

DHCD FISH
N/A

PROJECT MANUAL

MODERNIZATION OF STATE AIDED PUBLIC HOUSING

#10-17-HVAC

Boiler/Heating System Maintenance & Repair

STATE-AIDED DEVELOPMENT: Various, Sudbury Massachusetts

Massachusetts Department of
Housing and Community Development



| | |
|---|---|
| SUDBURY HOUSING AUTHORITY 55 Hudson Road Sudbury, MA 01776 Phone: 978-443-5112 FAX: 978-443-5113 | PROJECT ADDRESS: Various Sudbury, MA 01776 |
| Sherrill P. Cline, Chairman Lydia Pastuszek Steven Swanger | Kaffee Kang Amy Lepak Sheila M. Cusolito, Executive Director |

October 2017

TABLE OF CONTENTS

Number of Pages

PROCUREMENT DOCUMENTS

| | | |
|----------|---|---|
| 00.01.00 | Title Sheet for Project Manual..... | 1 |
| 00.01.10 | Table of Contents..... | 1 |
| 00.11.10 | Public Notification for Written Quotes..... | 1 |
| 00.21.10 | Instructions to Bidders..... | 2 |
| 00.41.10 | Form for Quotes..... | 1 |
| 00.43.10 | Bidders Checklist..... | 1 |
| 00.45.13 | Bidder Reference Form..... | 1 |

CONTRACTING FORMS

| | | |
|----------|---|---|
| 00.52.10 | Form of Owner-Contractor Agreement..... | 2 |
| 00.53.00 | Form of Certificate of Corporate Vote of Authorization..... | 1 |
| 00.61.13 | Form for Performance Bond for Contracts over \$25,000..... | 1 |
| 00.61.16 | Form for Payment Bond for Contracts over \$25,000..... | 1 |

CONDITIONS OF THE CONTRACT

| | | |
|----------|-------------------------------------|---|
| 00.72.10 | General Conditions of Contract..... | 6 |
|----------|-------------------------------------|---|

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

| | | |
|-------------|--|---|
| 00.73.36 | EEO Requirements..... | 3 |
| 00.73.36.01 | Form of General Contractor's Equal Employment Certification..... | 1 |
| 00.73.36.04 | EEO Contractor's Weekly Manpower Report Forms..... | 1 |

PREVAILING WAGES AND LABOR REGULATIONS

| | | |
|----------|---|----|
| 00.73.43 | Prevailing Wages and Labor Regulations..... | 1 |
| | Prevailing Wage Rates..... | 34 |

SPECIFICATIONS

DIVISION 1 - GENERAL REQUIREMENTS

| | | |
|----------|----------------------|---|
| 01.11.10 | Summary of Work..... | 3 |
| 01.22.00 | Unit Prices..... | 2 |

DIVISION 2-33 – TECHNICAL SPECIFICATIONS

Appendix A

| | |
|------------------------------|---|
| Boiler and Furnace Inventory | 1 |
|------------------------------|---|

PUBLIC NOTIFICATION FOR WRITTEN QUOTES

The **Sudbury** Housing Authority, the Awarding Authority, invites written quotes from Contractors for the **705, 667, Sudbury Duplexes, and SHALIP** Development for the **Sudbury** Housing Authority in Sudbury Massachusetts, in accordance with the documents prepared by **Sudbury Housing Authority**.

The Project consists of: **providing comprehensive preventive maintenance and repair services for various boiler/heating and hot water systems and related equipment.**

The work is estimated to cost **\$ 15,000**

Quotes are subject to M.G.L. c.149 §44A (2)(B) & to state prevailing wage rates as required by M.G.L. c.149 §§26 to 27H inclusive.

Written Quotes will be received until **2:00 p.m., Thursday, October 19, 2017.**

All Quotes should be delivered to: **55 Hudson Road, Sudbury, MA 01776** or to **sudburyhousing@verizon.net** or by fax to **978-443-5113** and received no later than the date & time specified above. Quotes may be hand delivered, mailed, faxed or emailed.

Contract Documents will be available at:

55 Hudson Road, Sudbury, MA 01776 or **<https://sudbury.ma.us/housingauthority/documents/>**.

Contractors requesting Contract Documents to be mailed to them shall include a separate check for \$3 per set, payable to the Awarding Authority, to cover mail handling costs.

The job site and/or existing building will be available for inspection between starting promptly at 2 pm on Thursday, October 12 at 55 Hudson Road, Sudbury, MA 01776.

For an appointment call Sheila Cusolito, Sudbury Housing Authority, at 978-443-5112.

The Contract Documents may be seen, but not removed at: 55 Hudson Road, Sudbury, MA 01776.

INSTRUCTIONS TO BIDDER'S

ARTICLE 1 - BIDDER'S REPRESENTATION

- 1.1 Each Bidder (hereinafter called the "**Bidder**") by making a Quote (hereinafter called "**Quote**") represents that:
1. The Bidder has read and understands the Contract Documents and the Quote is made in accordance therewith.
 2. The Bidder has visited the site and is familiar with the local conditions under which the Work has to be performed.
- 1.2 Failure to so examine the Contract Documents and site will not relieve any Bidder from any obligation under the Quote as submitted.

ARTICLE 2 - BIDDER CERTIFICATIONS – OSHA & LEAD TRAINING

- 2.1 Massachusetts law requires all workers on this project construction site must have no less than 10 hours of OSHA-approved safety and health training.
- 2.2 The Contractor shall comply with requirements of EPA Regulation 40 CFR 745 including but not limited to Company, supervisor, and worker training.

ARTICLE 3 - MBE/WBE PARTICIPATION GOALS – NO REQUIREMENTS

ARTICLE 4 - REQUESTS FOR INTERPRETATION

- 4.1 Bidders shall promptly notify the Owner of any ambiguity, inconsistency, or error which they may discover upon examination of the Contract Documents, the site, and local conditions.
- 4.2 Bidders requiring clarification or interpretation of the Contract Documents shall make such request to the Owner.

ARTICLE 5 - PREPARATION AND SUBMISSION OF QUOTES

- 5.1 Quotes should be submitted on the "Form for Quotes" as appropriate, furnished at no cost by the Owner.
- 5.1.1 All entries on the Form for Quotes shall be made by typewriter or in ink.
- 5.1.2 Where so indicated on the Form for Quotes sums shall be expressed in both words and figures. Where there is a discrepancy between the Bid sum expressed in words and the Bid sum expressed in figures, the words shall control.
- 5.2 **Bid Deposits – No Requirements**
- 5.3 **Delivery of Quotes**
- 5.3.1 The Quote shall be submitted with the following clearly marked on the envelope, fax cover sheet, or email:
- QUOTE FOR:**
- **NAME OF HOUSING AUTHORITY AND PROJECT NUMBER**
 - **BIDDER'S NAME AND BUSINESS ADDRESS**
 - **PHONE NUMBER & CONTACT PERSON**
- 5.3.2 Date and time for receipt of Quotes is set forth in the Public Notification.
- 5.3.3 Timely delivery of a Quote at the location designated shall be the full responsibility of the Bidders.

ARTICLE 6 - ALTERNATES

- 6.1 Each General Bidder shall acknowledge Alternates in Section C on the Form for Quotes. Each General Bidder shall

acknowledge Alternates by listing the individual Alternate number in Section C on the Form for Quotes and enter the dollar amount of addition or subtraction necessitated by each Alternate listed in the corresponding space.

- 6.2** General Bidders shall enter on the Form for Quotes a single amount for each Alternate, the amount for work performed by the General Contractor.
- 6.3** In the event an Alternate does not involve a change in dollar value, the Bidder shall so indicate by listing the individual Alternate number and acknowledge the Alternate by inserting "No Change", "No Charge", "N/C" or "0" in the corresponding space provided for the dollar value of that Alternate.
- 6.4** The Low Bidder will be determined on the basis of the sum of the quote and the accepted alternates.

ARTICLE 7 - WITHDRAWAL OF QUOTES

7.1 Before Opening of Quotes

7.1.1 Any quote may be withdrawn prior to the time designated for receipt of quotes upon written request. Withdrawal of Quotes must be confirmed over the Bidder's signature by written notice post-marked or sent by email on or before the date and time set for receipt of Quotes.

7.1.2 Withdrawn quotes may be resubmitted up to the time designated for the receipt of Quotes.

7.2 After Opening of Quotes

7.2.1 Bidders may withdraw Quotes, without penalty, any time up to the time of Award as defined in paragraph 8.1, and upon demonstrating, to the satisfaction of the Housing Authority, that a bona fide clerical error was made during the preparation of the Quote.

- 7.3** In the event of a Quotes Withdrawal after Opening of Quotes, the Housing Authority shall consider the Quote from next lowest eligible and responsible bidder.

ARTICLE 8 - CONTRACT AWARD

- 8.1** Award means both the determination and selection of shall be awarded to the responsible person offering to perform the contract at the lowest price by the Owner.

- 8.2** As used herein, the term "responsible" shall mean the person:

8.2.1 Who demonstrably possessing the skill, ability and integrity necessary to faithfully perform the work called for by a particular contract, based upon a determination of competent workmanship and financial soundness in accordance with the provisions of M.G.L. c.149 (44)(d)

8.2.2 who shall certify, that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; and

8.2.3 who shall certify that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work, and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and

8.2.4 who, where the provisions of section 8B of chapter 29 apply, shall have been determined to be qualified thereunder; and

8.2.5 who is not debarred from bidding under M.G.L. c.149 §44C.

- 8.3** The Housing Authority reserves the right to waive any informalities in or to reject any or all Quotes if it be in the public interest to do so.
- 8.4** The Owner will award the contract to the lowest responsible within thirty days, Saturdays, Sundays, and legal holidays excluded, after the opening of quotes.

- 8.5 Bidder's Attention is directed to 01.11.30 for any additional criteria that may be a condition of Award of this project.

ARTICLE 9 - FORMS REQUIRED AT CONTRACT APPROVAL

- 9.1 Upon award, the Bidder shall complete the following forms to ensure prompt contract validation. These forms will be provided to the Bidder by Owner, and three (3) originals must be submitted.
- .1 Owner-Contractor Agreement.
 - .2 Form of Certificate of Vote of Authorization (If Applicable)
 - .3 Form of Contractor's Equal Employment Certification in accordance with Section 00.73.36 of the General Conditions.
 - .4 **FOR PROJECTS with a bid/contract cost exceeding \$25,000: Form of Performance Bond and Form (00.61.13) and Form of Payment Bond (00.61.16) must be submitted by the General Contractor on DHCD's form, in accordance with the General Conditions. The dates on the bonds must coincide with the contract date, and a current Power-of-Attorney must be attached to each bond.**
- 9.2 **Insurance Certificates** for the coverage required by Article 9 of the General Provisions must be submitted prior to contract validation.
- General Contractors must indicate on Builders Risk insurance Certificate or installation floater if stored materials are covered.
- 9.3 Contractor's Company Certification with EPA Regulation 40 CFR 745 must be submitted prior to contract validation.

ARTICLE 10 - CONTRACT VALIDATION

- 10.1 The Notice to Proceed for construction shall not be issued until the Owner/Contractor Agreement has been executed by the Contractor and the Awarding Authority.
- 10.2 Incomplete or unacceptable submissions of forms required by paragraphs 9.1 - 9.2 will delay the execution of the Owner/Contractor Agreement by the Awarding Authority.

END OF SECTION INSTRUCTIONS TO BIDDERS
00.21.10

FORM FOR QUOTES

TO THE AWARDING AUTHORITY: Sudbury Housing Authority Quote 10-17-HVAC

A. The undersigned proposes to comply with all terms and conditions and furnish all labor and materials required to successfully complete the attached scope of work for the contract price specified below, subject to additions and deductions according to the terms of the specifications for the proposed contract price of: _____ dollars (\$ _____)

For Alternates: No. _____ Add \$ _____
 No. _____ Add\$ _____
 No. _____ Add\$ _____
 No. _____ Add\$ _____
 No. _____ Add\$ _____

B. This Quote includes Addendum No(s). _____

C. The undersigned hereby certifies that they are able to furnish labor that can work in harmony with all the other elements of labor employed or to be employed on the Work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that they will comply fully with all laws and regulations applicable to awards made subject to MGL. c.149 sec.44A-J.

D. The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair, and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any other rule or regulation promulgated thereunder.

E. Pursuant to M.G.L. c.62(c) §49(a), the individual signing this document on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Name of Bidder

By:

Signature + Title of person signing Quote

Business Address

Date: _

City and State.

BIDDER'S CHECKLIST

**THIS CHECK LIST IS NOT PART OF THE FORM FOR QUOTE!
THIS FORM DOES NOT HAVE TO BE SUBMITTED WITH A QUOTE!**

To ensure that your bids are acceptable to the awarding authority and DHCD, and are not rejected due to mistakes, we are providing this Checklist for your convenience. It does not have to be included with a quote. If this checklist is submitted it is an informality that will not void the bid.

4.6. ALL BIDDERS

- 1. Have you used the appropriate quote form provided for this specific development?
- 2. Have you properly identified the development, architect (engineer), etc., on your quote form?
- 3. Do your quote amounts, as expressed in figures and words, coincide? The amount expressed in words shall control.
- 4. Have you added any information not called for, or acknowledged an addendum or alternate that does not exist, which would make your bid conditional or obscure, and lead to a bid protest?
- 5. Is your Quote Form **SIGNED** and dated?
- 6. **Bid Deposits are not required.**
- 7. **For BIDS/CONTRACTS exceeding \$25,000: 100% Performance and Payment Bonds are REQUIRED**
- 8. Have you acknowledged every alternate if applicable to this project?
- 9. If an alternate price is requested and you estimate that there is no change in price, did you indicate by writing "no change", "N/C" or "0"?

Leaving this space blank, on your quote form, when alternates are requested,
may lead to rejection of your quote.

- 10. Have you acknowledged all addenda issued, and followed the instructions contained therein?

This checklist is provided as guidance and assistance to bidders to avoid technical mistakes resulting in rejection of a quote. The full comprehensive instructions are located in section 00.21.30 Instructions to Bidders.

This in no way changes, affects, or supersedes the provisions set-forth in MGL c.149 §44A-J or c.30 §39m or any other sections or provisions contained in the contract documents.

THIS FORM DOES NOT HAVE TO BE SUBMITTED

BIDDER'S REFERENCE FORM

Provide with Form for Quotes

Bidders Name _____ Phone: () _____

LHA/Project Title: Sudbury Housing Authority Quote 10-17-HVAC Email: _____

The bidder must provide five (5) business references for projects performed & completed within the past five (5) years. Attach additional pages if necessary.

(1) Reference Name: _____ Phone: () _____

Address: _____ Email: _____

Description and date(s) of work: _____

(2) Reference Name: _____ Phone: () _____

Address: _____ Email: _____

Description and date(s) of work: _____

(3) Reference Name: _____ Phone: () _____

Address: _____ Email: _____

Description and date(s) of work: _____

(4) Reference Name: _____ Phone: () _____

Address: _____ Email: _____

Description and date(s) of work: _____

(5) Reference Name: _____ Phone: () _____

Address: _____ Email: _____

Description and date(s) of work: _____

References will be contacted to confirm the bidder's skills, abilities and qualifications to faithfully perform the work as specified.

OWNER-CONTRACTOR AGREEMENT

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

This agreement made the _____ day of _____ 20__ by and between Sudbury Housing Authority hereinafter called the "Owner", and _____ hereinafter called the "Contractor."
Contractor's Name

WITNESSETH, THAT THE OWNER AND THE CONTRACTOR, FOR THE CONSIDERATION HEREINUNDER NAMED, AGREE AS FOLLOWS:

ARTICLE 1. SCOPE OF WORK:

The Contractor shall perform all Work required by the Contract Documents for

Comprehensive preventive maintenance and repair services for various boiler/heating and hot water systems and related equipment prepared by Sudbury Housing Authority acting as and referred to in the Contract Documents as the "Architect/Engineer".

