH) PERPENDICULAR TO THE WALL FACE. GEOGRID SHOULD BE EXTENDED TO THE BACK FACE OF THE



- PULL GEOGRID TIGHT, KEEP TENSION APPLIED UNTIL BACKFILL IS PLACED. ADDITIONAL STAKES MAY BE USED TO MAINTAIN TENSION.
- PLACE THE NEXT LIFT.
  ADJACENT ROLLS OF GEOGRID SHOULD BE OVERLAPPED A MINIMUM OF 4".
- FINISH BACKFILL PLACEMENT AND COMPACT.

### E. Subsequent levels:



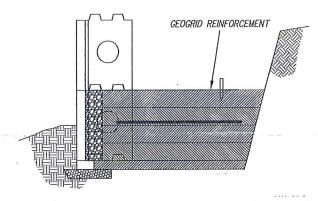


Be sure to maintain horizontal and vertical alignment throughout the wall installation.

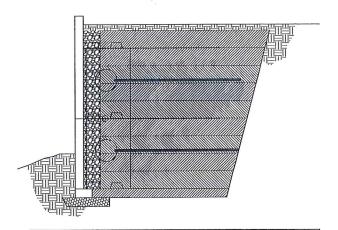
If the wall is reinforced with Geogrid, setting the next level will lock the grid into the keyways of the block stems.

Bearing pads are used between courses to assure proper block alignment.

- P 5: CONTINUE WALL CONSTRUCTION. PLACE ADDITIONAL UWALL UNITS & LIFTS BY REPEATING STEP 3. PLACE GEOGRID OVER TOP OF STEM AND PINCH BETWEEN KEYS OF NEXT LEVEL WHEN GEOGRID IS REQUIRED.



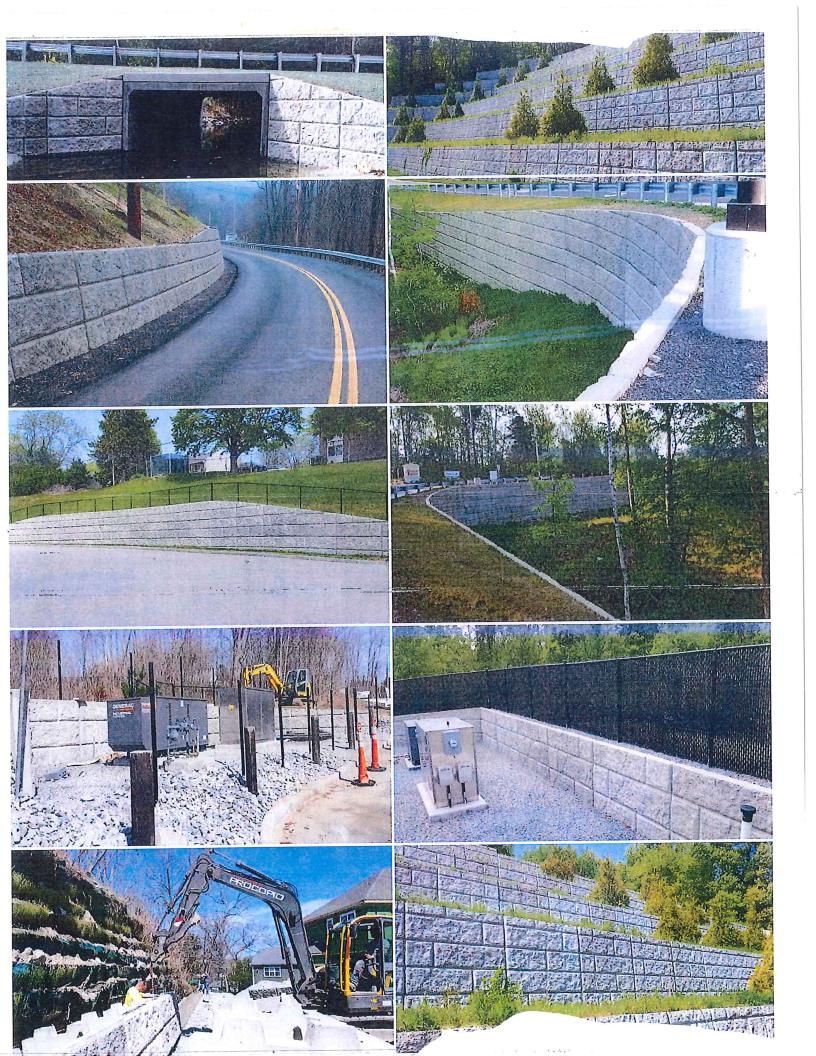
REPEAT STEPS 3 THRU 5, UNTIL WALL IS AT REQUIRED HEIGHT.

