

Project Manual

Bid No. 20-54

Town of Arlington

Hill's Hill Playground ADA Walkway

Arlington, Massachusetts

AWARDING AUTHORITY
TOWN OF ARLINGTON
acting through and by its

TOWN MANAGER
Town Hall Annex
730 Massachusetts Ave.
Arlington, MA 02476

Prepared by:
LANDSCAPE ARCHITECT
Kyle Zick Landscape Architecture, Inc.
36 Bromfield Street, Suite 202
Boston, MA 02108

December 30, 2020

HILL'S HILL PLAYGROUND
ADA WALKWAY
ARLINGTON, MA

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INVITATION FOR BID

Sealed Bids for construction of:

Hill's Hill Playground
ADA Walkway
Summer Street Complex (behind the Ed Burns Arena, 422 Summer Street)
Arlington, MA

in accordance with Contract Documents prepared by:

Kyle Zick Landscape Architecture, Inc. (KZLA)
36 Bromfield Street, Suite 202
Boston, MA 02108

hereinafter called the "Landscape Architect", will be received by:

Town of Arlington
acting by and thorough its
Town Manager: Mr. Adam Chapdelaine

hereinafter called the "Awarding Authority", or "Owner" at:

Purchasing Department
Town Hall Annex
730 Massachusetts Ave.
Arlington, MA 02476
Attention: Town Manager Mr. Adam Chapdelaine

BID No. 20-54 - HILL'S HILL PLAYGROUND ADA WALKWAY

Sealed bids for Pilot Improvements to Hill's Hill Playground ADA Walkway for the Town of Arlington, Massachusetts, will be received at the Purchasing Department, 730 Massachusetts Avenue, Arlington, MA 02476 until **10:00 AM prevailing time, January 20, 2021** at which time and place said bids will be publicly opened and read aloud.

**All bids must be in a sealed envelope plainly marked:
BID No. 20-54 - HILL'S HILL PLAYGROUND ADA WALKWAY**

The scope of work of the Base Bid includes installation of a bituminous concrete walkway connecting the existing parking lot, Minuteman Bikeway, and the Hill's Hill Playground.

Bid Security in the form of a bid bond, cash, certified check, treasurer's or cashier's check payable to the Owner, is required in the amount of five percent of the bid, in accordance with Section 00200, INSTRUCTIONS TO BIDDERS.

The contract duration for the Base Bid is **30** consecutive days.

Contract Documents including Project Manual (Specifications) will be available for download from the Town's purchasing website at: www.arlingtonma.gov/purchasing on **December 30, 2020 at 12:00PM** at:

Contract Documents and plans will not be mailed.

The selected contractor shall furnish a performance bond and a payment bond in amount at least equal to one hundred percent (100%) of the contract price as stipulated in Section 00700 GENERAL CONDITIONS of these specifications.

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Minimum Wage Rates as determined by the Commissioner of the Division of Occupational Safety of the Executive Office of Labor and Workforce Development under the provisions of the Massachusetts General Laws Chapter 149, Section 26 to 27D, as amended, apply to this project. It is the responsibility of the Bidder, before bid opening, to request if necessary, any additional information on Minimum Wage Rates for those trades people who may be employed for the proposed work under this contract.

All bids for this project are subject to applicable bidding laws of Massachusetts, including General Laws Chapter 30, Section 39M as amended.

The Bidder agrees that this bid shall be good and may not be withdrawn for a period of 30 working days, Saturdays, Sundays, and legal holidays excluded after the opening of bids.

The Owner reserves the right to waive any informalities or to reject any or all bids.

TOWN OF ARLINGTON
acting through and by its
TOWN MANAGER
Adam W. Chapdelaine

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INSTRUCTIONS TO BIDDERS

1.0 COMPLEMENTARY DOCUMENT

- A. INVITATION TO BID, including herewith, is complementary to this document and shall be reviewed by bidder for specific instruction which are not repeated herein.

2.0 STATUTES REGULATING COMPETITIVE BIDDING

- A. Bidding procedures and award of general contract and subcontracts shall be in accordance with the provisions of Chapter 30, Section 39M and Chapter 149, Section 44A through 44L inclusive, of the General Laws of the Commonwealth of Massachusetts, including all current amendments.
- B. In the event of any discrepancy or inconsistency between the provisions of these Bid and Contract Documents and the above-mentioned statutes, the provisions of the above-mentioned statutes shall govern. In such event, the application of all remaining provisions not in conflict to any circumstance other than that in which the conflict occurs shall not be affected thereby.

3.0 BIDDER'S QUALIFICATIONS

- A. DCPO Certification not required.
- B. The Contractors' Update Statements are not public records and will not be open to public inspection.

4.0 INTERPRETATION OF DOCUMENTS: NOTIFICATION OF ERRORS

- A. Interpretations of the provisions of the Bid and Contract Documents will be made by the designer upon written request of any general bidder or sub-bidder, provided that such request is received by the Designer at least seven (7) days prior to the date of the applicable bid opening, and that the Designer considers such interpretation to be of sufficient importance. Oral or telephone interpretations will not generally be made, and if made shall be strictly informal and not legally valid or binding.
- B. Such written interpretations shall be in the form of Addenda to the Bid and Contract Documents.
- C. Bidders are urged to communicate all errors and discrepancies found in the Bid and Contract Documents to the Designer. Telephone calls pointing out any such errors or discrepancies will be taken by the Designer, but only for the purpose of receiving the information in order that it may be properly processed, and not for interpretation or clarification.