ARTICLE 2. TIME OF COMPLETION:

The Contractor shall commence work under this Contract on the date specified in the written "Notice to Proceed" and shall bring the Work to Substantial Completion within **30 (for preventive maintenance)** calendar days of said date.

ARTICLE 3. CONTRACT SUM:

The Owner shall pay the Contractor, in current funds, for the performance of the Work, subject to additions and deductions by Change Order, of the Contract Sum of:

_____ Dollars _____
CONTRACT SUM IN WORDS CONTRACT SUM IN NUMBERS

ARTICLE 4. ALTERNATES:

The following Alternates have been accepted and their costs are included in the Contract Sum stated in Article 3 of this Agreement: Alternate No(s): _____ and total cost for accepted Alternates \$ ____

ARTICLE 5. THE CONTRACT DOCUMENTS:

The following, together with this Agreement, form the Contract and all are as fully a part of the contract as if attached to this Agreement or repeated herein: The Advertisement, Bidding Documents, Contract Forms, Conditions of the Contract, and Specifications as enumerated in the Table of Contents, the drawings as enumerated in the List of Contract Drawings, DHCD publication known as the Construction Handbook, and all Modifications issued after execution of the Contract. Terms used in this Agreement which are defined in the Conditions of the Contract shall have the meanings designated in those Conditions.

ARTICLE 6. REAP CERTIFICATION:

Pursuant to M.G.L. c.62(c) §49(a), the individual signing this Contract on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support

ARTICLE 7. WORKER DOCUMENTATION CERTIFICATION:

In accordance with Executive Order 481 the undersigned further certifies under the penalties of perjury that the Contractor shall not knowingly use undocumented workers in connection with the performance of this contract; that pursuant to federal requirements, the Contractor shall verify the immigration status of all workers assigned to such contract without engaging in unlawful discrimination; and that the it shall not knowingly or recklessly alter, falsify, or accept altered or falsified documents from any such worker(s). The Contractor understands and agrees that breach of any of these terms during the contract period may be regarded as a material breach, subjecting the Contractor to sanctions, including but not limited to monetary penalties, withholding of payments, contract suspension or termination.

ARTICLE 8. CONFLICT OF INTEREST:

The Contractor covenants, that (1) presently, there is no financial interest and shall not acquire any such interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement or which would violate M.G.L. c.268A, as amended; (2) in the performance of this Contract, no person having any such interest shall be employed by the Contractor or engaged as a subcontractor by the contractor; and (3) no partner or employee of the firm is related by blood or marriage to any Board Member or employee of the Awarding Authority."

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS INSTRUMENT TO BE EXECUTED UNDER SEAL.

¹ CONTRACTOR

²AWARDING AUTHORITY

Name of Contractor

Name of Housing Authority

Street

Address

City State Zip

Signature and Seal

By: _____
Signature and Seal

Title

Witness _____

Attest: _____

¹If a Corporation, attach a notarized copy of the Corporate Vote authorizing signatory to sign Contract.

² If signed by someone other than a Housing Authority Board member, attach a copy of Certified Board Vote authorizing the signatory to sign Contract.

CERTIFICATE OF CORPORATE VOTE OF AUTHORIZATION

Date: _____ 20__

I hereby certify that a meeting of the Board of Directors of the:

NAME OF CORPORATION

duly called and held at _____ on the ___ day of _____ 20__

at which a quorum was present and acting, it was voted that _____

NAME OF CORPORATE OFFICER

of the _____, be and hereby is authorized to execute and deliver

NAME OF CORPORATION

for and on behalf of the Corporation, a Contract with _____ Housing Authority, for

work to be done at State-Aided Housing Development No. _____ in the City/Town of _____

And to act as principal to execute bonds in connection therewith, which Contract and Bonds were presented to and made part of the records of said meeting.

I further certify that _____ is duly qualified and acting

NAME OF CORPORATE OFFICER

_____ of the Corporation and that said vote has not been repealed,

TITLE

rescinded or amended.

A true copy of the record,

ATTEST: _____

(CORPORATE SEAL)

On this ___ day of _____ 20__, before me, the undersigned Notary Public, personally appeared _____, duly designated by the board of directors and proved to me, through satisfactory evidence of identification, which was _____, that s/he is the person whose name is signed on the foregoing documents, and acknowledged to me that s/he signed it voluntarily for its stated purpose and that it was her/his free act and deed.

Notary Public
My Commission Expires: _____

PERFORMANCE BOND

**COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT**

KNOW ALL MEN BY THESE PRESENTS:

That we, _____, as **Principal**, and _____, as **Surety**, are held and firmly bound unto the _____ **HOUSING AUTHORITY**, as **Obligee**, in the sum of _____ dollars (\$ _____) to be paid to the **Obligee**, for which payments, well and truly to be made, we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the said **Principal** has made a contract with the **Obligee**, bearing the date of _____, 20__ for the _____ in _____, Massachusetts.
PROJECT TITLE

NOW, the condition of this obligation is such that if the **Principal** and all Subcontractors under said contract shall well and truly keep and perform all the undertakings, covenants, agreement, terms and conditions of said contract on its part to be kept and performed during the original term of said contract and any extensions thereof that may be granted by the **Obligee**, with or without notice to the **Surety**, and during the life and any guarantee required under the contract, and shall also well and truly keep and perform all the undertakings, covenants, agreements, terms and conditions of any and all duly authorized modifications, alterations changes or additions to said contract that may hereafter be made, notice to the **Surety** of such modifications, alterations, changes or additions being hereby waived, then this obligation shall become null and void; otherwise, it shall remain in full force and virtue.

IN THE EVENT, that the contract is abandoned by the **Principal**, or in the event that the **Obligee**, under the provisions of Article 19 of the General Conditions of said contract terminates the employment of the **Principal** or the authority of the **Principal** to continue the work, said **Surety** hereby further agrees that said **Surety** shall, if requested in writing by the **Obligee**, take such action as is necessary to complete said contract.

IN WITNESS WHEREOF, the **Principal** and **Surety** have hereunto set their hands and seals this:

_____ Day of _____ 20__

PRINCIPAL _____

SURETY _____

By: _____

By: _____

SEAL

ATTORNEY-IN FACT

Attest: _____

Attest: _____

The rate for this bond is _____% for the first \$ _____ and _____% for the next \$ _____

The total premium for this bond is \$ _____

BOND NO. N/A

PAYMENT BOND

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

KNOW ALL MEN BY THESE PRESENTS:

That we, _____, as **Principal**, and
_____, as **Surety**,
are held and firmly bound unto the _____ **HOUSING AUTHORITY**, as **Obligee**,
in the sum of _____ **dollars (\$ _____)**
to be paid to the Obligee, for which payments, well and truly to be made, we bind ourselves, our respective
heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the said **Principal** has made a contract with the **Obligee**, bearing the date of _____, **20**____
for the _____ in _____, Massachusetts.
PROJECT TITLE

NOW the conditions of this obligation are such that if the **Principal** and all subcontractors under said contract shall pay for all labor performed or furnished and for all materials used or employed in said contract and in any and all duly authorized modifications, alterations, extensions of time, changes or additions to said contract that may hereafter be made, notice to the **Surety** of such modifications, alterations, extensions of time, changes or additions being hereby waived, the foregoing to include any other purposes or items set out in, and to be subject to, provisions of M.G.L. c.30 §39A, and M.G.L. c.149 §29, as amended, then this obligation shall become null and void; otherwise it shall remain in full force and virtue.

IN WITNESS WHEREOF, the **Principal** and **Surety** have hereunto set their hands and seals this:
_____ Day of _____ 20____

PRINCIPAL _____

SURETY _____

By: _____

By: _____

SEAL

ATTORNEY-IN FACT

Attest: _____

Attest: _____

The rate for this bond is _____% for the first \$ _____ and _____% for the next \$ _____

The total premium for this bond is \$ _____

GENERAL CONDITIONS OF THE CONTRACT

for c.149 sec. 44A (2)(B) PROJECTS BETWEEN \$10,000 - \$50,000

ARTICLE 1 GENERAL PROVISIONS

1.1 THE CONTRACT DOCUMENTS

The Contract for Construction consists of the Contract Documents which include the Owner-Contractor Agreement, Public Notification, Bid Form, Contract Forms, Conditions of the Contract, Specifications, Drawings, all addenda issued prior to execution of the Contract, DHCD publication known as the Construction Handbook, and other documents listed in the Agreement and Modifications issued after execution of the Contract.

1.2 THE WORK

The term "Work" means the construction and services required by the Contract Documents, whether completed or partially completed, and includes all other labor, materials, equipment, and services provided or to be provided by the Contractor to fulfill the Contractor's obligation.

1.3 THE CONSTRUCTION HANDBOOK

The Construction Handbook is published by and available, free of charge, from the Department. It outlines the procedures that the Contractor, Owner, Architect/Engineer, and Department shall follow during the construction of the Work. The most recent version, at the time of bid opening, of the Construction Handbook is incorporated by reference into the Contract Documents.

ARTICLE 2 OWNER

2.1 OWNER

The term "Owner" sometimes also referred to as the "Awarding Authority" or "Authority" means the Housing Authority identified in the Owner-Contractor Agreement, organized and existing under the provisions of M.G.L. c.121B.

2.2 BIDDER

The terms "Quote(s)", "Bid(s)" or "Bidder(s)" shall mean the person or firm from which prices have been submitted to the Owner for the work identified in these documents.

ARTICLE 3 DEPARTMENT

3.1 The term "Department" means the Commonwealth of Massachusetts, Department of Housing and Community Development.

3.2 The term "Construction Advisor" means the person who may be designated by the Administrator to assist the Owner with the Administration of the Contract.

3.3 PROJECT FUNDING

The Work under this Contract is funded wholly or in part by the Commonwealth of Massachusetts through the Department pursuant to a Contract for Financial Assistance between the Department and the Owner.

ARTICLE 4 CONTRACTOR

4.1 The Contractor, sometimes referred to as the General Contractor, is the person or entity identified as such throughout the Contract Documents as if singular in number. The term Contractor means the Contractor or its authorized representative.

4.2.1 The Contractor shall supervise and direct the Work, using the Contractor's best skill and attention. The Contractor shall be solely responsible for and have control over construction means, methods, techniques, sequences and procedures, and for coordinating all portions of the Work under the Contract.

4.2.2 Unless otherwise required by the Contract Documents, or directed in writing by the Owner, Work shall be done during regular working hours. However, if the Contractor desires to carry on the Work outside of regular working hours or on Saturdays, Sundays, or Massachusetts holidays it shall allow ample time to enable satisfactory arrangements to be

made for inspecting Work in progress and shall bear the costs of such inspection. The Owner shall bill the Contractor directly for such costs.

4.2.3 SUPERINTENDENT

4.2.3.1 The Contractor shall employ a Superintendent and necessary assistants who shall be in attendance at the Project site during performance of the Work. The Superintendent shall represent the Contractor, and communications given to the Superintendent shall be as binding as if given to the Contractor. Important communications shall be confirmed in writing. Other communications shall be similarly confirmed on written request in each case. The Superintendent shall attend each job meeting.

4.2.3.2 The Superintendent shall be a competent and responsible employee, satisfactory to the Owner, who is regularly employed by the Contractor and is designated by the Contractor as its representative to be in full time attendance at the Project site throughout the construction of the Work. The Superintendent shall be responsible for coordinating all the Work of the Contractor and the Subcontractors. The Superintendent shall be licensed consistent with the Massachusetts Building Code. The Superintendent's resume shall be submitted to the Owner prior to commencement of construction and must demonstrate to the Owner's reasonable satisfaction that the Superintendent has performed similar duties on previous construction projects similar to the Project.

4.3 SALES TAX EXEMPTION AND OTHER TAXES

4.3.1 To the extent that materials and supplies are used or incorporated in the performance of this Contract, the Contractor is considered an exempt purchaser under the Massachusetts Sales Act, Chapter 14 of the Acts of 1966.

4.3.2 The Contractor shall be responsible for paying all other taxes and tariffs of any sort, related to the work.

4.4 PERMITS, FEES, AND NOTICES

4.4.1 The Contractor shall secure and the Owner shall pay for any and all permits. The Contractor shall secure and pay for all licenses, and other fees required for the proper execution of the Work. The Contractor shall coordinate all efforts required to obtain these permits including having the permit issued in the name of the Contractor.

4.4.2 The Contractor shall comply with and give notices required by laws, ordinances, rules, regulations, and lawful orders of public authorities bearing on performance of the Work.

4.4.3 If the Contractor performs Work knowing it to be contrary to laws, statutes, ordinances, building codes, and rules and regulations without such notice to the Owner, the Contractor shall assume full responsibility for such Work and shall bear the attributable costs.

4.5 SAFETY REQUIREMENTS

The Contractor must comply with all Federal, State, and local safety laws and regulations applicable to work performed under this Contract.

4.6 PREVAILING WAGE RATES AND LABOR REGULATIONS

4.6.1 The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Commissioner of the Massachusetts Department of Labor Division of Occupational Safety. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract. Any questions relative to the applicability of any wage rate shall be directed to the Division of Occupational Safety.

4.6.2 Keep a legible copy of said schedule posted on the site at all times. Provide the Owner, on a weekly basis by first class mail or by email, and keep an on-site file of the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Owner, Department, Architect, or any agency having jurisdiction.

4.6.3 Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by MGL c149 § 34B, as amended. Such police officers shall be covered by Worker's Compensation Insurance and Employers Liability Insurance provided by the Contractor.

4.6.4 The Contractor shall not have any claim for extra compensation from the Owner if the actual wages paid to employees on the Contract exceeds the rates listed on the Schedule.

4.6.5 WAGE RATE REPORTING

- .1 The Contractor and all subcontractors shall provide certified payroll affidavits verifying compliance with MGL c.149 §26 - 27H.
- .2 The Contractor and all subcontractors shall provide a Statement of Compliance within 15 days of the completion of its portion of the work. This statement shall be submitted to the Owner on the form found elsewhere in this section.

4.6.6 APPRENTICE REQUIREMENTS

Apprentices employed pursuant to this determination of wage rates must be registered and approved by the State Apprenticeship Council wherever rates for journeymen or apprentices are not listed.

4.6.7 EMPLOYEE OSHA SAFETY TRAINING

- .1 All employees who work on this construction site must have no less than 10 hours of OSHA-approved safety and health training.
- .2 The Contractor and all Subcontractors shall furnish to the Owner, with the certified payroll reports, documentation indicating that each employee has successfully completed 10 hours of a course in construction safety and health. This course must be approved by the United States Occupational Health and Safety Administration (OSHA).

ARTICLE 5 CONTRACT ADMINISTRATION

5.1 PRECONSTRUCTION CONFERENCE

Prior to commencement of the Work, the Contractor shall meet in conference with representatives of the Owner, to discuss and develop mutual understandings relative to administration of the quality assurance program, safety program, labor provisions, the schedule of work, and other Contract procedures.

5.2 REJECTION OF DEFECTIVE MATERIALS AND WORK

The Owner's inspection of the Work shall not relieve the Contractor of any of its responsibilities to fulfill the Contract obligations, and defective work shall be corrected. Unsuitable work may be rejected by the Owner, notwithstanding that such work and materials have been previously overlooked or misjudged by the Owner and accepted for payment. If the Work or any part thereof shall be found defective at any time before the final acceptance of the whole Work, the Contractor shall forthwith correct such defect in a manner satisfactory to the Owner, and if any material brought upon the site for use in the Work, or selected for the same, shall be rejected by the Owner as unsuitable or not in conformity with the Contract requirements, the Contractor shall forthwith remove such materials from the vicinity of the Work.

ARTICLE 6 CHANGES IN THE WORK

6.1 All changes in the work, including any increase, decrease, or other equitable adjustment in the Contract price or in the time for performing the Contract, shall be authorized in writing by the Owner. .

6.2 The Owner may direct changes to the Work provided:

- .1 the unit prices remain the same;
- .2 the Owner's representative has specified in writing that an increase is necessary to fulfill the al needs of the Owner and is more economical than awarding another contract; and
- .3 the Contractor agrees to the increase or decrease in writing.