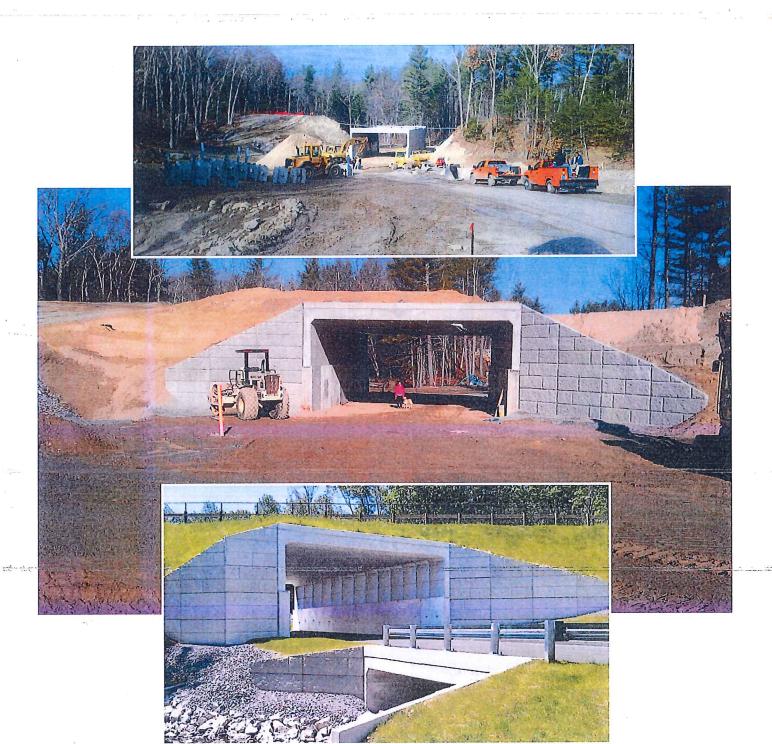


AT THE END OF EACH DAYS OPERATION, THE CONTRACTOR SHALL SLOPE THE LAST LAYER OF SELECT FILL AWAY FROM THE WALL FACING TO RAPIDLY DIRECT RUNOFF AWAY FROM THE WALL FACE. IN ADDITION, THE CONTRACTOR SHALL NOT ALLOW SURFACE RUNOFF FROM ADJACENT AREAS TO ENTER THE WALL CONSTRUCTION SITE.











a member CSI Group of Companies

9 Commercial Street Hudson, New Hampshire 03051 (800) 342-3374 (603) 889-4163 uwallsystems.com

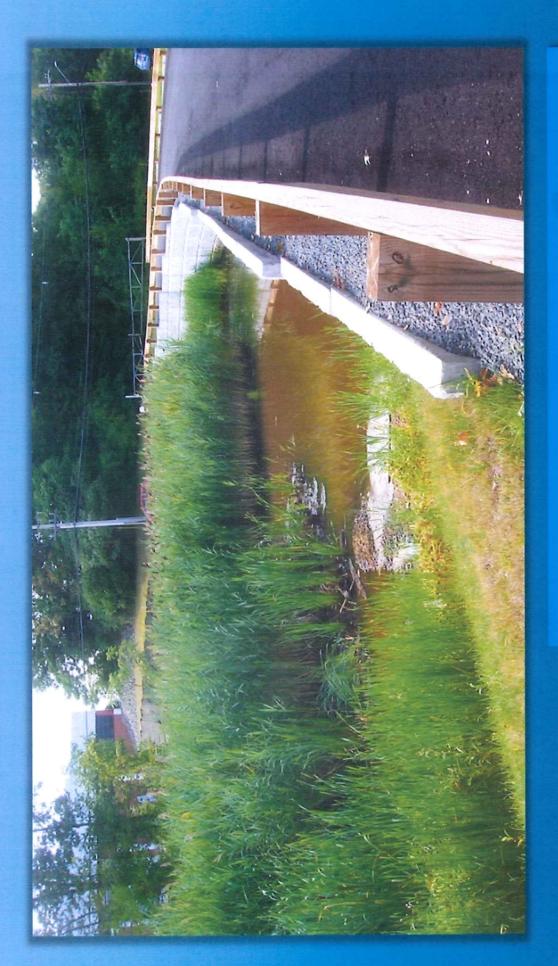












WETLANDS CROSSING
PEABODY, MA.
PERMITTING, SITE DESIGN, & LAYOUT BY:

Hayes Engineering