5.0 EXAMINATION OF BIDDING AND CONTRACT DOCUMENTS

- A. Each Bidder shall carefully examine the Bid and Contract Documents to obtain a thorough understanding of the work of his bid in addition to the work of related trades. In addition, each General Bidder shall personally visit the site to thoroughly acquaint himself/herself with the conditions as they exist hereon.
- B. Failure of any Bidder to thoroughly examine the Bid and Contract Documents or to visit and examine the site shall in no way relieve him/her of any obligation with respect to his/her bid or of any responsibility assigned to him under the Contract.

6.0 PRE-BID CONFERENCE

- A. Pre-bid conference will be held at the location and time stipulated in the Invitation to Bid.

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7.0 MODIFICATION AND WITHDRAWAL OF BIDS

- A. Modification of withdrawal of Bids will be permitted after the submission of such bids provided clearly written, readily understandable instructions for same are received by the Owner in writing prior to the time established for opening of such bids. No Bid may be withdrawn after that time, except as otherwise provided herein or by law.

8.0 ADDENDA

- A. Addenda may be required during the bidding period to modify, clarify or interpret the Bid and Contract Documents. It is intended, but not guaranteed, that such Addenda shall be mailed by the Owner to all persons or parties to whom Bid and Contract Documents have been issued (Bidders of Record). Failure to receive such Addenda shall in no way relieve any bidder from the execution of its provisions. All bidders are cautioned to verify the number of Addenda which have been issued and to secure any needed copies from the Designer before submitting a Bid.

9.0 FORM FOR BIDS

- A. The Owner will make available, to every person applying therefor, a Bid Form. Each bona fide Bidder will be furnished forms for his proposal upon request. Such forms will be made available at the Owner's office during the regular office hours throughout the bidding period. Bids must be submitted on the forms provided by Owner or of forms included in the bid documents of the Project Manual.
- B. All blank spaces provided on the bid forms shall be filled in with ink or typewriter. Where space is provided, sums shall be expressed in both words and figures. In case of a discrepancy between the two, the written words shall govern.
- C. No interlineations, additional, alterations or erasures shall be made on the forms.

10.0 SUBMISSION OF BIDS

- A. The Bid Form shall be properly executed and enclosed with the required bid deposit in a sealed envelope plainly marked on the outside with the following information.

Bid For:

SUBMITTED BY:

(Name of Bidder)

(Address of Bidder)

- B. If Bids are mailed; the above required envelope shall be enclosed in a second envelope identified with the above markings and mailed to the place of bid opening, as described in the Invitation to Bid. Mailed Bids must be received before the time scheduled for opening of Bids.

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11.0 PERFORMANCE AND PAYMENT BONDS

- A. The Performance and Labor and Materials Payment Bonds required of the General Contractor shall each be in the amount of 100% of the contract sum from a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and approved by the Owner.

12.0 FOREIGN CORPORATIONS

- A. The attention of bidders is called to General Laws, Chapter 30, Section 39L, as amended by Acts of 1967, Chapter 3, under which the Owner may not enter into a contract with a foreign corporation as a subcontractor unless the foreign corporation has filed with the Owner a certificate by the State Secretary stating that the foreign corporation has complied with General Laws Chapter 181, Sections 3 and 5 and stating the date of such compliance.

13.0 AWARD OF CONTRACT

- A. The Contract will be awarded to the lowest responsible and eligible bidder except in the event of a substitution as provided by under Chapter 149, Sections 44E and 44F of the above-reference General Laws.

14.0 COMMENCEMENT AND COMPLETION OF WORK

- A. The successful bidder, upon completion of the Contract Agreement, shall commence the work of the Contract within seven (7) calendar days from receipt of written Notice to Proceed issued by the Owner within fourteen (14) calendar days after said execution of the Contract Agreement and shall therefore diligently and continuously carry on the work in such manner as to substantially complete the work on or before May 31, 2019 except as noted herein.

15.0 LIQUIDATED DAMAGES

- A. The attention of bidders is particularly called to the requirements as to the conditions of employment to be observed, the minimum wage rates to be paid under the Contract and affirmative action to ensure equal employment opportunity.
- B. Contractor shall make full good faith efforts to secure at least ten percent (10%) of the Labor and Materials incorporated in the Work from Minority Business Enterprises and five percent (5%) of the Labor and Materials incorporated in the Work from Women Business Enterprises certified by the Commonwealth of Massachusetts and consistent with the Federal Equal Employment Opportunity requirements attached hereto as Attachment A. Satisfactory documentation of such effort shall be furnished promptly upon request by Owner.
- C. The Owner is an equal employment opportunity employer and has an active Affirmative Action Plan (AAP). For more information, direct correspondence to Patricia M. Libby, Affirmative Action Officer for the Town of Arlington.

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BID FORM

For: Hill's Hill Playground ADA Walkway

Proposal (BID) of _____
(hereinafter called "Bidder") a corporation, organized and existing under the laws of the
Commonwealth of Massachusetts.

_____ doing business as: _____
(corporation, proprietorship, partnership)

to the TOWN OF ARLINGTON hereinafter called "Owner". Gentlemen:

- A. The Bidder, in compliance with your invitation for bids for the Pilot Improvements to Arlington Reservoir's Perimeter Trail and Shoreline, Arlington Massachusetts, having examined the plan and specifications with related documents and the site of the proposed project including the availability of materials and labor, hereby proposes to furnish all labor, materials and supplies, and to construct the project in accordance with the Contract Documents, within the time set forth therein, and at the prices stated below. These prices are to cover all expenses incurred in performing the work required under the Contract Documents, of which this proposal is a part.