ARTICLE 7 PAYMENTS

7.1 CONTRACT SUM

The Contract Sum is stated in the Owner-Contractor Agreement and, including authorized adjustments, is the total amount payable by the Owner to the Contractor for performance of the Work under the Contract Documents.

7.2 APPLICATIONS FOR PAYMENT

7.2.1 Once each month, on a date established at the beginning of the Work, the Contractor shall deliver to the Owner an itemized Application for Payment, supported by such data substantiating the Contractor's right to payment as the Owner may require, and reflecting a minimum of 5% retainage until the final acceptance and payment by the Owner.

7.2.2 The Owner shall make payment to the Contractor within 30 days of receipt of said application, less any applicable retainage.

7.2.3 The Owner may make changes in any application for payment submitted by the Contractor for:

- .1 Retention based on the value of its claims against the Contractor,
- .2 Retention of 5% of the approved amount of the Application for Payment.

7.3 FINAL PAYMENT

The acceptance by the Contractor of the last payment due under this Contract or the execution of the Final Certificate of Completion, shall operate as a release to the Owner from all claims and liability related to this Contract.

ARTICLE 8 GUARANTY AND WARRANTY

8.1 WARRANTY

The Contractor warrants to the Owner that materials and equipment furnished under the Contract will be of good quality and new unless otherwise required or permitted by the Contract Documents, that the Work will be free from defects not inherent in the quality required or permitted, and that the Work will conform to the requirements of the Contract Documents. Work not conforming to these requirements, including substitutions not properly approved and authorized, may be considered defective. If required by the Owner, the Contractor shall furnish satisfactory evidence as to the kind and quality of materials and equipment furnished. The Owner reserves the right to reject said substituted materials even after requesting evidence.

8.2 GENERAL GUARANTY

If at any time during the period of one (1) year from the date of the Substantial Completion the Work to be performed under this Contract, or any part of the Work shall, in the reasonable determination of the Owner, require replacing or repairing due to the fact that it is broken, defective, or otherwise does not conform to the Contract Documents, the Owner will notify the Contractor to make the required repairs or replacement. If the Contractor shall neglect to commence such repairs or replacement to the satisfaction of the Owner within ten (10) days from the date of giving or mailing such notice, then the Owner may employ other persons to make said repairs or replacements. The Contractor agrees, upon demand, to pay to the Owner all amounts which the Owner expends for such repairs or replacements. During this one year guarantee period any corrective work shall be performed in accordance with the applicable terms of this Contract. For items of work completed after substantial completion, the one year guarantee shall commence at the time the Owner accepts such items. This one year guarantee shall not limit any express guaranty or warranty provided elsewhere in the Contract.

ARTICLE 9 INSURANCE REQUIREMENTS

The Contractor shall provide insurance coverage as listed in subparagraphs 9.1 - 9.6. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this contract.

9.1 WORKER'S COMPENSATION

| | |
|------------------------|--|
| Worker's Compensation: | Coverage A Statutory Per M.G.L. c.149 §34 and c.152 as amended |
| Employer's liability: | Coverage B up to \$ 500,000 each accident |
| | \$ 500,000 disease per employee |
| | \$ 500,000 disease policy |

9.2 CONTRACTOR'S COMMERCIAL GENERAL LIABILITY

| | |
|---------------------------------|---------------------------------|
| Bodily Injury & | \$ 1,000,000. each occurrence |
| Property Damage | \$ 1,000,000. general aggregate |
| Products & Completed Operations | \$ 1,000,000. aggregate |
| Personal & Advertising Injury | \$ 1,000,000. each occurrence |

9.3 VEHICLE LIABILITY

| | |
|-----------------------|-------------------------|
| Personal Injury | \$ 500,000. each person |
| and Property Damage | \$ 1,000,000. aggregate |
| Combined Single Limit | \$ 1,000,000. |

9.4 OWNER AS CO-INSURED

The Owner, the Department and where applicable, the Owner's Regional Capital Assistance Team (RCAT) as described in G.L. 121B, §26C or other agent, shall be named as additional insured on the Contractor's liability policies.

9.5 CERTIFICATES OF INSURANCE, POLICIES

9.5.1 The Contractor shall not commence work on this contract until proof of compliance with this article has been furnished to the Owner by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the Commonwealth. This certificate shall indicate that the Contractual Liability Coverage is in force.

9.5.2 The Contractor shall file the original and one certified copy of all policies with the Owner within sixty days after Contract award. If the Owner is damaged by the Contractor's failure to maintain such insurance and to so notify the Owner, then the Contractor shall be responsible for all reasonable costs attributable thereto.

9.6 CANCELLATION

Cancellation of any insurance required by this contract, whether by the insurer or the insured, shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the Owner at least thirty days prior to the effective date thereof, which shall be expressed in said notice.

ARTICLE 10 INDEMNIFICATION

10.1 The Contractor shall take all responsibility for the Work and take all precautions for preventing injuries to persons and property in or about the Work and shall bear all losses resulting to or on account of the amount or character of the Work. The Contractor shall pay or cause payment to be made for all labor performed or furnished and for all materials used or employed in carrying out this Contract.

10.2 The Contractor shall assume the defense of, and indemnify and save harmless the Owner, the Department, and their officers and agents from all claims:

- .1 relating to labor performed or furnished and materials used or employed for the Work;
- .2 to inventions, patents and patent rights used in and in doing the Work unless such patent infringement is due to a product or process specified by the Owner;
- .3 to injuries to any person or corporation received or sustained by or from the Contractor and any employees, and subcontractors and employees, in doing the work, or in consequence of any improper materials, implements or labor used or employed therein;
- .4 and to any act, omission or neglect of the Contractor and any employees therein.

ARTICLE 11 PERFORMANCE AND PAYMENT BONDS

11.1 CONTRACTOR BONDS

11.1.1 For Contracts exceeding \$25,000, the Contractor shall provide the Owner with a 100% performance and payment (labor and materials) bonds in the form provided by the Department, executed by a surety licensed by the Commonwealth's Division of Insurance. Each such bond shall be in the amount of the Contract Sum.

11.1.2 If at any time prior to final payment to the Contractor, the Surety:

- .1 is adjudged bankrupt or has made a general assignment for the benefit of its creditors;
- .2 has liquidated all assets and has made a general assignment for the benefit of its creditors;
- .3 is placed in receivership;
- .4 otherwise petitions a state or federal court for protection from its creditors; or
- .5 allows its license to do business in Massachusetts to lapse or be revoked;

the Contractor shall, within 21 days of any such action listed above, provide the Owner with new performance and payment bonds as described in Paragraph 11.1.1. Such bonds shall be provided solely at the Contractor's expense.

ARTICLE 12 MISCELLANEOUS REQUIREMENTS AND EXECUTIVE ORDERS

12.1 The Contractor shall comply with the provisions of EPA Regulation 40 CFR 745; M.G.L. c.151B; Executive Order 526, Order regarding Non-Discrimination, Diversity, Equal Opportunity, and Affirmative Action; pertaining to minority and

women owned business enterprises; Executive Order 527 establishing the Office of Access and Opportunity and Executive Order 481, prohibiting the use of undocumented workers on state contracts and all regulations promulgated pursuant thereto. The aforementioned law, executive orders, regulations and any amendments are incorporated herein by reference and made a part of this Contract.

12.2 CONFLICT OF INTEREST

The Contractor covenants, that:

- .1 presently, there is no financial interest and shall not acquire any such interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement or which would violate M.G.L. c.268A, as amended;
- .2 in the performance of this Contract, no person having any such interest shall be employed by the Contractor or engaged as a subcontractor by the contractor; and
- .3 no partner or employee of the firm is related by blood or marriage to any Board Member or employee of the Awarding Authority."

ARTICLE 13 TERMINATION

13.1 TERMINATION FOR CAUSE

13.1.1 The Owner may terminate this contract for cause if it determines that any of the following circumstances have occurred:

- .1 The Contractor is adjudged bankrupt or has made a general assignment for the benefit of its creditors.
- .2 A receiver has been appointed of the Contractor's property.
- .3 All or a part of the Work has been abandoned.
- .4 The Contractor has sublet or assigned all or any portion of the Work, the Contract, or claims thereunder, without the prior written consent of the Owner, except as provided in the Contract Documents.
- .5 The Owner has determined that the rate of progress required on the project is not being met.
- .6 The Contractor has substantially violated any provisions of this Contract.

13.1.2 The Owner may complete the work, or any part thereof, and charge its expense of so completing the work or part thereof, to the Contractor.

13.1.3 The Owner may take possession of and use any materials, machinery, implements and tools found upon the site of said Work. The Owner shall not be liable for any depreciation, loss or damage to said materials, machinery, implements or tools during said use and the Contractor shall be solely responsible for their removal from the Project site after the Owner has no further use for them.

13.3 TERMINATION - NO FAULT

13.3.1 In the event that this Contract is terminated by the Owner, prior to the completion of construction and termination is not based on a reason listed in Paragraph 13.1, the Contractor shall be compensated for its costs incurred, including reasonable costs of de-mobilization, calculated on a percent completion basis covering the period of time between the last approved application for payment and the date of termination.

13.3.2 Payment by the Owner pursuant to Subparagraph 13.3.1 shall be considered to fully compensate the Contractor for all claims and expenses and those of any consultants, subcontractors, and suppliers, directly or indirectly attributable to the termination, including any claims for lost profits.

END OF GENERAL CONDITIONS

00.72.10

SECTION 00.73.36

EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

1. DEFINITIONS

For purposes of this Section 00.73.36, the following additional definitions shall apply:

- A. "Minority" means a person who meets one or more of the following definitions:
 - (1.) American Indian or Native American means: all persons having origins in any of the original peoples of North America and who are recognized as an Indian by a tribe or tribal organization.
 - (2.) Asian means: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian sub-continent, or the Pacific Islands, including, but Not limited to China, Japan, Korea, Samoa, India, and the Philippine Islands.
 - (3.) Black means: All persons having origins in any of the Black racial groups of Africa, including, but not limited to, African-Americans, and all persons having origins in any of the original peoples of the Cape Verdean Islands.
 - (4.) Eskimo or Aleut means: All persons having origins in any of the peoples of Northern Canada, Greenland, Alaska, and Eastern Siberia.
 - (5.) Hispanic means: All persons having their origins in any of the Spanish-speaking peoples of Mexico, Puerto Rico, Cuba, Central or South America, or the Caribbean Islands.
- B. "Commission" or "MCAD" means the Massachusetts Commission against Discrimination.
- C. "E.E.O. Officer" or Equal Employment Opportunity Officer means those persons designated by the Contractor, the Owner, or any other agency or party having jurisdiction under this contract, that serve in a capacity to implement this Section.

2. CONDITIONS

- A. The Contractor shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, age, handicap, or sex. The aforesaid provision shall include, but not be limited to, the following: employment upgrading, demotion or transfer; recruitment advertising; recruitment layoff; termination; rates of pay or other forms of compensation; conditions or privileges of employment; and selection for apprenticeship.
- B. The Contractor shall post notices provided by the Commission, in conspicuous places, setting forth the provisions of the Fair Employment Practices Law of the Commonwealth.
- C. The Contractor shall undertake in good faith affirmative action measures designed to eliminate any discriminatory barriers in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, age, handicap, or sex, and to eliminate and remedy any effects of such discrimination in the past. Such affirmative action shall entail positive and aggressive measures to ensure equal opportunity in the areas of hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rate of compensation, and in-service or apprenticeship training programs. This affirmative action shall include all action required to guarantee equal employment opportunity for all persons, regardless of race, color, religious creed, national origin, age or sex.
- D. The Contractor shall not discriminate on grounds of race, color, religious creed, national origin, age, or sex in employment practices, in the selection or retention of Subcontractors, or in the procurement of materials and rentals of equipment.
- E. The Commission and a designee of the Owner shall have access to the construction site and all applicable records of the Contractor and Subcontractors.

- F. The Contractor's EEO Certificate must be signed by the low general and all filed sub-bidders as a condition of Contract validation by the Department.

3. MINORITY GOAL MINIMUM MINORITY PERCENTAGES

- A. Pursuant to his/her obligations under the preceding section, the Contractor shall strive to achieve on this project the labor participation goals contained herein

The participation goals for this project shall be 15.3% for minorities and 6.9% for women.

- B. The participation goals, as set forth herein, shall not be construed as quotas or set-asides; rather, such participation goals will be used to measure the progress of the Commonwealth's equal opportunity, non-discrimination and affirmative action program. Additionally, the participation goals contained herein should not be seen or treated as a floor or as a ceiling for the employment of particular individuals or group of individuals.
- C. Such job categories shall include but not be limited to those "Classes of Work" enumerated in M.G.L. c.149 §44F and for trades covered by Item 1 of the Contractor's bid.
- D. These percentages shall apply to the Contractor and to all Subcontractors, regardless of tier, for all on-site Work.

4. REFERRALS

- A. In the hiring of minority journeymen, apprentices, trainees and advanced trainees, the Contractor shall rely on referrals from a multi-employer affirmative action program approved by the Department or the Commission; and traditional referral methods utilized by the construction industry, where such referrals are needed to meet minority hiring requirements. The Contractor shall keep accurate records of such requests for referrals.
- B. Records of employment referral orders, prepared by the Contractor, shall be made available to the Owner and to the Department upon request.

5. EEO WORK FORCE REPORTING PROCEDURES

- A. The Contractor shall provide the following information to the Owner on copies of the forms found at the end of this Section.

(1.) Weekly Manpower Reports 00.73.36.04: The Contractor shall prepare a report after each week of activity, reflecting the actual working hours of all personnel identified as minority or non-minority.

- (a) This report shall be received by the Owner no later than the Friday following the week reported.
- (b) Failure to provide information shall result in sanctions as provided in this section.

6. COMPLIANCE - REPORTS AND INFORMATION

- A. The Contractor shall provide all information and reports required by the Owner or the Department and will permit access to its facilities and to any books, records, accounts and other sources of information which may be determined by the Owner or the Department to affect the employment of personnel. Where information required is in the exclusive possession of another who fails or refuses to furnish this information, the Contractor shall so certify to the Owner or the Department as appropriate and shall set forth what efforts have been made to obtain the information.

7. COMPLIANCE - INVESTIGATIONS

- A. Whenever the Owner's EEO Officer, the MCAD, or the Department believes the Contractor may not be operating in compliance with the terms of these requirements, the Department shall conduct an investigation, and may confer with the parties, to verify such allegations. The Department shall not initiate an investigation without prior notice to the Contractor.
- B. If the Department finds the Contractor in non-compliance, it shall make a preliminary report, and notify the Contractor in writing of the steps necessary to bring such Contractor into compliance. A copy of this report shall be sent to the Department's Affirmative Action Officer.

8. COMPLIANCE - DEPARTMENT - AFFIRMATIVE ACTION INVESTIGATION

- A. If the Contractor fails or refuses to fully perform the steps necessary to achieve compliance, the Department shall make a report of non-compliance to the Department's Affirmative Action Officer, who will then conduct an investigation.
- B. Should the Department's Affirmative Action Officer find the Contractor in non-compliance a final report recommending the imposition of one or more of the sanctions listed below shall be issued.
- C. Within fifteen (15) days of said report the Department shall, after due notice and giving the Contractor an opportunity to respond, move to impose one or more of the following sanctions to attain compliance.
- D. If the Department's Affirmative Action Office believes the Contractor has taken or is taking every possible measure to achieve compliance, a report shall show the Contractor is in compliance.

9. SANCTIONS

- A. For each week that the Contractor fails or refuses to comply, the Department may recover from the Contractor, 1/100 of 1% of the original Contract Sum or \$1000 whichever sum is greater, in the nature of liquidated damages.
- B. If a Subcontractor is in non-compliance, the Department may recover from the Contractor, 1/10 of 1% of the Subcontract Sum, or \$400 whichever sum is greater, in the nature of liquidated damages, to be assessed by the Contractor as a back charge against the Subcontractor for each week that Subcontractor fails or refuses to comply.
- C. The Owner may suspend part or all of any payment due under the contract until such time as the Contractor or any Subcontractor is able to demonstrate compliance with the terms of the Contract;
- D. The Owner may terminate, or cancel part or all of the Contract, in accordance with the provisions of Article 19 of the General Conditions, unless the Contractor or any Subcontractor is able to demonstrate, within a specified time, compliance with the terms of the Contract.
- E. The Contractor may request the Department and Owner to suspend the sanctions conditionally. Whereupon the Department shall investigate corrective measures taken by the Contractor and shall either lift or re-impose the sanctions.

10. SEVERABILITY

- A. The provisions of this section are severable, and if any of these provisions shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining provisions of the Contract.

END OF EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

00.73.36

FORM OF CONTRACTOR'S EQUAL EMPLOYMENT CERTIFICATION

Commonwealth of Massachusetts
Department of Housing and Community Development

This form must be completed and submitted by the Contractor prior to the signing of the Owner-Contractor Agreement.

This certifies that:

Contractor

Street Address

4.6. City/State/Zip Code

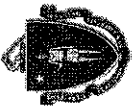
1. Intends to use the following listed construction trades in the work under this contract:

2. Will comply with the minority manpower ratio and specific affirmative action steps contained in Section 00.73.36 of this Contract; and
3. Will obtain similar certifications from each of its subcontractors and submit to the Owner prior to the award of any subcontract under this contract the subcontractor's certification.

SIGNATURE OF AUTHORIZED REPRESENTATIVE OF CONTRACTOR

NAME AND TITLE

DATE



Massachusetts Department of

Housing and Community Development



EEO CONTRACTOR'S WEEKLY MANPOWER REPORT

Housing Authority _____ Development No. _____ Contract Amount \$ _____
 General Contractor: _____ Minority Participation Goal 15.3% Women Participation Goal 6.9%
 Name of Contractor Filing Report: _____ Trade(s): _____
 Week Ending: _____ Report No.: _____ Check Here if you are a non-filed Subcontractor
 Check Here if this is a Final Report Date Work Began: _____ Date Work Completed: _____

| Job Category | # of Employees | Weekly Total Manhours | Total Manhours to Date | # of Minorities | Weekly Total Minority Manhours | Total Minority Manhours to Date | Weekly % Minority Manhours | # of Women | Weekly Total Women Manhours | Total Women Manhours to Date | Weekly % Women Manhours | Total Manhours to Date | Total Minority Manhours to Date | % of Minority Manhours to Date | Total Women Manhours to Date | % of Women Manhours to Date |
|--------------|----------------|-----------------------|------------------------|-----------------|--------------------------------|---------------------------------|----------------------------|------------|-----------------------------|------------------------------|-------------------------|------------------------|---------------------------------|--------------------------------|------------------------------|-----------------------------|
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Mail Reports to: _____ Awarding Authority _____ Prepared by: _____
 Title: _____
 Date: _____ 20____

SECTION 00.73.43 PREVAILING WAGES and LABOR REGULATIONS

4.1 PREVAILING WAGE RATES

- 4.6.1 The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Commissioner of the Massachusetts Department of Labor Division of Occupational Safety. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract. Any questions relative to the applicability of any wage rate shall be directed to the Division of Occupational Safety.
- 4.6.1 Keep a legible copy of said schedule posted on the site at all times. Provide the Owner, on a weekly basis, and keep an on-site file of the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Owner, Department, Architect, or any agency having jurisdiction.
- 4.6.1 Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by MGL c149 § 34B, as amended. Such police officers shall be covered by Worker's Compensation Insurance and Employers Liability Insurance provided by the Contractor.

4.2 WAGE RATE REPORTING

- 4.6.1 The Contractor and all subcontractors shall provide certified payroll affidavits verifying compliance with MGL c.149 §§26 - 27H.
- 4.6.1 The Contractor and all subcontractors shall provide a Statement of Compliance within 15 days of the completion of its portion of the work. This statement shall be submitted to the Owner on the form found elsewhere in this section.
- 4.6.1 Weekly Payroll Form www.mass.gov/lwd/docs/dos/prevaling-wage/pw-payroll.pdf
- 4.6.1 Statement of Compliance www.mass.gov/lwd/docs/dos/prevaling-wage/pw-compliance.pdf

4.3 APPRENTICE REQUIREMENTS

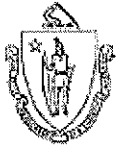
Apprentices employed pursuant to this determination of wage rates must be registered and approved by the State Apprenticeship Council wherever rates for journeymen or apprentices are not listed.

4.4 EMPLOYEE OSHA SAFETY TRAINING

- 4.6.1 All employees who work on this construction site must have no less than 10 hours of OSHA-approved safety and health training. See Chapter 306 of the Acts of 2004.
- 4.6.1 The Contractor and all Subcontractors shall furnish to the Owner, with the certified payroll reports, documentation indicating that each employee has successfully completed 10 hours of a course in construction safety and health. This course must be approved by the United States Occupational Health and Safety Administration (OSHA).

**INSERT WAGE RATES OBTAINED FROM
Department of Labor, Division of Occupational Safety**

**END OF PREVAILING WAGE AND LABOR REGULATION
00.73.43**



**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS**

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

ROSALIN ACOSTA
Secretary
WILLIAM D MCKINNEY
Director

Awarding Authority: Sudbury Housing Authority
Contract Number: N/A **City/Town:** SUDBURY
Description of Work: Perform annual service and repair as indicated on gas-fired boilers.
Job Location: 55 Hudson Road

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.15 | \$10.91 | \$10.89 | \$0.00 | \$53.95 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.22 | \$10.91 | \$10.89 | \$0.00 | \$54.02 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.34 | \$10.91 | \$10.89 | \$0.00 | \$54.14 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$88.29 | \$9.80 | \$19.23 | \$0.00 | \$117.32 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$33.15 | \$7.60 | \$13.50 | \$0.00 | \$54.25 |
| | 12/01/2017 | \$33.78 | \$7.60 | \$13.50 | \$0.00 | \$54.88 |
| | 06/01/2018 | \$34.62 | \$7.60 | \$13.50 | \$0.00 | \$55.72 |
| | 12/01/2018 | \$35.46 | \$7.60 | \$13.50 | \$0.00 | \$56.56 |
| | 06/01/2019 | \$36.33 | \$7.60 | \$13.50 | \$0.00 | \$57.43 |
| | 12/01/2019 | \$37.19 | \$7.60 | \$13.50 | \$0.00 | \$58.29 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 06/01/2017 | \$34.90 | \$11.50 | \$7.10 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$35.90 | \$11.50 | \$7.10 | \$0.00 | \$54.50 |
| | 06/01/2018 | \$36.90 | \$11.50 | \$7.10 | \$0.00 | \$55.50 |
| | 12/01/2018 | \$37.90 | \$11.50 | \$7.10 | \$0.00 | \$56.50 |
| | 06/01/2019 | \$38.90 | \$11.50 | \$7.10 | \$0.00 | \$57.50 |
| | 12/01/2019 | \$39.90 | \$11.50 | \$7.10 | \$0.00 | \$58.50 |
| | 06/01/2020 | \$40.90 | \$11.50 | \$7.10 | \$0.00 | \$59.50 |
| | 12/01/2020 | \$41.90 | \$11.50 | \$7.10 | \$0.00 | \$60.50 |
| ASPHALT RAKER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2 | 06/01/2017 | \$33.15 | \$7.60 | \$13.50 | \$0.00 | \$54.25 |
| | 12/01/2017 | \$33.78 | \$7.60 | \$13.50 | \$0.00 | \$54.88 |
| | 06/01/2018 | \$34.62 | \$7.60 | \$13.50 | \$0.00 | \$55.72 |
| | 12/01/2018 | \$35.46 | \$7.60 | \$13.50 | \$0.00 | \$56.56 |
| | 06/01/2019 | \$36.33 | \$7.60 | \$13.50 | \$0.00 | \$57.43 |
| | 12/01/2019 | \$37.19 | \$7.60 | \$13.50 | \$0.00 | \$58.29 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER BOILERMAKERS LOCAL 29 | 01/01/2017 | \$42.92 | \$6.97 | \$16.21 | \$0.00 | \$66.10 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 2 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 3 | 70 | \$30.04 | \$6.97 | \$11.35 | \$0.00 | \$48.36 |
| 4 | 75 | \$32.19 | \$6.97 | \$12.16 | \$0.00 | \$51.32 |
| 5 | 80 | \$34.34 | \$6.97 | \$12.97 | \$0.00 | \$54.28 |
| 6 | 85 | \$36.48 | \$6.97 | \$13.78 | \$0.00 | \$57.23 |
| 7 | 90 | \$38.63 | \$6.97 | \$14.59 | \$0.00 | \$60.19 |
| 8 | 95 | \$40.77 | \$6.97 | \$15.40 | \$0.00 | \$63.14 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|---------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 (WALTHAM) | 08/01/2017 | \$52.06 | \$10.75 | \$19.35 | \$0.00 | \$82.16 |
| | 02/01/2018 | \$52.74 | \$10.75 | \$19.35 | \$0.00 | \$82.84 |
| | 08/01/2018 | \$54.09 | \$10.75 | \$19.48 | \$0.00 | \$84.32 |
| | 02/01/2019 | \$54.73 | \$10.75 | \$19.48 | \$0.00 | \$84.96 |
| | 08/01/2019 | \$56.08 | \$10.75 | \$19.62 | \$0.00 | \$86.45 |
| | 02/01/2020 | \$56.72 | \$10.75 | \$19.62 | \$0.00 | \$87.09 |
| | 08/01/2020 | \$58.07 | \$10.75 | \$19.77 | \$0.00 | \$88.59 |
| | 02/01/2021 | \$58.71 | \$10.75 | \$19.77 | \$0.00 | \$89.23 |
| | 08/01/2021 | \$60.11 | \$10.75 | \$19.93 | \$0.00 | \$90.79 |
| 02/01/2022 | \$60.70 | \$10.75 | \$19.93 | \$0.00 | \$91.38 | |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Waltham

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.03 | \$10.75 | \$19.35 | \$0.00 | \$56.13 |
| 2 | 60 | \$31.24 | \$10.75 | \$19.35 | \$0.00 | \$61.34 |
| 3 | 70 | \$36.44 | \$10.75 | \$19.35 | \$0.00 | \$66.54 |
| 4 | 80 | \$41.65 | \$10.75 | \$19.35 | \$0.00 | \$71.75 |
| 5 | 90 | \$46.85 | \$10.75 | \$19.35 | \$0.00 | \$76.95 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.37 | \$10.75 | \$19.35 | \$0.00 | \$56.47 |
| 2 | 60 | \$31.64 | \$10.75 | \$19.35 | \$0.00 | \$61.74 |
| 3 | 70 | \$36.92 | \$10.75 | \$19.35 | \$0.00 | \$67.02 |
| 4 | 80 | \$42.19 | \$10.75 | \$19.35 | \$0.00 | \$72.29 |
| 5 | 90 | \$47.47 | \$10.75 | \$19.35 | \$0.00 | \$77.57 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$37.45 | \$7.60 | \$14.35 | \$0.00 | \$59.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 03/01/2017 | \$38.77 | \$9.90 | \$17.00 | \$0.00 | \$65.67 |
| | 09/01/2017 | \$39.28 | \$9.90 | \$17.50 | \$0.00 | \$66.68 |
| | 03/01/2018 | \$40.28 | \$9.90 | \$17.50 | \$0.00 | \$67.68 |
| | 09/01/2018 | \$41.32 | \$9.90 | \$17.50 | \$0.00 | \$68.72 |
| | 03/01/2019 | \$42.35 | \$9.90 | \$17.50 | \$0.00 | \$69.75 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.39 | \$9.90 | \$1.68 | \$0.00 | \$30.97 |
| 2 | 60 | \$23.26 | \$9.90 | \$1.68 | \$0.00 | \$34.84 |
| 3 | 70 | \$27.14 | \$9.90 | \$12.21 | \$0.00 | \$49.25 |
| 4 | 75 | \$29.08 | \$9.90 | \$12.21 | \$0.00 | \$51.19 |
| 5 | 80 | \$31.02 | \$9.90 | \$13.89 | \$0.00 | \$54.81 |
| 6 | 80 | \$31.02 | \$9.90 | \$13.89 | \$0.00 | \$54.81 |
| 7 | 90 | \$34.89 | \$9.90 | \$15.57 | \$0.00 | \$60.36 |
| 8 | 90 | \$34.89 | \$9.90 | \$15.57 | \$0.00 | \$60.36 |

Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.64 | \$9.90 | \$1.73 | \$0.00 | \$31.27 |
| 2 | 60 | \$23.57 | \$9.90 | \$1.73 | \$0.00 | \$35.20 |
| 3 | 70 | \$27.50 | \$9.90 | \$12.31 | \$0.00 | \$49.71 |
| 4 | 75 | \$29.46 | \$9.90 | \$12.31 | \$0.00 | \$51.67 |
| 5 | 80 | \$31.42 | \$9.90 | \$14.04 | \$0.00 | \$55.36 |
| 6 | 80 | \$31.42 | \$9.90 | \$14.04 | \$0.00 | \$55.36 |
| 7 | 90 | \$35.35 | \$9.90 | \$15.77 | \$0.00 | \$61.02 |
| 8 | 90 | \$35.35 | \$9.90 | \$15.77 | \$0.00 | \$61.02 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING | 07/01/2017 | \$47.40 | \$12.20 | \$19.41 | \$1.30 | \$80.31 |
| BRICKLAYERS LOCAL 3 (WALTHAM) | 01/01/2018 | \$48.17 | \$12.20 | \$19.41 | \$1.30 | \$81.08 |
| | 07/01/2018 | \$49.56 | \$12.20 | \$19.41 | \$1.30 | \$82.47 |
| | 01/01/2019 | \$50.30 | \$12.20 | \$19.41 | \$1.30 | \$83.21 |
| | 07/01/2019 | \$51.69 | \$12.20 | \$19.41 | \$1.30 | \$84.60 |
| | 01/01/2020 | \$52.44 | \$12.20 | \$19.41 | \$1.30 | \$85.35 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham)

Effective Date - 07/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.70 | \$12.20 | \$12.41 | \$0.00 | \$48.31 |
| 2 | 60 | \$28.44 | \$12.20 | \$14.41 | \$1.30 | \$56.35 |
| 3 | 65 | \$30.81 | \$12.20 | \$15.41 | \$1.30 | \$59.72 |
| 4 | 70 | \$33.18 | \$12.20 | \$16.41 | \$1.30 | \$63.09 |
| 5 | 75 | \$35.55 | \$12.20 | \$17.41 | \$1.30 | \$66.46 |
| 6 | 80 | \$37.92 | \$12.20 | \$18.41 | \$1.30 | \$69.83 |
| 7 | 90 | \$42.66 | \$12.20 | \$19.41 | \$1.30 | \$75.57 |

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.09 | \$12.20 | \$12.41 | \$0.00 | \$48.70 |
| 2 | 60 | \$28.90 | \$12.20 | \$14.41 | \$1.30 | \$56.81 |
| 3 | 65 | \$31.31 | \$12.20 | \$15.41 | \$1.30 | \$60.22 |
| 4 | 70 | \$33.72 | \$12.20 | \$16.41 | \$1.30 | \$63.63 |
| 5 | 75 | \$36.13 | \$12.20 | \$17.41 | \$1.30 | \$67.04 |
| 6 | 80 | \$38.54 | \$12.20 | \$18.41 | \$1.30 | \$70.45 |
| 7 | 90 | \$43.35 | \$12.20 | \$19.41 | \$1.30 | \$76.26 |