Bidder hereby agrees to commence work under this Contract on or before a date to be specified in the written "Notice to Proceed" from the Owner, and to complete the work by May 31, 2019. The Bidder further agrees to pay as liquidated damages, the sum of \$100.00 for each consecutive calendar day thereafter that the works remains incomplete, as provided in the Instruction to Bidders, Modifications to General Conditions. Required completion dates are as follows:

- B. Bidder agrees to perform all work described in the specifications and shown on the drawings, for the following lump sum price of:

1. Total Proposed Base Bid Contract Price:

_____ Dollars (\$ _____)

the form of _____ is submitted herewith in accordance with the INSTRUCTION FOR BIDDERS and is to become property of the Owner in

the event the Contract and bonds are not executed within the time above set forth, as liquidated damages for the delay and additional expense to the Owner caused thereby.

2. The Bid does not include premiums on Performance/Labor and Materials Bond.
Cost of required Bond Premiums:

Bid Premiums Add \$ _____

3. The Supplemental Unit Prices set forth herein shall be used to determine any equitable adjustment of the Contract in connection with the changes or extra work performed under this Contract as directed by the **Town of Arlington**.

It is mutually understood and agreed that such Supplemental Unit Prices include all items of costs, equipment, taxes and insurance of every kind, overhead, and profit for the **Contractor** and they shall be used uniformly, without modification for addition and deductions. Prices listed under ADDITIONS and DEDUCTIONS are

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to be the complete total price billed to and paid by the **Town of Arlington** therefor. There can be no more than fifteen (15) percent difference in price between the additions and deductions.

NOT USED

- C. If the Bid is accepted by the Owner, the undersigned agrees to complete the entire work provided to be done under the contract within the time stipulated by the Owner.
- D. The undersigned agrees that for extra work, if any, performed in accordance with the AGREEMENT, he will accept compensation as stipulated therein in full payment for such extra work.
- E. Bidder understands that the Owner reserves the right to reject any and all bids.
- F. The undersigned hereby agrees that he will not withdraw the Bid within sixty (60) consecutive calendar days after the actual date of the opening of Bids and that, if the Owner accepts this Bid, the undersigned will duly execute and acknowledge the required Contract Bonds within 10 days after notification that the AGREEMENT is ready for signature.
- G. Should the undersigned fail to fulfill any of his agreements as here in before set forth, the Owner shall have the right to retain as liquidated damages the amount of the Bid security, which shall become the Owner/s property. If a bid was furnished as bid security, it is agreed that the amount thereof shall be paid as liquidated damages to the Owner by the Surety.
- H. The Undersigned certifies under penalty of perjury that this Bid is in all respect bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the "person" shall mean natural person, joint venture, partnership, corporation or other business or legal entity.
- I. The undersigned certifies that he is able to furnish labor that can work in harmony with all with all laws and regulations applicable to awards made subject forty-four A.
 - a. Have been in business under the present name for _____ years.
 - b. Ever failed to complete any work awarded? _____ (Yes), _____ (No)
If yes, explain: _____
 - c. Bank Reference: _____
- J. The Bidder is required to state below all work he/she and his/her subcontractors (if subcontractors are to perform substantial portions of the work) has complete within the past 5 years of a similar character and value to that of the work included in the proposed Contract and to give references that will enable the Owners to judge the Bidder's experience, skill and business standing. The Bidder is required to list a minimum of 3 completed projects that are comparable in scope, complexity, and value. For each project, include the name, location, type, date complete, construction value and owner contact.

(add supplementary page if necessary)

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- K. The Bidder is required to state below all construction projects he/she currently has under contract. For each project, include the name, location, type, scheduled completion date, construction value and owner contact.

- L. The undersigned bidder hereby certifies that the tools and equipment required to meet the specified requirements of the Contract document, with special attention called to Section 02300 Earthwork, will be utilized in the performance of the work.

- M. The undersigned further certifies under the penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of section 29F, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation declared there under.

- N. The undersigned bidder hereby certifies he/she will comply with the minority workforce percentage ratio and specific affirmative action steps contained in the EEO/AA provisions of the Contract, including compliance with Minority/Women Business Enterprise as required under these contract provisions. The contractor receiving the award of the Contract shall be required to obtain from each of its subcontractors a copy of its bidder's certification and submit it to the contracting agency prior to the award of such subcontract, regardless of tier, that it will comply with the minority workforce ratio and specific affirmative action steps contained in these EEO/AA contract provisions.

Date: _____

Name of General Bidder

By:

Name and Title of Person

Signing Bond Business Address

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FORM A

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid is in all respects bona fide, firm and made without collusion or fraud with any other person. As used in this section the word 'person' shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

Authorized Name

Authorized Signature

Date

Social Security Number or Federal

Identification Number Legal Name of Business Entity (Print or Type)

Address

City, State, Zip Code

Corporate Seal (If applicable)

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FORM B

CERTIFICATE OF FOREIGN CORPORATION

The undersigned certifies that it has been duly established, organized, or chartered as a corporation under the laws of:

Jurisdiction

The undersigned further certifies that it complies with the requirements of M.G.L, c. 30, sec. 39L and with the requirements of M.G.L, c. 181 relative to the registration and operation of foreign corporations within the Commonwealth of Massachusetts.