Notes:
Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CHAIN SAW OPERATOR | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES | 06/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$48.38 | \$10.00 | \$15.25 | \$0.00 | \$73.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| COMPRESSOR OPERATOR | 06/01/2017 | \$31.86 | \$10.00 | \$15.25 | \$0.00 | \$57.11 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$32.55 | \$10.00 | \$15.25 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |
| PAINTERS LOCAL 35 - ZONE 2 | | | | | | |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.71 | \$7.85 | \$0.00 | \$0.00 | \$33.56 |
| 2 | 55 | \$28.28 | \$7.85 | \$3.66 | \$0.00 | \$39.79 |
| 3 | 60 | \$30.85 | \$7.85 | \$3.99 | \$0.00 | \$42.69 |
| 4 | 65 | \$33.42 | \$7.85 | \$4.32 | \$0.00 | \$45.59 |
| 5 | 70 | \$35.99 | \$7.85 | \$14.11 | \$0.00 | \$57.95 |
| 6 | 75 | \$38.56 | \$7.85 | \$14.44 | \$0.00 | \$60.85 |
| 7 | 80 | \$41.13 | \$7.85 | \$14.77 | \$0.00 | \$63.75 |
| 8 | 90 | \$46.27 | \$7.85 | \$15.44 | \$0.00 | \$69.56 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN LABORERS - ZONE 2 | 06/01/2017 | \$37.00 | \$7.60 | \$14.65 | \$0.00 | \$59.25 |
| | 12/01/2017 | \$37.85 | \$7.60 | \$14.65 | \$0.00 | \$60.10 |
| | 06/01/2018 | \$38.80 | \$7.60 | \$14.65 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$39.75 | \$7.60 | \$14.65 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.75 | \$7.60 | \$14.65 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.75 | \$7.60 | \$14.65 | \$0.00 | \$64.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2 | 06/01/2017 | \$38.00 | \$7.60 | \$14.65 | \$0.00 | \$60.25 |
| | 12/01/2017 | \$38.85 | \$7.60 | \$14.65 | \$0.00 | \$61.10 |
| | 06/01/2018 | \$39.80 | \$7.60 | \$14.65 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$40.75 | \$7.60 | \$14.65 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$41.75 | \$7.60 | \$14.65 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$42.75 | \$7.60 | \$14.65 | \$0.00 | \$65.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: BURNERS LABORERS - ZONE 2 | 06/01/2017 | \$37.75 | \$7.60 | \$14.65 | \$0.00 | \$60.00 |
| | 12/01/2017 | \$38.60 | \$7.60 | \$14.65 | \$0.00 | \$60.85 |
| | 06/01/2018 | \$39.55 | \$7.60 | \$14.65 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$40.50 | \$7.60 | \$14.65 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$41.50 | \$7.60 | \$14.65 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$42.50 | \$7.60 | \$14.65 | \$0.00 | \$64.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2 | 06/01/2017 | \$38.00 | \$7.60 | \$14.65 | \$0.00 | \$60.25 |
| | 12/01/2017 | \$38.85 | \$7.60 | \$14.65 | \$0.00 | \$61.10 |
| | 06/01/2018 | \$39.80 | \$7.60 | \$14.65 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$40.75 | \$7.60 | \$14.65 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$41.75 | \$7.60 | \$14.65 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$42.75 | \$7.60 | \$14.65 | \$0.00 | \$65.00 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$37.75 | \$7.60 | \$14.65 | \$0.00 | \$60.00 |
| | 12/01/2017 | \$38.60 | \$7.60 | \$14.65 | \$0.00 | \$60.85 |
| | 06/01/2018 | \$39.55 | \$7.60 | \$14.65 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$40.50 | \$7.60 | \$14.65 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$41.50 | \$7.60 | \$14.65 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$42.50 | \$7.60 | \$14.65 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$37.00 | \$7.60 | \$14.65 | \$0.00 | \$59.25 |
| | 12/01/2017 | \$37.85 | \$7.60 | \$14.65 | \$0.00 | \$60.10 |
| | 06/01/2018 | \$38.80 | \$7.60 | \$14.65 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$39.75 | \$7.60 | \$14.65 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.75 | \$7.60 | \$14.65 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.75 | \$7.60 | \$14.65 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$58.86 | \$9.80 | \$19.23 | \$0.00 | \$87.89 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$63.06 | \$9.80 | \$19.23 | \$0.00 | \$92.09 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$88.23 | \$9.80 | \$19.23 | \$0.00 | \$117.26 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i> | 03/01/2017 | \$48.33 | \$13.00 | \$17.45 | \$0.00 | \$78.78 |
| | 09/01/2017 | \$49.28 | \$13.00 | \$17.48 | \$0.00 | \$79.76 |
| | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 03/01/2017 | \$48.33 | \$13.00 | \$17.45 | \$0.00 | \$78.78 |
| | 09/01/2017 | \$49.28 | \$13.00 | \$17.48 | \$0.00 | \$79.76 |
| | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$19.33 | \$13.00 | \$0.58 | \$0.00 | \$32.91 |
| 2 | 40 | \$19.33 | \$13.00 | \$0.58 | \$0.00 | \$32.91 |
| 3 | 45 | \$21.75 | \$13.00 | \$13.37 | \$0.00 | \$48.12 |
| 4 | 45 | \$21.75 | \$13.00 | \$13.37 | \$0.00 | \$48.12 |
| 5 | 50 | \$24.17 | \$13.00 | \$13.75 | \$0.00 | \$50.92 |
| 6 | 55 | \$26.58 | \$13.00 | \$14.11 | \$0.00 | \$53.69 |
| 7 | 60 | \$29.00 | \$13.00 | \$14.48 | \$0.00 | \$56.48 |
| 8 | 65 | \$31.41 | \$13.00 | \$14.85 | \$0.00 | \$59.26 |
| 9 | 70 | \$33.83 | \$13.00 | \$15.22 | \$0.00 | \$62.05 |
| 10 | 75 | \$36.25 | \$13.00 | \$15.60 | \$0.00 | \$64.85 |

Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$19.71 | \$13.00 | \$0.59 | \$0.00 | \$33.30 |
| 2 | 40 | \$19.71 | \$13.00 | \$0.59 | \$0.00 | \$33.30 |
| 3 | 45 | \$22.18 | \$13.00 | \$13.39 | \$0.00 | \$48.57 |
| 4 | 45 | \$22.18 | \$13.00 | \$13.39 | \$0.00 | \$48.57 |
| 5 | 50 | \$24.64 | \$13.00 | \$13.76 | \$0.00 | \$51.40 |
| 6 | 55 | \$27.10 | \$13.00 | \$14.12 | \$0.00 | \$54.22 |
| 7 | 60 | \$29.57 | \$13.00 | \$14.50 | \$0.00 | \$57.07 |
| 8 | 65 | \$32.03 | \$13.00 | \$14.87 | \$0.00 | \$59.90 |
| 9 | 70 | \$34.50 | \$13.00 | \$15.25 | \$0.00 | \$62.75 |
| 10 | 75 | \$36.96 | \$13.00 | \$15.62 | \$0.00 | \$65.58 |

Notes :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2017 | \$55.86 | \$15.28 | \$15.71 | \$0.00 | \$86.85 |
|---|------------|---------|---------|---------|--------|---------|

| | | | | | | |
|-----------------------|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.93 | \$15.28 | \$0.00 | \$0.00 | \$43.21 |
| 2 | 55 | \$30.72 | \$15.28 | \$15.71 | \$0.00 | \$61.71 |
| 3 | 65 | \$36.31 | \$15.28 | \$15.71 | \$0.00 | \$67.30 |
| 4 | 70 | \$39.10 | \$15.28 | \$15.71 | \$0.00 | \$70.09 |
| 5 | 80 | \$44.69 | \$15.28 | \$15.71 | \$0.00 | \$75.68 |

Notes:
Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2017 | \$39.10 | \$15.28 | \$15.71 | \$0.00 | \$70.09 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR LABORERS - ZONE 2 | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 | 05/01/2017 | \$42.15 | \$10.00 | \$15.25 | \$0.00 | \$67.40 |
| | 11/01/2017 | \$42.88 | \$10.00 | \$15.25 | \$0.00 | \$68.13 |
| | 05/01/2018 | \$43.59 | \$10.00 | \$15.25 | \$0.00 | \$68.84 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 | 05/01/2017 | \$43.61 | \$10.00 | \$15.25 | \$0.00 | \$68.86 |
| | 11/01/2017 | \$44.34 | \$10.00 | \$15.25 | \$0.00 | \$69.59 |
| | 05/01/2018 | \$45.06 | \$10.00 | \$15.25 | \$0.00 | \$70.31 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 | 05/01/2017 | \$22.41 | \$10.00 | \$15.25 | \$0.00 | \$47.66 |
| | 11/01/2017 | \$22.83 | \$10.00 | \$15.25 | \$0.00 | \$48.08 |
| | 05/01/2018 | \$23.26 | \$10.00 | \$15.25 | \$0.00 | \$48.51 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103 | 03/01/2017 | \$48.33 | \$13.00 | \$17.45 | \$0.00 | \$78.78 |
| | 09/01/2017 | \$49.28 | \$13.00 | \$17.48 | \$0.00 | \$79.76 |
| | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 103 | 03/01/2017 | \$36.25 | \$13.00 | \$15.60 | \$0.00 | \$64.85 |
| | 09/01/2017 | \$36.96 | \$13.00 | \$15.62 | \$0.00 | \$65.58 |
| | 03/01/2018 | \$37.61 | \$13.00 | \$15.93 | \$0.00 | \$66.54 |
| | 09/01/2018 | \$38.51 | \$13.00 | \$15.96 | \$0.00 | \$67.47 |
| | 03/01/2019 | \$39.40 | \$13.00 | \$15.98 | \$0.00 | \$68.38 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$38.49 | \$10.00 | \$15.25 | \$0.00 | \$63.74 |
| | 12/01/2017 | \$39.32 | \$10.00 | \$15.25 | \$0.00 | \$64.57 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER LABORERS - ZONE 2 | 06/01/2017 | \$20.50 | \$7.60 | \$13.50 | \$0.00 | \$41.60 |
| | 12/01/2017 | \$21.50 | \$7.60 | \$13.50 | \$0.00 | \$42.60 |
| | 06/01/2018 | \$21.50 | \$7.60 | \$13.50 | \$0.00 | \$42.60 |
| | 12/01/2018 | \$22.50 | \$7.60 | \$13.50 | \$0.00 | \$43.60 |
| | 06/01/2019 | \$22.50 | \$7.60 | \$13.50 | \$0.00 | \$43.60 |
| | 12/01/2019 | \$23.50 | \$7.60 | \$13.50 | \$0.00 | \$44.60 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1 | 03/01/2016 | \$42.13 | \$9.80 | \$17.62 | \$0.00 | \$69.55 |

Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.07 | \$9.80 | \$1.79 | \$0.00 | \$32.66 |
| 2 | 55 | \$23.17 | \$9.80 | \$1.79 | \$0.00 | \$34.76 |
| 3 | 60 | \$25.28 | \$9.80 | \$12.25 | \$0.00 | \$47.33 |
| 4 | 65 | \$27.38 | \$9.80 | \$12.25 | \$0.00 | \$49.43 |
| 5 | 70 | \$29.49 | \$9.80 | \$14.04 | \$0.00 | \$53.33 |
| 6 | 75 | \$31.60 | \$9.80 | \$14.04 | \$0.00 | \$55.44 |
| 7 | 80 | \$33.70 | \$9.80 | \$15.83 | \$0.00 | \$59.33 |
| 8 | 85 | \$35.81 | \$9.80 | \$15.83 | \$0.00 | \$61.44 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$31.86 | \$10.00 | \$15.25 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.55 | \$10.00 | \$15.25 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2) | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.46 | \$7.85 | \$0.00 | \$0.00 | \$28.31 |
| 2 | 55 | \$22.50 | \$7.85 | \$3.66 | \$0.00 | \$34.01 |
| 3 | 60 | \$24.55 | \$7.85 | \$3.99 | \$0.00 | \$36.39 |
| 4 | 65 | \$26.59 | \$7.85 | \$4.32 | \$0.00 | \$38.76 |
| 5 | 70 | \$28.64 | \$7.85 | \$14.11 | \$0.00 | \$50.60 |
| 6 | 75 | \$30.68 | \$7.85 | \$14.44 | \$0.00 | \$52.97 |
| 7 | 80 | \$32.73 | \$7.85 | \$14.77 | \$0.00 | \$55.35 |
| 8 | 90 | \$36.82 | \$7.85 | \$15.44 | \$0.00 | \$60.11 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$25.51 | \$10.00 | \$0.00 | \$0.00 | \$35.51 |
| 2 | 60 | \$27.83 | \$10.00 | \$15.25 | \$0.00 | \$53.08 |
| 3 | 65 | \$30.15 | \$10.00 | \$15.25 | \$0.00 | \$55.40 |
| 4 | 70 | \$32.47 | \$10.00 | \$15.25 | \$0.00 | \$57.72 |
| 5 | 75 | \$34.79 | \$10.00 | \$15.25 | \$0.00 | \$60.04 |
| 6 | 80 | \$37.10 | \$10.00 | \$15.25 | \$0.00 | \$62.35 |
| 7 | 85 | \$39.42 | \$10.00 | \$15.25 | \$0.00 | \$64.67 |
| 8 | 90 | \$41.74 | \$10.00 | \$15.25 | \$0.00 | \$66.99 |

Effective Date - 12/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$26.06 | \$10.00 | \$0.00 | \$0.00 | \$36.06 |
| 2 | 60 | \$28.43 | \$10.00 | \$15.25 | \$0.00 | \$53.68 |
| 3 | 65 | \$30.80 | \$10.00 | \$15.25 | \$0.00 | \$56.05 |
| 4 | 70 | \$33.17 | \$10.00 | \$15.25 | \$0.00 | \$58.42 |
| 5 | 75 | \$35.54 | \$10.00 | \$15.25 | \$0.00 | \$60.79 |
| 6 | 80 | \$37.90 | \$10.00 | \$15.25 | \$0.00 | \$63.15 |
| 7 | 85 | \$40.27 | \$10.00 | \$15.25 | \$0.00 | \$65.52 |
| 8 | 90 | \$42.64 | \$10.00 | \$15.25 | \$0.00 | \$67.89 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) | 08/01/2017 | \$43.83 | \$11.45 | \$24.03 | \$2.38 | \$81.69 |
| <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2018 | \$44.98 | \$11.45 | \$24.03 | \$2.38 | \$82.84 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) | 03/01/2017 | \$48.33 | \$13.00 | \$17.45 | \$0.00 | \$78.78 |
| <i>ELECTRICIANS LOCAL 103</i> | 09/01/2017 | \$49.28 | \$13.00 | \$17.48 | \$0.00 | \$79.76 |
| | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (TESTING AND BALANCING - AIR) | 08/01/2017 | \$43.83 | \$11.45 | \$24.03 | \$2.38 | \$81.69 |
| <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2018 | \$44.98 | \$11.45 | \$24.03 | \$2.38 | \$82.84 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| HVAC (TESTING AND BALANCING -WATER) | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |
| <i>PIPEFITTERS LOCAL 537</i> | | | | | | |

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| HVAC MECHANIC | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |
| <i>PIPEFITTERS LOCAL 537</i> | | | | | | |

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---------------------------------------|----------------|-----------|--------|---------|---------------------------|------------|
| HYDRAULIC DRILLS LABORERS - ZONE 2 | 06/01/2017 | \$33.15 | \$7.60 | \$13.50 | \$0.00 | \$54.25 |
| | 12/01/2017 | \$33.78 | \$7.60 | \$13.50 | \$0.00 | \$54.88 |
| | 06/01/2018 | \$34.62 | \$7.60 | \$13.50 | \$0.00 | \$55.72 |
| | 12/01/2018 | \$35.46 | \$7.60 | \$13.50 | \$0.00 | \$56.56 |
| | 06/01/2019 | \$36.33 | \$7.60 | \$13.50 | \$0.00 | \$57.43 |
| | 12/01/2019 | \$37.19 | \$7.60 | \$13.50 | \$0.00 | \$58.29 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 09/01/2016 | \$45.09 | \$11.75 | \$14.20 | \$0.00 | \$71.04 |
| | 09/01/2017 | \$47.09 | \$11.75 | \$14.20 | \$0.00 | \$73.04 |
| | 09/01/2018 | \$49.34 | \$11.75 | \$14.20 | \$0.00 | \$75.29 |
| | 09/01/2019 | \$51.84 | \$11.75 | \$14.20 | \$0.00 | \$77.79 |

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

| Effective Date - 09/01/2016 | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|---------|---------|---------------------------|------------|
| Step | percent | | | | | |
| 1 | 50 | \$22.55 | \$11.75 | \$10.45 | \$0.00 | \$44.75 |
| 2 | 60 | \$27.05 | \$11.75 | \$11.20 | \$0.00 | \$50.00 |
| 3 | 70 | \$31.56 | \$11.75 | \$11.95 | \$0.00 | \$55.26 |
| 4 | 80 | \$36.07 | \$11.75 | \$12.70 | \$0.00 | \$60.52 |

| Effective Date - 09/01/2017 | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|---------|---------|---------------------------|------------|
| Step | percent | | | | | |
| 1 | 50 | \$23.55 | \$11.75 | \$10.45 | \$0.00 | \$45.75 |
| 2 | 60 | \$28.25 | \$11.75 | \$11.20 | \$0.00 | \$51.20 |
| 3 | 70 | \$32.96 | \$11.75 | \$11.95 | \$0.00 | \$56.66 |
| 4 | 80 | \$37.67 | \$11.75 | \$12.70 | \$0.00 | \$62.12 |

Notes:
Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA) | 03/16/2017 | \$44.65 | \$7.80 | \$20.85 | \$0.00 | \$73.30 |
|--|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$26.79 | \$7.80 | \$20.85 | \$0.00 | \$55.44 |
| 2 | 70 | \$31.26 | \$7.80 | \$20.85 | \$0.00 | \$59.91 |
| 3 | 75 | \$33.49 | \$7.80 | \$20.85 | \$0.00 | \$62.14 |
| 4 | 80 | \$35.72 | \$7.80 | \$20.85 | \$0.00 | \$64.37 |
| 5 | 85 | \$37.95 | \$7.80 | \$20.85 | \$0.00 | \$66.60 |
| 6 | 90 | \$40.19 | \$7.80 | \$20.85 | \$0.00 | \$68.84 |

Notes:
 ** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2 | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER LABORERS - ZONE 2 | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$19.44 | \$7.60 | \$13.50 | \$0.00 | \$40.54 |
| 2 | 70 | \$22.68 | \$7.60 | \$13.50 | \$0.00 | \$43.78 |
| 3 | 80 | \$25.92 | \$7.60 | \$13.50 | \$0.00 | \$47.02 |
| 4 | 90 | \$29.16 | \$7.60 | \$13.50 | \$0.00 | \$50.26 |

Effective Date - 12/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$19.82 | \$7.60 | \$13.50 | \$0.00 | \$40.92 |
| 2 | 70 | \$23.12 | \$7.60 | \$13.50 | \$0.00 | \$44.22 |
| 3 | 80 | \$26.42 | \$7.60 | \$13.50 | \$0.00 | \$47.52 |
| 4 | 90 | \$29.73 | \$7.60 | \$13.50 | \$0.00 | \$50.83 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER LABORERS - ZONE 2 | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2 | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2 | 06/01/2017 | \$32.60 | \$7.60 | \$13.45 | \$0.00 | \$53.65 |
| | 12/01/2017 | \$33.23 | \$7.60 | \$13.45 | \$0.00 | \$54.28 |
| | 06/01/2018 | \$34.07 | \$7.60 | \$13.45 | \$0.00 | \$55.12 |
| | 12/01/2018 | \$34.91 | \$7.60 | \$13.45 | \$0.00 | \$55.96 |
| | 06/01/2019 | \$35.78 | \$7.60 | \$13.45 | \$0.00 | \$56.83 |
| | 12/01/2019 | \$36.64 | \$7.60 | \$13.45 | \$0.00 | \$57.69 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: MASON TENDER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |
| This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2017 | \$39.82 | \$10.75 | \$19.35 | \$0.00 | \$69.92 |
| | 02/01/2018 | \$40.36 | \$10.75 | \$19.35 | \$0.00 | \$70.46 |
| | 08/01/2018 | \$41.44 | \$10.75 | \$19.48 | \$0.00 | \$71.67 |
| | 02/01/2019 | \$41.95 | \$10.75 | \$19.48 | \$0.00 | \$72.18 |
| | 08/01/2019 | \$43.03 | \$10.75 | \$19.62 | \$0.00 | \$73.40 |
| | 02/01/2020 | \$43.54 | \$10.75 | \$19.62 | \$0.00 | \$73.91 |
| | 08/01/2020 | \$44.62 | \$10.75 | \$19.77 | \$0.00 | \$75.14 |
| | 02/01/2021 | \$45.13 | \$10.75 | \$19.77 | \$0.00 | \$75.65 |
| | 08/01/2021 | \$46.25 | \$10.75 | \$19.93 | \$0.00 | \$76.93 |
| | 02/01/2022 | \$46.72 | \$10.75 | \$19.93 | \$0.00 | \$77.40 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.91 | \$10.75 | \$19.35 | \$0.00 | \$50.01 |
| 2 | 60 | \$23.89 | \$10.75 | \$19.35 | \$0.00 | \$53.99 |
| 3 | 70 | \$27.87 | \$10.75 | \$19.35 | \$0.00 | \$57.97 |
| 4 | 80 | \$31.86 | \$10.75 | \$19.35 | \$0.00 | \$61.96 |
| 5 | 90 | \$35.84 | \$10.75 | \$19.35 | \$0.00 | \$65.94 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.18 | \$10.75 | \$19.35 | \$0.00 | \$50.28 |
| 2 | 60 | \$24.22 | \$10.75 | \$19.35 | \$0.00 | \$54.32 |
| 3 | 70 | \$28.25 | \$10.75 | \$19.35 | \$0.00 | \$58.35 |
| 4 | 80 | \$32.29 | \$10.75 | \$19.35 | \$0.00 | \$62.39 |
| 5 | 90 | \$36.32 | \$10.75 | \$19.35 | \$0.00 | \$66.42 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH | 08/01/2017 | \$52.10 | \$10.75 | \$19.35 | \$0.00 | \$82.20 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2018 | \$52.78 | \$10.75 | \$19.35 | \$0.00 | \$82.88 |
| | 08/01/2018 | \$54.13 | \$10.75 | \$19.48 | \$0.00 | \$84.36 |
| | 02/01/2019 | \$54.75 | \$10.75 | \$19.48 | \$0.00 | \$84.98 |
| | 08/01/2019 | \$56.10 | \$10.75 | \$19.62 | \$0.00 | \$86.47 |
| | 02/01/2020 | \$56.73 | \$10.75 | \$19.62 | \$0.00 | \$87.10 |
| | 08/01/2020 | \$58.08 | \$10.75 | \$19.77 | \$0.00 | \$88.60 |
| | 02/01/2021 | \$58.72 | \$10.75 | \$19.77 | \$0.00 | \$89.24 |
| | 08/01/2021 | \$60.12 | \$10.75 | \$19.93 | \$0.00 | \$90.80 |
| | 02/01/2022 | \$60.69 | \$10.75 | \$19.93 | \$0.00 | \$91.37 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.05 | \$10.75 | \$19.35 | \$0.00 | \$56.15 |
| 2 | 60 | \$31.26 | \$10.75 | \$19.35 | \$0.00 | \$61.36 |
| 3 | 70 | \$36.47 | \$10.75 | \$19.35 | \$0.00 | \$66.57 |
| 4 | 80 | \$41.68 | \$10.75 | \$19.35 | \$0.00 | \$71.78 |
| 5 | 90 | \$46.89 | \$10.75 | \$19.35 | \$0.00 | \$76.99 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.39 | \$10.75 | \$19.35 | \$0.00 | \$56.49 |
| 2 | 60 | \$31.67 | \$10.75 | \$19.35 | \$0.00 | \$61.77 |
| 3 | 70 | \$36.95 | \$10.75 | \$19.35 | \$0.00 | \$67.05 |
| 4 | 80 | \$42.22 | \$10.75 | \$19.35 | \$0.00 | \$72.32 |
| 5 | 90 | \$47.50 | \$10.75 | \$19.35 | \$0.00 | \$77.60 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2 | 04/01/2017 | \$35.47 | \$9.90 | \$18.50 | \$0.00 | \$63.87 |
| | 10/01/2017 | \$36.32 | \$9.90 | \$18.50 | \$0.00 | \$64.72 |
| | 04/01/2018 | \$37.17 | \$9.90 | \$18.50 | \$0.00 | \$65.57 |
| | 10/01/2018 | \$38.02 | \$9.90 | \$18.50 | \$0.00 | \$66.42 |
| | 04/01/2019 | \$38.87 | \$9.90 | \$18.50 | \$0.00 | \$67.27 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 04/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$19.51 | \$9.90 | \$5.31 | \$0.00 | \$34.72 |
| 2 | 65 | \$23.06 | \$9.90 | \$15.13 | \$0.00 | \$48.09 |
| 3 | 75 | \$26.60 | \$9.90 | \$16.10 | \$0.00 | \$52.60 |
| 4 | 85 | \$30.15 | \$9.90 | \$17.06 | \$0.00 | \$57.11 |

Effective Date - 10/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$19.98 | \$9.90 | \$5.31 | \$0.00 | \$35.19 |
| 2 | 65 | \$23.61 | \$9.90 | \$15.13 | \$0.00 | \$48.64 |
| 3 | 75 | \$27.24 | \$9.90 | \$16.10 | \$0.00 | \$53.24 |
| 4 | 85 | \$30.87 | \$9.90 | \$15.06 | \$0.00 | \$55.83 |

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MORTAR MIXER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$23.47 | \$10.00 | \$15.25 | \$0.00 | \$48.72 |
| | 12/01/2017 | \$23.99 | \$10.00 | \$15.25 | \$0.00 | \$49.24 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$27.54 | \$10.00 | \$15.25 | \$0.00 | \$52.79 |
| | 12/01/2017 | \$28.15 | \$10.00 | \$15.25 | \$0.00 | \$53.40 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.71 | \$7.85 | \$0.00 | \$0.00 | \$33.56 |
| 2 | 55 | \$28.28 | \$7.85 | \$3.66 | \$0.00 | \$39.79 |
| 3 | 60 | \$30.85 | \$7.85 | \$3.99 | \$0.00 | \$42.69 |
| 4 | 65 | \$33.42 | \$7.85 | \$4.32 | \$0.00 | \$45.59 |
| 5 | 70 | \$35.99 | \$7.85 | \$14.11 | \$0.00 | \$57.95 |
| 6 | 75 | \$38.56 | \$7.85 | \$14.44 | \$0.00 | \$60.85 |
| 7 | 80 | \$41.13 | \$7.85 | \$14.77 | \$0.00 | \$63.75 |
| 8 | 90 | \$46.27 | \$7.85 | \$15.44 | \$0.00 | \$69.56 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) * 01/01/2017 \$42.31 \$7.85 \$16.10 \$0.00 \$66.26

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.16 | \$7.85 | \$0.00 | \$0.00 | \$29.01 |
| 2 | 55 | \$23.27 | \$7.85 | \$3.66 | \$0.00 | \$34.78 |
| 3 | 60 | \$25.39 | \$7.85 | \$3.99 | \$0.00 | \$37.23 |
| 4 | 65 | \$27.50 | \$7.85 | \$4.32 | \$0.00 | \$39.67 |
| 5 | 70 | \$29.62 | \$7.85 | \$14.11 | \$0.00 | \$51.58 |
| 6 | 75 | \$31.73 | \$7.85 | \$14.44 | \$0.00 | \$54.02 |
| 7 | 80 | \$33.85 | \$7.85 | \$14.77 | \$0.00 | \$56.47 |
| 8 | 90 | \$38.08 | \$7.85 | \$15.44 | \$0.00 | \$61.37 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) 01/01/2017 \$40.37 \$7.85 \$16.10 \$0.00 \$64.32

PAINTERS LOCAL 35 - ZONE 2

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.19 | \$7.85 | \$0.00 | \$0.00 | \$28.04 |
| 2 | 55 | \$22.20 | \$7.85 | \$3.66 | \$0.00 | \$33.71 |
| 3 | 60 | \$24.22 | \$7.85 | \$3.99 | \$0.00 | \$36.06 |
| 4 | 65 | \$26.24 | \$7.85 | \$4.32 | \$0.00 | \$38.41 |
| 5 | 70 | \$28.26 | \$7.85 | \$14.11 | \$0.00 | \$50.22 |
| 6 | 75 | \$30.28 | \$7.85 | \$14.44 | \$0.00 | \$52.57 |
| 7 | 80 | \$32.30 | \$7.85 | \$14.77 | \$0.00 | \$54.92 |
| 8 | 90 | \$36.33 | \$7.85 | \$15.44 | \$0.00 | \$59.62 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |

For Apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | | | | | | |

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.46 | \$7.85 | \$0.00 | \$0.00 | \$28.31 |
| 2 | 55 | \$22.50 | \$7.85 | \$3.66 | \$0.00 | \$34.01 |
| 3 | 60 | \$24.55 | \$7.85 | \$3.99 | \$0.00 | \$36.39 |
| 4 | 65 | \$26.59 | \$7.85 | \$4.32 | \$0.00 | \$38.76 |
| 5 | 70 | \$28.64 | \$7.85 | \$14.11 | \$0.00 | \$50.60 |
| 6 | 75 | \$30.68 | \$7.85 | \$14.44 | \$0.00 | \$52.97 |
| 7 | 80 | \$32.73 | \$7.85 | \$14.77 | \$0.00 | \$55.35 |
| 8 | 90 | \$36.82 | \$7.85 | \$15.44 | \$0.00 | \$60.11 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2017 | \$38.97 | \$7.85 | \$16.10 | \$0.00 | \$62.92 |
| PAINTERS LOCAL 35 - ZONE 2 | | | | | | |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.49 | \$7.85 | \$0.00 | \$0.00 | \$27.34 |
| 2 | 55 | \$21.43 | \$7.85 | \$3.66 | \$0.00 | \$32.94 |
| 3 | 60 | \$23.38 | \$7.85 | \$3.99 | \$0.00 | \$35.22 |
| 4 | 65 | \$25.33 | \$7.85 | \$4.32 | \$0.00 | \$37.50 |
| 5 | 70 | \$27.28 | \$7.85 | \$14.11 | \$0.00 | \$49.24 |
| 6 | 75 | \$29.23 | \$7.85 | \$14.44 | \$0.00 | \$51.52 |
| 7 | 80 | \$31.18 | \$7.85 | \$14.77 | \$0.00 | \$53.80 |
| 8 | 90 | \$35.07 | \$7.85 | \$15.44 | \$0.00 | \$58.36 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER 12/01/2012 \$30.28 \$9.07 \$8.00 \$0.00 \$47.35
 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) 08/01/2015 \$42.04 \$9.80 \$19.23 \$0.00 \$71.07
 PILE DRIVER LOCAL 56 (ZONE 1)
 For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER 08/01/2015 \$42.04 \$9.80 \$19.23 \$0.00 \$71.07
 PILE DRIVER LOCAL 56 (ZONE 1)

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.02 | \$9.80 | \$19.23 | \$0.00 | \$50.05 |
| 2 | 60 | \$25.22 | \$9.80 | \$19.23 | \$0.00 | \$54.25 |
| 3 | 70 | \$29.43 | \$9.80 | \$19.23 | \$0.00 | \$58.46 |
| 4 | 75 | \$31.53 | \$9.80 | \$19.23 | \$0.00 | \$60.56 |
| 5 | 80 | \$33.63 | \$9.80 | \$19.23 | \$0.00 | \$62.66 |
| 6 | 80 | \$33.63 | \$9.80 | \$19.23 | \$0.00 | \$62.66 |
| 7 | 90 | \$37.84 | \$9.80 | \$19.23 | \$0.00 | \$66.87 |
| 8 | 90 | \$37.84 | \$9.80 | \$19.23 | \$0.00 | \$66.87 |