Name of Person Signing the Bid or Proposal

Date

Signature of Person Signing the Bid or Proposal

Date

Name of Business (Print or Type)

Corporate Seal (If applicable)

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FORM C

COMMONWEALTH OF MASSACHUSETTS

SCHEDULE FOR PARTICIPATION BY WOMEN/MINORITY BUSINESS ENTERPRISE

BIDDER CERTIFICATION

A bidder agrees to expend at least the amount of the contract set forth below if awarded, for W/MNE. For the purposes of this commitment, the designation means a business that has been certified by SOMWBA as such. The Bidder must indicate the W/MBE it intends to utilize in this document as follows: (Attach another sheet of necessary.)

| Company Name and Address of | Nature of Participant | Dollar Value Participation |
|--------------------------------|-----------------------|-------------------------------|
| 1. | | \$ |
| 2. | | \$ |
| 3. | | \$ |

The undersigned hereby certifies that he or she read the terms of this condition and is authorized to bind the Bidder to the commitment herein set forth.

Name of Person Signing the Bid or Proposal

Signature of Person Signing the Bid or Proposal

Title Name of

Business (Print or Type)

Corporate Seal (If applicable)

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FORM D

BIDDER CERTIFICATION REGARDING PAYMENT OF PREVAILING WAGES

The undersigned hereby certifies, under pains and penalties of perjury, that the foregoing bid is based upon the payment to laborers to be employed on the project of wages in an amount no less than the applicable wage rates established for the project by the Massachusetts Department of Labor and Industries. The undersigned bidder agrees to identify the awarding authority for, from, and against any loss, expense, damages, action, or claims, including any expense incurred in connection with any delay or stoppage of the project work, arising out of or as a result of (1) the failure of the said bid to be based upon the payment of the said applicable prevailing wage rates or (2) the failure of the bidder, if selected as the contractor, to pay laborers employed on the project the said applying prevailing wage rates.

Date

Name of Person Signing the Bid or Proposal

Signature of Person Signing the Bid or

Proposal Title Name of Business (Print or Type)

Corporate Seal (If applicable)

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FORM E

CERTIFICATION OF PAYMENT OF STATE TAXES

Legislation enacted by the Commonwealth of Massachusetts, effective, 1983, requires that attestation below be signed:

Pursuant top M.G.L c. 62C, sec. 49A, I certify under the penalties of perjury, that I, to my best knowledge and belief, have filed all state tax returns and paid all state taxes required by law.

APPROVAL OF A CONTRACT OR ANY OTHER AGREEMENT WILL NOT BE GRANTED UNLESS THIS CERTIFICATION CLAUSE IS SIGNED BY AN AUTHORIZED CORPORATE OFFICER.

THE TAXPAYER IDENTIFICATION NUMBER WILL BE FURNISHED TO THE MASSACHUSETTS DEPARTMENT OF REVENUE TO DETERMINE IF TAX FILINGS AND/OR TAX PAYMENT OBLIGATIONS HAVE BEEN MET. PROVIDERS WHO FAIL TO CORRECT THEIR NON-FILING AND/OR DELIQUENCY STATUS SHALL NOT HAVE A CONTRACT OR ANY OTHER AGREEMENT ISSUED, RENEWED OR EXTENDED

(Signature of Individual)

Title

Social Security Number or Federal Identification Number Corporate Name

Name of Person Signing the Proposal (Print or Type)

Date

Legal Name of Business Entity (Print or Type) Business Address

Corporate Seal (If applicable)

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FORM F

CERTIFICATION OF AUTHORITY MEETING OF BOARD OF DIRECTORS

(Note: If business entity is a partnership or individual, all owners shall sign this form.)

At a meeting of the Directors of the _____ (Corporation) duly called and held at _____ (Location) on the ____ day of _____, 20 __, at which a quorum was present and acting, it was voted that _____, (Name) the _____ (Title/Position) of this Corporation, is hereby authorized and empowered to make, into, sign, seal and deliver on behalf of the Corporation a Contract for _____ with the _____, and the performance and payment bonds each in the amount as specified by the Owner.

I hereby certify that the above is a true and correct copy of the record, that said vote has not been amended or repealed and is in full force, and effect as of this date and that _____, (Name) is duly elected _____ (Title/Position) of the corporation.

Clerk or secretary of the Corporation

Date

(Note: If the Bidder is a corporation, affix corporate seal and give below the names of its president, treasurer, and general manager, if any: if a partnership, give full names and residential addresses of all partners; and if an individual, give residential address if different from business address.)

The required names and addresses of all person interested in this proposal, as Principals, are as follows: _____

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**CONTRACT FOR
HILL'S HILL PLAYGROUND ADA WALKWAY**

THIS AGREEMENT, made as of this _____ day of __, 20 ____, by and between the TOWN OF ARLINGTON, MASSACHUSETTS, acting through its TOWN MANAGER, hereinafter called the 'Owner' and _____ (Name of Contractor) of , county of _____ and State of _____, hereinafter called the 'Contractor'.