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER 03/01/2017 \$51.19 \$9.70 \$18.14 \$0.00 \$79.03
 PIPEFITTERS LOCAL 537

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$20.48 | \$9.70 | \$7.50 | \$0.00 | \$37.68 |
| 2 | 45 | \$23.04 | \$9.70 | \$18.14 | \$0.00 | \$50.88 |
| 3 | 60 | \$30.71 | \$9.70 | \$18.14 | \$0.00 | \$58.55 |
| 4 | 70 | \$35.83 | \$9.70 | \$18.14 | \$0.00 | \$63.67 |
| 5 | 80 | \$40.95 | \$9.70 | \$18.14 | \$0.00 | \$68.79 |

Notes:
 ** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
 Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)
Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER LABORERS - ZONE 2 | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12 | 03/01/2017 | \$52.69 | \$11.32 | \$15.46 | \$0.00 | \$79.47 |
|---|------------|---------|---------|---------|--------|---------|

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$18.44 | \$11.32 | \$5.74 | \$0.00 | \$35.50 |
| 2 | 40 | \$21.08 | \$11.32 | \$6.49 | \$0.00 | \$38.89 |
| 3 | 55 | \$28.98 | \$11.32 | \$8.73 | \$0.00 | \$49.03 |
| 4 | 65 | \$34.25 | \$11.32 | \$10.23 | \$0.00 | \$55.80 |
| 5 | 75 | \$39.52 | \$11.32 | \$11.72 | \$0.00 | \$62.56 |

Notes:
 ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
 Step4 with lic\$58.50 Step5 with lic\$65.36
Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537 | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2 | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWDERMAN & BLASTER LABORERS - ZONE 2 | 06/01/2017 | \$33.40 | \$7.60 | \$13.50 | \$0.00 | \$54.50 |
| | 12/01/2017 | \$34.03 | \$7.60 | \$13.50 | \$0.00 | \$55.13 |
| | 06/01/2018 | \$34.87 | \$7.60 | \$13.50 | \$0.00 | \$55.97 |
| | 12/01/2018 | \$35.71 | \$7.60 | \$13.50 | \$0.00 | \$56.81 |
| | 06/01/2019 | \$36.58 | \$7.60 | \$13.50 | \$0.00 | \$57.68 |
| | 12/01/2019 | \$37.44 | \$7.60 | \$13.50 | \$0.00 | \$58.54 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$31.86 | \$10.00 | \$15.25 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.55 | \$10.00 | \$15.25 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 170 | 05/01/2017 | \$24.92 | \$9.96 | \$8.26 | \$0.00 | \$43.14 |
| | 12/01/2017 | \$24.95 | \$9.96 | \$8.26 | \$0.00 | \$43.17 |
| | 01/01/2018 | \$24.95 | \$10.24 | \$8.26 | \$0.00 | \$43.45 |
| | 02/02/2018 | \$25.01 | \$10.24 | \$8.36 | \$0.00 | \$43.61 |
| | 03/01/2018 | \$25.04 | \$10.24 | \$8.46 | \$0.00 | \$43.74 |
| | 05/01/2018 | \$25.09 | \$10.24 | \$8.56 | \$0.00 | \$43.89 |
| | 12/01/2018 | \$25.12 | \$10.24 | \$8.56 | \$0.00 | \$43.92 |
| | 01/01/2019 | \$25.12 | \$10.41 | \$8.56 | \$0.00 | \$44.09 |
| | 12/01/2019 | \$25.15 | \$10.41 | \$8.56 | \$0.00 | \$44.12 |
| | 01/01/2020 | \$25.15 | \$10.46 | \$8.56 | \$0.00 | \$44.17 |
| RECLAIMERS OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RESIDENTIAL WOOD FRAME (All Other Work) CARPENTERS -ZONE 2 (Residential Wood) | 06/01/2016 | \$25.32 | \$9.80 | \$16.82 | \$0.00 | \$51.94 |
| RESIDENTIAL WOOD FRAME CARPENTER ** | 04/01/2017 | \$26.31 | \$7.07 | \$7.18 | \$0.00 | \$40.56 |
| ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE 2 (Residential Wood) | 10/01/2017 | \$26.93 | \$7.07 | \$7.18 | \$0.00 | \$41.18 |
| | 04/01/2018 | \$27.35 | \$7.07 | \$7.18 | \$0.00 | \$41.60 |
| | 10/01/2018 | \$27.77 | \$7.07 | \$7.18 | \$0.00 | \$42.02 |
| | 04/01/2019 | \$28.20 | \$7.07 | \$7.18 | \$0.00 | \$42.45 |
| | 10/01/2019 | \$28.63 | \$7.07 | \$7.18 | \$0.00 | \$42.88 |

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 04/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$15.79 | \$7.07 | \$0.00 | \$0.00 | \$22.86 |
| 2 | 60 | \$15.79 | \$7.07 | \$0.00 | \$0.00 | \$22.86 |
| 3 | 65 | \$17.10 | \$7.07 | \$7.18 | \$0.00 | \$31.35 |
| 4 | 70 | \$18.42 | \$7.07 | \$7.18 | \$0.00 | \$32.67 |
| 5 | 75 | \$19.73 | \$7.07 | \$7.18 | \$0.00 | \$33.98 |
| 6 | 80 | \$21.05 | \$7.07 | \$7.18 | \$0.00 | \$35.30 |
| 7 | 85 | \$22.36 | \$7.07 | \$7.18 | \$0.00 | \$36.61 |
| 8 | 90 | \$23.68 | \$7.07 | \$7.18 | \$0.00 | \$37.93 |

Effective Date - 10/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$16.16 | \$7.07 | \$0.00 | \$0.00 | \$23.23 |
| 2 | 60 | \$16.16 | \$7.07 | \$0.00 | \$0.00 | \$23.23 |
| 3 | 65 | \$17.50 | \$7.07 | \$7.18 | \$0.00 | \$31.75 |
| 4 | 70 | \$18.85 | \$7.07 | \$7.18 | \$0.00 | \$33.10 |
| 5 | 75 | \$20.20 | \$7.07 | \$7.18 | \$0.00 | \$34.45 |
| 6 | 80 | \$21.54 | \$7.07 | \$7.18 | \$0.00 | \$35.79 |
| 7 | 85 | \$22.89 | \$7.07 | \$7.18 | \$0.00 | \$37.14 |
| 8 | 90 | \$24.24 | \$7.07 | \$7.18 | \$0.00 | \$38.49 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| RIDE-ON MOTORIZED BUGGY OPERATOR | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|----------------------------------|------------|---------|---------|---------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) | 08/01/2017 | \$41.36 | \$11.20 | \$14.80 | \$0.00 | \$67.36 |
| ROOFERS LOCAL 33 | 02/01/2018 | \$42.51 | \$11.20 | \$14.80 | \$0.00 | \$68.51 |
| | 08/01/2018 | \$43.61 | \$11.20 | \$14.80 | \$0.00 | \$69.61 |
| | 02/01/2019 | \$44.76 | \$11.20 | \$14.80 | \$0.00 | \$70.76 |

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.68 | \$11.20 | \$3.44 | \$0.00 | \$35.32 |
| 2 | 60 | \$24.82 | \$11.20 | \$14.80 | \$0.00 | \$50.82 |
| 3 | 65 | \$26.88 | \$11.20 | \$14.80 | \$0.00 | \$52.88 |
| 4 | 75 | \$31.02 | \$11.20 | \$14.80 | \$0.00 | \$57.02 |
| 5 | 85 | \$35.16 | \$11.20 | \$14.80 | \$0.00 | \$61.16 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.26 | \$11.20 | \$3.44 | \$0.00 | \$35.90 |
| 2 | 60 | \$25.51 | \$11.20 | \$14.80 | \$0.00 | \$51.51 |
| 3 | 65 | \$27.63 | \$11.20 | \$14.80 | \$0.00 | \$53.63 |
| 4 | 75 | \$31.88 | \$11.20 | \$14.80 | \$0.00 | \$57.88 |
| 5 | 85 | \$36.13 | \$11.20 | \$14.80 | \$0.00 | \$62.13 |

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 | 08/01/2017 | \$41.61 | \$11.20 | \$14.80 | \$0.00 | \$67.61 |
| | 02/01/2018 | \$42.76 | \$11.20 | \$14.80 | \$0.00 | \$68.76 |
| | 08/01/2018 | \$43.86 | \$11.20 | \$14.80 | \$0.00 | \$69.86 |
| | 02/01/2019 | \$45.01 | \$11.20 | \$14.80 | \$0.00 | \$71.01 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | |
| SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A | 08/01/2017 | \$43.83 | \$11.45 | \$24.03 | \$2.38 | \$81.69 |
| | 02/01/2018 | \$44.98 | \$11.45 | \$24.03 | \$2.38 | \$82.84 |

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.53 | \$11.45 | \$5.61 | \$0.00 | \$34.59 |
| 2 | 40 | \$17.53 | \$11.45 | \$5.61 | \$0.00 | \$34.59 |
| 3 | 45 | \$19.72 | \$11.45 | \$10.76 | \$1.26 | \$43.19 |
| 4 | 45 | \$19.72 | \$11.45 | \$10.76 | \$1.26 | \$43.19 |
| 5 | 50 | \$21.92 | \$11.45 | \$11.71 | \$1.35 | \$46.43 |
| 6 | 50 | \$21.92 | \$11.45 | \$11.96 | \$1.36 | \$46.69 |
| 7 | 60 | \$26.30 | \$11.45 | \$13.61 | \$1.54 | \$52.90 |
| 8 | 65 | \$28.49 | \$11.45 | \$14.56 | \$1.64 | \$56.14 |
| 9 | 75 | \$32.87 | \$11.45 | \$16.47 | \$1.82 | \$62.61 |
| 10 | 85 | \$37.26 | \$11.45 | \$17.87 | \$2.00 | \$68.58 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.99 | \$11.45 | \$5.24 | \$0.00 | \$34.68 |
| 2 | 40 | \$17.99 | \$11.45 | \$5.24 | \$0.00 | \$34.68 |
| 3 | 45 | \$20.24 | \$11.45 | \$10.31 | \$1.27 | \$43.27 |
| 4 | 45 | \$20.24 | \$11.45 | \$10.31 | \$1.27 | \$43.27 |
| 5 | 50 | \$22.49 | \$11.45 | \$11.21 | \$1.37 | \$46.52 |
| 6 | 50 | \$22.49 | \$11.45 | \$11.46 | \$1.38 | \$46.78 |
| 7 | 60 | \$26.99 | \$11.45 | \$13.02 | \$1.56 | \$53.02 |
| 8 | 65 | \$29.24 | \$11.45 | \$13.93 | \$1.67 | \$56.29 |
| 9 | 75 | \$33.74 | \$11.45 | \$15.74 | \$1.85 | \$62.78 |
| 10 | 85 | \$38.23 | \$11.45 | \$17.05 | \$2.03 | \$68.76 |

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2 | 06/01/2013 | \$25.81 | \$7.07 | \$7.05 | \$0.00 | \$39.93 |
|--|------------|---------|--------|--------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$12.91 | \$7.07 | \$0.00 | \$0.00 | \$19.98 |
| 2 | 55 | \$14.20 | \$7.07 | \$2.45 | \$0.00 | \$23.72 |
| 3 | 60 | \$15.49 | \$7.07 | \$2.45 | \$0.00 | \$25.01 |
| 4 | 65 | \$16.78 | \$7.07 | \$2.45 | \$0.00 | \$26.30 |
| 5 | 70 | \$18.07 | \$7.07 | \$7.05 | \$0.00 | \$32.19 |
| 6 | 75 | \$19.36 | \$7.07 | \$7.05 | \$0.00 | \$33.48 |
| 7 | 80 | \$20.65 | \$7.07 | \$7.05 | \$0.00 | \$34.77 |
| 8 | 85 | \$21.94 | \$7.07 | \$7.05 | \$0.00 | \$36.06 |
| 9 | 90 | \$23.23 | \$7.07 | \$7.05 | \$0.00 | \$37.35 |

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.44 | \$10.91 | \$10.89 | \$0.00 | \$54.24 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.73 | \$10.91 | \$10.89 | \$0.00 | \$54.53 |
| SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1 | 03/01/2017 | \$56.08 | \$8.77 | \$17.20 | \$0.00 | \$82.05 |

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$19.63 | \$8.52 | \$8.70 | \$0.00 | \$36.85 |
| 2 | 40 | \$22.43 | \$8.52 | \$8.70 | \$0.00 | \$39.65 |
| 3 | 45 | \$25.24 | \$8.52 | \$8.70 | \$0.00 | \$42.46 |
| 4 | 50 | \$28.04 | \$8.52 | \$8.70 | \$0.00 | \$45.26 |
| 5 | 55 | \$30.84 | \$8.52 | \$8.70 | \$0.00 | \$48.06 |
| 6 | 60 | \$33.65 | \$8.52 | \$10.20 | \$0.00 | \$52.37 |
| 7 | 65 | \$36.45 | \$8.52 | \$10.20 | \$0.00 | \$55.17 |
| 8 | 70 | \$39.26 | \$8.52 | \$10.20 | \$0.00 | \$57.98 |
| 9 | 75 | \$42.06 | \$8.52 | \$10.20 | \$0.00 | \$60.78 |
| 10 | 80 | \$44.86 | \$8.52 | \$10.20 | \$0.00 | \$63.58 |

Notes: Apprentice entered prior 9/30/10:

40/45/50/55/60/65/70/75/80/85

Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103 | 03/01/2017 | \$36.25 | \$13.00 | \$15.60 | \$0.00 | \$64.85 |
| | 09/01/2017 | \$36.96 | \$13.00 | \$15.62 | \$0.00 | \$65.58 |
| | 03/01/2018 | \$37.61 | \$13.00 | \$15.93 | \$0.00 | \$66.54 |
| | 09/01/2018 | \$38.51 | \$13.00 | \$15.96 | \$0.00 | \$67.47 |
| | 03/01/2019 | \$39.40 | \$13.00 | \$15.98 | \$0.00 | \$68.38 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$14.50 | \$13.00 | \$0.44 | \$0.00 | \$27.94 |
| 2 | 40 | \$14.50 | \$13.00 | \$0.44 | \$0.00 | \$27.94 |
| 3 | 45 | \$16.31 | \$13.00 | \$12.54 | \$0.00 | \$41.85 |
| 4 | 45 | \$16.31 | \$13.00 | \$12.54 | \$0.00 | \$41.85 |
| 5 | 50 | \$18.13 | \$13.00 | \$12.81 | \$0.00 | \$43.94 |
| 6 | 55 | \$19.94 | \$13.00 | \$13.09 | \$0.00 | \$46.03 |
| 7 | 60 | \$21.75 | \$13.00 | \$13.37 | \$0.00 | \$48.12 |
| 8 | 65 | \$23.56 | \$13.00 | \$13.65 | \$0.00 | \$50.21 |
| 9 | 70 | \$25.38 | \$13.00 | \$13.93 | \$0.00 | \$52.31 |
| 10 | 75 | \$27.19 | \$13.00 | \$14.21 | \$0.00 | \$54.40 |

Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$14.78 | \$13.00 | \$0.44 | \$0.00 | \$28.22 |
| 2 | 40 | \$14.78 | \$13.00 | \$0.44 | \$0.00 | \$28.22 |
| 3 | 45 | \$16.63 | \$13.00 | \$12.55 | \$0.00 | \$42.18 |
| 4 | 45 | \$16.63 | \$13.00 | \$12.55 | \$0.00 | \$42.18 |
| 5 | 50 | \$18.48 | \$13.00 | \$12.82 | \$0.00 | \$44.30 |
| 6 | 55 | \$20.33 | \$13.00 | \$13.10 | \$0.00 | \$46.43 |
| 7 | 60 | \$22.18 | \$13.00 | \$13.39 | \$0.00 | \$48.57 |
| 8 | 65 | \$24.02 | \$13.00 | \$13.66 | \$0.00 | \$50.68 |
| 9 | 70 | \$25.87 | \$13.00 | \$13.95 | \$0.00 | \$52.82 |
| 10 | 75 | \$27.72 | \$13.00 | \$14.22 | \$0.00 | \$54.94 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE | 08/01/2017 | \$51.00 | \$10.75 | \$19.35 | \$0.00 | \$81.10 |
| | 02/01/2018 | \$51.68 | \$10.75 | \$19.35 | \$0.00 | \$81.78 |
| | 08/01/2018 | \$53.03 | \$10.75 | \$19.48 | \$0.00 | \$83.26 |
| | 02/01/2019 | \$53.67 | \$10.75 | \$19.48 | \$0.00 | \$83.90 |
| | 08/01/2019 | \$55.02 | \$10.75 | \$19.62 | \$0.00 | \$85.39 |
| | 02/01/2020 | \$55.66 | \$10.75 | \$19.62 | \$0.00 | \$86.03 |
| | 08/01/2020 | \$57.01 | \$10.75 | \$19.77 | \$0.00 | \$87.53 |
| | 02/01/2021 | \$57.65 | \$10.75 | \$19.77 | \$0.00 | \$88.17 |
| | 08/01/2021 | \$59.05 | \$10.75 | \$19.93 | \$0.00 | \$89.73 |
| | 02/01/2022 | \$59.64 | \$10.75 | \$19.93 | \$0.00 | \$90.32 |

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.50 | \$10.75 | \$19.35 | \$0.00 | \$55.60 |
| 2 | 60 | \$30.60 | \$10.75 | \$19.35 | \$0.00 | \$60.70 |
| 3 | 70 | \$35.70 | \$10.75 | \$19.35 | \$0.00 | \$65.80 |
| 4 | 80 | \$40.80 | \$10.75 | \$19.35 | \$0.00 | \$70.90 |
| 5 | 90 | \$45.90 | \$10.75 | \$19.35 | \$0.00 | \$76.00 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.84 | \$10.75 | \$19.35 | \$0.00 | \$55.94 |
| 2 | 60 | \$31.01 | \$10.75 | \$19.35 | \$0.00 | \$61.11 |
| 3 | 70 | \$36.18 | \$10.75 | \$19.35 | \$0.00 | \$66.28 |
| 4 | 80 | \$41.34 | \$10.75 | \$19.35 | \$0.00 | \$71.44 |
| 5 | 90 | \$46.51 | \$10.75 | \$19.35 | \$0.00 | \$76.61 |

Notes:

Apprentice to Journeyworker Ratio: 1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE For apprentice rates see "Apprentice- LABORER" | 12/01/2016 | \$37.70 | \$7.60 | \$14.35 | \$0.00 | \$59.65 |
| TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE For apprentice rates see "Apprentice- LABORER" | 12/01/2016 | \$36.42 | \$7.60 | \$14.35 | \$0.00 | \$58.37 |
| TEST BORING LABORER LABORERS - FOUNDATION AND MARINE For apprentice rates see "Apprentice- LABORER" | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
| TRACTORS/PORABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$33.02 | \$10.91 | \$10.89 | \$0.00 | \$54.82 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2016 | \$48.58 | \$7.60 | \$14.75 | \$0.00 | \$70.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2016 | \$50.58 | \$7.60 | \$14.75 | \$0.00 | \$72.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2016 | \$40.65 | \$7.60 | \$14.75 | \$0.00 | \$63.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2016 | \$42.65 | \$7.60 | \$14.75 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.44 | \$10.91 | \$10.89 | \$0.00 | \$54.24 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 03/01/2017 | \$52.69 | \$11.32 | \$15.46 | \$0.00 | \$79.47 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |
| Outside Electrical - East | | | | | | |
| CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$26.61 | \$7.50 | \$1.80 | \$0.00 | \$35.91 |
| | 09/03/2017 | \$27.14 | \$7.75 | \$1.81 | \$0.00 | \$36.70 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$37.70 | \$7.50 | \$8.87 | \$0.00 | \$54.07 |
| | 09/03/2017 | \$38.45 | \$7.75 | \$9.53 | \$0.00 | \$55.73 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$31.05 | \$7.50 | \$8.89 | \$0.00 | \$47.44 |
| | 09/03/2017 | \$31.66 | \$7.75 | \$9.44 | \$0.00 | \$48.85 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$24.39 | \$7.50 | \$1.73 | \$0.00 | \$33.62 |
| | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$37.70 | \$7.50 | \$12.95 | \$0.00 | \$58.15 |
| | 09/03/2017 | \$38.45 | \$7.75 | \$13.61 | \$0.00 | \$59.81 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$33.26 | \$7.50 | \$9.63 | \$0.00 | \$50.39 |
| | 09/03/2017 | \$33.92 | \$7.75 | \$10.21 | \$0.00 | \$51.88 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$24.39 | \$7.50 | \$1.73 | \$0.00 | \$33.62 |
| | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$19.96 | \$7.50 | \$1.60 | \$0.00 | \$29.06 |
| | 09/03/2017 | \$20.35 | \$7.75 | \$1.61 | \$0.00 | \$29.71 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/28/2016 | \$44.35 | \$7.50 | \$15.83 | \$0.00 | \$67.68 |
| | 09/03/2017 | \$45.23 | \$7.75 | \$16.61 | \$0.00 | \$69.59 |

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/28/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$26.61 | \$7.50 | \$3.30 | \$0.00 | \$37.41 |
| 2 | 65 | \$28.83 | \$7.50 | \$3.36 | \$0.00 | \$39.69 |
| 3 | 70 | \$31.05 | \$7.50 | \$3.43 | \$0.00 | \$41.98 |
| 4 | 75 | \$33.26 | \$7.50 | \$5.00 | \$0.00 | \$45.76 |
| 5 | 80 | \$35.48 | \$7.50 | \$5.06 | \$0.00 | \$48.04 |
| 6 | 85 | \$37.70 | \$7.50 | \$5.13 | \$0.00 | \$50.33 |
| 7 | 90 | \$39.92 | \$7.50 | \$7.20 | \$0.00 | \$54.62 |

Effective Date - 09/03/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$27.14 | \$7.75 | \$3.31 | \$0.00 | \$38.20 |
| 2 | 65 | \$29.40 | \$7.75 | \$3.38 | \$0.00 | \$40.53 |
| 3 | 70 | \$31.66 | \$7.75 | \$3.45 | \$0.00 | \$42.86 |
| 4 | 75 | \$33.92 | \$7.75 | \$5.02 | \$0.00 | \$46.69 |
| 5 | 80 | \$36.18 | \$7.75 | \$5.09 | \$0.00 | \$49.02 |
| 6 | 85 | \$38.45 | \$7.75 | \$5.15 | \$0.00 | \$51.35 |
| 7 | 90 | \$40.71 | \$7.75 | \$7.22 | \$0.00 | \$55.68 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2016 | \$28.98 | \$4.25 | \$3.12 | \$0.00 | \$36.35 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |
| TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/31/2016 | \$18.51 | \$3.55 | \$0.00 | \$0.00 | \$22.06 |
| This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal. | | | | | | |
| TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/31/2016 | \$16.32 | \$3.55 | \$0.00 | \$0.00 | \$19.87 |
| This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal. | | | | | | |

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

SECTION 01.11.10 SUMMARY OF WORK

1.01 GENERAL SCOPE OF THE WORK

- A. The Work of the Contract consists of:
 - 1. Provide annual preventive maintenance on gas-fired boilers and furnaces;
 - 2. Provide as-needed and 24/7 on-call emergency repair;
 - i. As-needed repairs shall be scheduled and work begun within 24 hours unless otherwise authorized by Owner;
 - ii. Emergency repair as defined by Owner: no heat to maintain temperature to that required under 105 CMR 410.201;
 - 3. Equipment types as described in Appendix A;
 - 4. Providing and restoring, where appropriate, all temporary facilities.
- B. Execution of Work: Work to be performed in timely and workmanlike fashion. Site must be cleaned up daily.
- C. Warranties/Guaranties: standard warranties on parts and labor.

1.02 TIME OF COMPLETION

- A. The preventive maintenance shall be commenced at the time stated in the Owner's Notice to Proceed and shall be completed within **30** consecutive calendar days thereafter.

1.03 SELECTION CRITERIA

- A. In addition to any provisions of the General Conditions, the Contractor will be selected based on the lowest base quote and upon demonstrating successful completion of the following criteria:
 - 1. Experience with maintenance and repair of boilers/heating systems as specified or equivalent;
 - 2. Twenty-four/seven availability for emergency services.

1.04 OSHA SAFETY TRAINING

- A. The Contractor shall certify that all employees working on this project have successfully completed a 10 Hour Safety and Health Training Course approved by the United State Occupational Health and Safety Administration (OSHA). This certification must be submitted with the payroll certifications require by Section 00.73.43 Prevailing Wages and Labor Regulations.

1.05 COORDINATION OF WORK

- A. Contractor must report to the SHA office at the daily start and daily completion of routine and preventive maintenance work;

- B. SHA will supply keys to units as needed; keys must be returned to the SHA offices when work is complete;
 - 1. Security for the unit while the contractor is working in it shall be the responsibility of the contractor;
- C. Contractor will supply technical notes for all preventive maintenance and repairs;
- D. Notification to residents will be handled by housing authority staff.

1.06 SAMPLES AND SUBMITTALS

- A. Contractor shall supply manufacturer specifications/submittal cutsheets for major equipment replacement, if applicable.

1.07 CONDUCT OF THE WORK

- A. Existing Buildings. All units are expected to be occupied for the duration of the contract. The Contractor shall take all necessary precautions to ensure the public safety and convenience of the occupants during maintenance and repair work.
- B. Unless specifically authorized by the Owner, the preventive maintenance work must be conducted between the hours of 8:00 A.M. and 4:30 P.M. on Monday through Friday; repair work may be authorized on Monday through Friday outside the specified time by prior agreement. No work is to be done on holidays, Saturdays, or Sundays other than for emergencies.

1.08 SHUTDOWN OF SERVICES

- A. The Contractor's attention is especially called to the fact that the continuous operation of services for these housing units is mandatory. If any unit is to be left without heat, hot water, domestic water, electricity, gas, sanitary facilities, or any other services for more than an eight-hour period, the Contractor shall submit a letter and obtain written authority from the Owner before proceeding.

If such a shutdown is unacceptable to the Owner, the Contractor shall make, and pay for, alternative arrangements to insure that services are provided.

1.09 PROTECTION AND ACCESS

- A. The Contractor shall, at all times, leave an unobstructed way along walks and roadways, and shall maintain barriers and lights for the protection of all persons and property in all locations where materials are stored or work is in progress.
- B. The Contractor shall take special measures to protect the tenants from noise, dust, and other disturbances.
- C. The Contractor shall take necessary precautions to insure against fire. The Contractor shall be responsible to insure that the area within the contract limits is kept orderly and clean and that combustible rubbish and debris is promptly removed from the site.

1.10 TEMPORARY FACILITIES

- A. Temporary Water - The Contractor may make use of the available water supply at the site for construction purposes, provided the permission of the Owner is obtained beforehand, water is verified at the source and only as long as the water is not used wastefully.

1.11 CLEANING UP

- A. Conduct cleaning and disposal operations to comply with all Federal, State, and local laws, ordinances, and regulations.
- B. Provide on-site containers for collection of waste materials and rubbish, to be located with the approval of the Owner.
- C. At the end of each day's work, remove, and legally dispose, all waste materials and rubbish from the site.

1.12 CONTRACT TERM

- A. The contract term shall be one year.

**END OF SECTION OF SUMMARY OF WORK
01.11.50**

SECTION 01.22.00 UNIT PRICES

1.01 GENERAL PROVISIONS

The Unit Prices for items set forth in this section shall be used to determine adjustments to the Contract Sum when changes in the Work involving said items are made in accordance with Article 8 of the General Conditions and other sections of the Contract Documents.

1.02 REQUIREMENTS

- A. Unit Prices listed under ADDITIONS have been computed to include net cost plus overhead, profit, and bond and all other charges required to complete the work item.
- B. Unit Prices listed under DEDUCTIONS have been computed at the net cost alone.
- C. Unit Prices net cost include the cost of all labor, materials, equipment, disposal, and all other costs required to complete the work item.
- D. Unit Prices shall apply until the date of Contract Completion established at the time of the Notice to Proceed. If the date of Contract Completion has been modified by Change Order, Unit Prices may be adjusted at the discretion of the Department.
- E. Unit Prices for excavation include the costs of sheeting and bracing, pumping and dewatering, and all other related costs. Excavation quantities shall be measured as compacted in place at maximum dry density.
- F. Materials, methods of installation, and definitions of terms set forth under the various Unit Price items in the Schedule of Unit Prices shall be as indicated in the Contract Documents.

1.03 APPLICABILITY OF UNIT PRICES

- A. The payment lines (when applicable) shall be as indicated in the Contract Documents.
- B. Prior to commencing removal or placement of materials set forth in the Schedule of Unit Prices, the Contractor shall notify the Architect in sufficient time to permit proper measurements to be taken on behalf of the Owner. Only quantities which have been approved in writing by the Architect will be considered in the determination of adjustments to the Contract Sum.
- C. Performance of Work which is not required under the Contract Documents or which is not authorized by Change Order, whether or not such Work item is set forth hereunder as a Unit Price item, shall not be considered cause for extra payment. The Contractor will be held fully responsible for such unauthorized work, including the performance of all corrective measures required by the Architect.

SECTION 01.22.00 - SCHEDULE OF UNIT PRICES

| DESCRIPTION | UNIT PRICES | | | |
|--|-------------|------------|--------|---------------|
| Gas Boiler preventive maintenance hourly rate Base Bid Quantity:-22- | Add | \$ for Add | Deduct | \$ for Deduct |
| Gas Boiler repair hourly rate Base Bid Quantity:-22- | Add | \$ for Add | Deduct | \$ for Deduct |
| Gas Boiler repair after-hours hourly rate Base Bid Quantity:22-- | Add | \$ for Add | Deduct | \$ for Deduct |
| Gas Furnace preventive maintenance hourly rate Base Bid Quantity:-2- | Add | \$ for Add | Deduct | \$ for Deduct |
| Gas Furnace repair hourly rate Base Bid Quantity:-2- | Add | \$ for Add | Deduct | \$ for Deduct |
| Gas Furnace repair after-hours hourly rate Base Bid Quantity:-2- | Add | \$ for Add | Deduct | \$ for Deduct |
| : | Add | \$ for Add | Deduct | \$ for Deduct |
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END OF UNIT PRICES
01.22.00

SECTION 01.23.00 ALTERNATES

1.01 SCOPE OF THE WORK

- A. This Section lists the Alternates which appear in the Contract Documents. Consult the individual sections of the detailed requirements of each Alternate.
- B. Bid prices for each Alternate shall include overhead, profit, and all other expenses incidental to the Work under each Alternate.
- C. The Contractor and Subcontractors shall be responsible for examining the scope of each Alternate generally defined herein and for recognizing modifications to the Work caused by the Alternates and including the cost thereof in the bid price.
- D. The Contractor's alternate amount shall include the net change in cost to perform all of the work described in the Alternate.

1.02 ALTERNATE NO. 1

1.03 ALTERNATE NO. 2

**END OF ALTERNATES
01.23.00**

SUDBURY HOUSING AUTHORITY

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SHEILA M. CUSOLITO
Executive Director

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Appendix A

Gas Boilers

Burnham Minuteman II (three)

Baxi Luna HT380 or HT330 (nine)

Laars Mascot-2 (eight)

Bosch Greenstar 151 (one)

IBC DC 33-160 (one)

Gas Furnaces

Nordyne FG7SCO9CD (one)

Intertak MH95 (one)