WITNESSETH; That the Contractor and the Owner for the consideration hereinafter named agrees as follow:

1. SCOPE: The Contractor will furnish at his own proper cost and expense all materials, supplies, machinery, equipment, appliances, tools, superintendence, labor, insurance and other items and services necessary to complete the work as shown and described on the Contract Documents entitled "Hill's Hill Playground ADA Walkway", Arlington, Massachusetts, hereinafter called the 'Project', prepared by Kyle Zick Landscape Architecture, Inc. hereinafter called the 'Designer', or 'Landscape Architect'.
2. CONTRACT SUM: The owner agrees to pay the contractor, and the contractor agrees to accept in full consideration for the performance of the contract, subject to additions and deductions provided for in the contract documents, in current funds, the sum of dollars (\$), hereinafter called the 'Contract Sum' and to make payments on account thereof, as described below and elsewhere in the Contract Documents.
3. COMMENCEMENT OF WORK AND TIME OF COMPLETION: The contractor agrees to commence work on the contract within seven (7) calendar days from the receipt of written Notice to Proceed issued by the Owner and/or within fourteen (14) calendar days after execution of the contract Agreement and to thereafter diligently and continuously carry on the work. He agrees to complete the work on or before **Friday, May 31, 2019**, except as herein noted.
4. LIQUIDATED DAMAGES: The Contractor agrees to pay the Owner liquidated damages for failure to complete the Project in conformance with the time allowances as set forth above at the rate of \$100.00 per calendar day.
5. PAYMENTS TO CONTRACTOR: Payments shall be made in accordance with Chapter 30, Section 39K of the General Laws of the Commonwealth of Massachusetts, including all current amendments, generally as follows:
 - A. Within fifteen days after receipt from the Contractor, at the place designated by the Owner if such a place is so designated, of a period estimate requesting payment of the amount due for the preceding month, the Owner will make a periodic payment to the Contractor for the work performed during the preceding month and for the - materials not incorporated in the work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the Contractor has title or to which a subcontractor has title and has authorized to Contractor to transfer title to the Owner, less (1) a retention based on its estimate of the fair value of its claims against the Contractor and less (2) a retention for direct payments to subcontractors based on demands for same in accordance with the provisions of Section 39F, and less (3) a retention not exceeding five percent of the approved amount of the periodic payment. After the receipt of a periodic estimate requesting final payment and within sixty-five days after (a) the Contractor fully completes the work or substantially completes the work so that the value of the work remaining to be done

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is, in the estimate of the Owner, less than one percent of the original contract price, or (b) the Contractor substantially completes the work and the Owner takes possession for occupancy, whichever occurs first, the Owner shall pay the Contractor the entire balance due on the Contract less (1) a retention based on its estimate of the fair value of its claim against the Contractor and of the cost of completing the incomplete and unsatisfactory items of work and less (2) a retention for direct payments to subcontractors based on the demands for same in accordance with the provisions of Section 39F, or based on the record of payments by the Contractor to the subcontractors under this contract if such record of payment indicates that the Contractor has not paid subcontractors as provided in Section 39F. If the Owner fails to make payment as herein provided, there shall be added to each such payment daily interest at the rate of five percent per annum commencing on the first day after said payment is due and continuing until the payment is delivered or mailed to the Contractor, provided, that no interest shall be due, in any event, on the amount due on a periodic estimate for Final Payment until fifteen days after receipt of such a periodic estimate from the Contractor, at the place designated by the Owner if such a place is so designated. The Contractor agrees to pay to each subcontractor a portion of any such interest paid in accordance with the amount due each subcontractor.

- B. The Owner may make changes in any periodic estimate submitted by the Contractor and the payment due on said periodic estimate shall be computed in accordance with the changes so made, but such changes or any requirement for a corrected periodic estimate shall not affect the due date for the periodic payment or the date for the commencement of interest charges on the amount of the periodic payment computed in accordance with the changes made, as provided herein; provided that the Owner may, within seven days after receipt, return to the Contractor for correction any periodic estimate which is not in the required form or which contains computations not arithmetically correct and, in that event, the date of receipt for such periodic estimate in proper form and with arithmetically correct computations. The date of receipt of a periodic estimate received on a Saturday shall be the first working day thereafter. The provisions of Section 39G shall not apply to any contract for the construction, reconstruction, remodeling, repair, or demolition of any public building to which this section applies.

6. PAYMENTS TO SUBCONTRACTORS: Payments shall be made in accordance with Chapter 30, Section 39F of the General Laws of the Commonwealth of Massachusetts, including all current amendments, generally as follows:

- A. Forthwith after the General Contractor receives payment on account of a period estimate, the General Contractor shall pay to each Subcontractor the amount paid for the labor performed and the materials furnished in any court proceedings barring such payment and also less any amount claimed due from the Subcontractor by the General Contractor.
- B. Not later than the sixty-fifth day after each Subcontractor substantially completes his work in accordance with the plans and specifications, the entire balance due under the Subcontract less amounts retained by the Owner as the estimated cost of completing the incomplete and unsatisfactory items of work, shall be due the Subcontractor, and the Owner shall pay that amount to the General Contractor. The General Contractor shall forthwith pay to the Subcontractor the full amount received from the Owner less any amount specified in any court proceedings barring such payment and also less any amount claimed due from the Subcontractor by the General Contractor.
- C. Each payment made by the Owner to the General Contract pursuant to subparagraphs (A) and (B) of this paragraph for the labor performed and the materials furnished by a Subcontractor shall be made to the General Contractor for

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the account of that Subcontractor: and the Owner shall take reasonable steps to compel the General Contractor to make each payment to each such Subcontractor. If the Owner has received a demand for direct payment from a Subcontractor for any amount which has already been included in a payment to the General Contractor for payment to the Subcontractor as provided in subparagraphs (A) and (B), the Owner shall act upon demand as provided in this Section.

- D. If, within seventy days after the Subcontractor has substantially completed the Subcontract work, the Subcontractor has not received from the General Contractor the balance due under the Subcontract including any amount due for extra labor and materials furnished to the General Contractor, less any amount retained by the Owner as the estimated cost of completing the incomplete and unsatisfactory items of work, the Subcontractor may demand direct payment of that balance from the Owner. The demand shall be by a sworn statement delivered to or sent by certified mail to the Owner, and a copy shall be delivered to or sent by certified mail to the General Contractor at the same time. The demand shall contain a detailed breakdown of the balance due under the Subcontract and also a statement of the status of completion of the Subcontract work. Any demand made after Substantial Completion of the Subcontract work shall be valid even if delivered or mailed prior to the seventieth day after the Subcontractor has substantially completed the Subcontract work. Within ten days after the Subcontractor has delivered or so mailed the demand to the Owner and delivered or so mailed a copy to the General Contractor, the General Contractor may reply to the demand. The reply shall be a sworn statement delivered to or sent by certified mail to the Owner and a copy shall be delivered to or sent by certified mail to the Subcontractor at the same time. The reply shall contain a detailed breakdown of the balance due under the Subcontract including any amount due for extra labor and materials furnished to the General Contractor and of the amount due for each claim made by the General Contractor against the Subcontractor.
- E. Within fifteen days after receipt of the demand by the Owner, but in no event prior to the seventieth day after Substantial Completion of the Subcontract work, the Awarding Authority shall make direct payment to the Subcontractor of the balance due under the Subcontract, less any amount (i) retained by the Owner as the estimated cost of completing the incomplete or unsatisfactory items of work, (ii) specified in any court proceedings barring such payment, or (iii) disputed by the General Contractor in the sworn reply: provided, that the Owner shall not deduct from a direct payment any amount as provided in part (iii) if the reply is not sworn to, or for which the sworn reply does not contain the detailed breakdown required in subparagraph (D); The Owner shall make further direct payments to the Subcontractor forthwith after the removal of the basis for deductions from direct payments made as provided in parts (i) and (ii) of this subparagraph.
- F. The Owner shall forthwith deposit the amount deducted from a direct payment as provided in part (iii) of subparagraph (E) in an interest-bearing joint account in the names of the General Contractor and the Subcontractor in a bank in Massachusetts; selected by the Owner and agreed upon by the General Contractor and the Subcontractor and shall notify the General Contractor and the Subcontractor of the date of deposit and the bank receiving the deposit. The bank shall pay the amount on the account, including accrued interest, as provided in an agreement between the General Contractor and the Subcontractor or as determined by decree of a court of competent jurisdiction.
- G. All direct payments and all deductions from demands for direct payments deposited in an interest-bearing account or accounts in a bank pursuant to subparagraph (F) shall be made out of amounts payable to the General Contractor at the time of receipt of a demand for direct payment from a Subcontractor and out of amounts

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ADA WALKWAY
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later become payable to the General Contractor and in order of receipt of such demands from Subcontractors. All direct payments shall discharge the obligation of the Owner to the General Contractor to the extent of such payment.

- H. The Owner shall deduct from payments to a General Contractor amounts which, together with the deposits in interest-bearing accounts pursuant to subparagraph (F), are sufficient to satisfy all unpaid balances of demands for direct payment received from Subcontractors. All such amounts shall be earmarked for such direct payments, and the Subcontractors shall have a right in such deductions prior to any claims against such amounts by creditors of the General Contractor.
- I. On all contracts for building construction subject to the provisions of Sections 44A to 44L, inclusive, of Chapter 149, periodic payments for work performed by a Subcontractor shall be made to the General Contractor for payment to the Subcontractor and shall be paid to the Subcontractor forthwith after receipt thereof by the General Contractor and without any ten day waiting period as provided above, less any amount claimed by the General Contractor in a letter containing a breakdown of the claim and sent to the Subcontractor with such payment, provided that a General Contractor, who has received a periodic estimate for a periodic payment in proper form from a Subcontractor three days, Saturdays, Sundays and holidays excluded, before the due date of the General Contractor's periodic estimate for the same periodic payment period less any amount claimed by the General Contractor in a letter containing a breakdown of the claim and sent to the Subcontractor with such payment, even though the General Contractor does not submit a periodic estimate to the Owner for that payment period; and provided, further, that the Owner shall take all reasonable steps to compel the General Contractor to make payment to the Subcontractors as provided in this paragraph, and upon the written request of a Subcontractor setting forth the amount payable but not paid, a copy of which shall be sent to the General Contractor, shall make direct payment to a Subcontractor, as provided for above, which shall discharge the obligation of the Owner to the General Contractor to extent of any such payment.
- J. The Owner shall not include in any direct payment to a Subcontractor pursuant to this section any amount claimed from that Subcontractor by the General Contractor in a letter containing a breakdown of the claim and sent to the Owner within ten days after the receipt by the General Contractor of the copy of the request of the Subcontractor to the Owner for direct payment.

7. CONDITIONS OF EMPLOYMENT

- A. The schedule of Minimum Wage Rates and Health and Pension Fund Contributions as determined by the Commissioner under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 m 27D, inclusive, AS amended, is hereby made a part of this Agreement.
- B. The Contractor shall pay to any reserve police officer employed by him in any city or town the prevailing rate of wages paid to regular police officers in such city or town.
- C. No laborer, workman, mechanic, foreman o inspector working within the Commonwealth, in the employ of the Contractor, Subcontractor or any other person doing or contracting to do the whole or a part of the work contemplated by the Contract, shall be required or permitted to work more than eight hours in any one day or forty-eight hours in any one week, or more than six days in any one week, except in cases of emergency.
- D. Every employee of the Contractor or any Subcontractor shall lodge, board and trade where and with whom he elects; and no person or his agents or employees shall be directly or indirectly required, as a condition of employment that the

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employee to lodge, board or trade at a particular place or with a particular person.

8. SUBCONTRACTORS

- A. The Contractor will employ the following Subcontractors on the work and will pay for the execution of his as defined in the Contract Documents; and subject to the additions and deductions provided in the subject to the additions and deductions provided in the Contract Documents, the sum shown opposite his name.

| <u>Class Of Work</u> | <u>Subcontractor</u> | <u>Sub-contractor Sum</u> |
|----------------------|----------------------|---------------------------|
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The names of any additional Subcontractors whom the Contractor proposed to employ shall be submitted to the Designer for approval. No such Subcontractor shall be employed to who's standing or ability the Owner or the Designer has any reasonable objection.

9. THE CONTRACT DOCUMENTS: The General Conditions of the Contract, the Specifications and the Drawings, together with this Agreement, for the Contract, and they are as fully a part of the Contract as if hereto attached or herein repeated Drawings and Specifications titled: Pilot Improvements to Arlington Reservoir's Perimeter Trail and Shoreline

10. INCORPORATION OF STATUTES BY REFERENCE: If statutes of the Commonwealth of Massachusetts in any way relating to the construction, alterations, repair and installation of public works, particularly with reference to labor and labor rates, they shall be strictly complied with by the Contractor and it is understood that all such statutes are incorporated by reference in this Contract.

11. It is expressly agreed that this Agreement is to be executed for and in behalf of the Owner by the members of its Board of Selectmen and any of its appoints and that such persons are acting in a representative capacity for and in behalf of Owner, and that such persons shall not incur any personal liability hereunder.

HILL'S HILL PLAYGROUND
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IN WITNESS whereof, inhabitants of the Town of Arlington and

have caused these presents to be executed by their

hereunto duly authorized the day and year first written.

TOWN OF ARLINGTON

Adam W. Chapdelaine, Town Manager

Certification:
I hereby Certify that an
appropriation in the amount
of the Contract is available.

Town Accountant

Contractor

By: (Title)

Approved as to Matter of Form:

Town Counsel

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ADA WALKWAY
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PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS: That we

(Name of Contractor)

A _____
(Corporation, Partnership or Individual)

hereinafter called "Principal" and

(Surety)
of _____, State of _____, hereinafter
called the
"Surety", are held and firmly bound into

THE TOWN OF ARLINGTON, MASSACHUSETTS
(Owner)

acting through its TOWN MANAGER

ARLINGTON, MASSACHUSETTS
(City and State)

hereinafter called "Owner", in the penal sum of _____
____ Dollars (\$____) in lawful money of the United states, for the payment of which sum well
and truly to be made, we bind ourselves, our heirs, executors, administrators and successors,
jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION is such that Whereas, the Principal entered
into a certain contract with the Owner, dated_

day of a copy of which is hereto attached and made a part hereof for the construction
of

Arlington, Massachusetts

NOW, THEREFORE, if the Principal shall well, truly and faithfully perform its duties, all the
undertakings, covenants, terms, conditions, and agreements of said contract during the original
term thereof, and any extensions thereof which may be granted by, the Owner, with or without
notice to the Surety, and if he shall satisfy all claims and demands incurred under such
contract, and shall fully indemnify and save harmless the Owner from all costs and damages
which it may suffer by reason of failure to do so, and shall reimburse and repay the Owner all
outlay and expense which the Owner may incur in making good any default, then this
obligation shall be void; otherwise to remain in full force and effect.

PROVIDED, FURTHER, that the said Surety, for value received hereby stipulates and agrees
that no change, extension of time, alteration, or addition to the terms of the Contract or to the
work to be performed thereunder or the specifications
accompanying the same

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shall in any way affect its obligation of this, Bond, and it does hereby waive notice of any such change, extension of time, alteration or addition to the terms of the contract or to the work or to the specifications.

PROVIDED, FURTHER, that no final settlement between the Owner and the Contractor shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

INWITNESS WHEREOF, the parties to these present have duly executed in this Bond on the day of__

ATTEST:

Principal

By:

Secretary

(Address - zip code)

Witness as to Principal

(Seal)

(Address - zip code)

HILL'S HILL PLAYGROUND
ADA WALKWAY
ARLINGTON, MA

ATTEST:

Surety

By: _____

(Surety)

Secretary

(Address-Zip Code)

Witness as to Surety

(Seal)

(Address-Zip Code)

NOTE: Date of Bond must not be prior to date of Contract. If Contractor is a Partnership, all partners should execute Bond.

END OF DOCUMENT

HILL'S HILL PLAYGROUND
ADA WALKWAY
ARLINGTON, MA

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ADA WALKWAY
ARLINGTON, MA

LABOR AND MATERIALS PAYMENT BOND

KNOW ALL MEN BY THESE PRESENTS: That we

(Name of Contractor) a
(Corporation, Partnership of Individual) hereinafter called
"Principal" and

(Surety)

of _____, State of _____, hereinafter called the
"Surety", are held and firmly bound into

TOWN OF ARLINGTON, MASSACHUSETTS

(Owner)
acting through its TOWN MANAGER

ARLINGTON, MASSACHUSETTS
(City and State)

herein called "Owner", in the penal sum of

_____, Dollars (\$_____) in
lawful money of the United States, for the payment of which sum well and truly to be made, we
bind ourselves, our heirs, executors, administrators and successors, jointly and severally, firmly by
these presents.

THE CONDITION OF THIS OBLIGATION is such that 'Whereas, the Principal entered into a certain
contract with the Owner, dated the day of _____,
a copy of which is hereto attached and made a part hereof for the construction of:

HILL'S HILL PLAYGROUND ADA WALKWAY

NOW, THEREFORE, if the Principal shall promptly make payment to all persons, firms,
subcontractors, and corporations furnishing materials for or performing labor in the prosecution
of the work provided for in such contract, and any authorized extension or modification thereof,
including all amounts due for materials, lubricants, oil, gasoline, coal and coke, repairs on
machinery, equipment and tools, consumed or used in connection with the construction of such
work, and all insurance premiums on said work, and for all labor, performed in such work
whether by subcontractor or otherwise, then this obligation shall be void; otherwise to remain in full
force and effect.

PROVIDED, FURTHER, that the said surety, for value received hereby stipulates and agrees that
no change, extension of time, alteration or addition to the terms of the contract or to the work to be
performed thereunder or the specifications accompanying the Same shall in any wise affect its
obligation on this Bond, and it does hereby waive notice of any such change, extension of time,
alteration or addition to the terms of the contract or to the work or to the specifications.

PROVIDED, FURTHER, that no final settlement between the Owner and the Contractor shall abridge
the right of any beneficiary hereunder, whose claim may be unsatisfied.

LABOR AND MATERIALS PAYMENT BOND

HILL'S HILL PLAYGROUND
ADA WALKWAY
ARLINGTON, MA

IN WITNESS WHEREOF, the parties to these present have duly executed in this Bond on the day of _____,

ATTEST:

Principal

By:
Secretary

(Address-Zip Code)

Witness as to Principal

(Seal)

(Address-Zip Code)

NOTE: Date of Bond must not be prior to date of Contract. If Contractor is a Partnership, all partners should execute Bond.

END OF DOCUMENT

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ADA WALKWAY
ARLINGTON, MA

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STANDARD GENERAL CONDITIONS OF THE CONSTRUCTION CONTRACT

Prepared by

ENGINEERS JOINT CONTRACT DOCUMENTS COMMITTEE

and

Issued and Published Jointly By

PROFESSIONAL ENGINEERS IN PRIVATE PRACTICE
a practice division of the
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS

AMERICAN CONSULTING ENGINEERS COUNCIL
AMERICAN

SOCIETY OF CIVIL ENGINEERS

This document has been approved and endorsed by

The Associated General Contractors of America

Construction Specifications Institute

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SUPPLEMENTARY CONDITIONS

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SUPPLEMENTARY CONDITIONS

AMENDMENTS TO GENERAL CONDITIONS

These Supplementary Conditions amend or supplement the Standard General Conditions of the Construction Contract (No. 1910-8, 1996 edition) and other provisions of the Contract Documents as indicated below. All provisions which are not so amended or supplemented remain in full force and effect.

ARTICLE I. DEFINITIONS AND TERMINOLOGY

Add the following language at the beginning of definition I.QI A.12 entitled "Contract Documents" in the General-Conditions:

"The Advertisement for Bids, Instructions to Bidders, State Regulations, ..."

Delete the words "The individual or entity named as such in the Agreement" in 1.01.A.19 and insert the following in their place:

"The individual or entity duly appointed by the Owner to undertake the duties and powers herein assigned to the Engineer, acting either directly or through duly appointed representatives."

Delete the words "and who is identified as such in the Supplementary Conditions" at the end of definition 1.01 A.20, entitled "ENGINEER'S Consultant."

Delete definition 1.01 A.41 entitled "Specifications" in the General Conditions in its entirety and insert the following in its place:

"Sections included under Division 1 through Division 16 of the Contract Documents:"

ARTICLE 2. PRELIMINARY MATTERS

SC-2.05

Delete paragraph 2.0SC of the General Conditions in its entirety and insert the following in its place:

"C. Evidence of Insurance: CONTRACTOR shall deliver to OWNER, with a copy to the ENGINEER, Certificates of Insurance within 10 days after receipt of the notice of the acceptance of bid (and other evidence requested by OWNER) which CONTRACTOR is required to purchase and maintain in accordance with the requirements of Article 5."

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ARTICLE 3. CONTRACT DOCUMENTS: INTENT, AMENDING, REUSE
SC-3.0

Add the following sentence at the end of Paragraph 3.01A of the General Conditions:

"...by all. Each and every provision of law and clause required by law to be inserted in these Contract Documents shall be deemed to be inserted herein, and they shall be read and enforced as though it were included herein, and if through mistake or otherwise, any such provision is not inserted, or if not correctly inserted, then upon the application of either party, the Contract Documents shall forthwith be physically amended to make such insertion."

ARTICLE 4. AVAILABILITY OF LANDS; SUBSURFACE AND PHYSICAL CONDITIONS;
REFERENCE POINTS

SC-4.02

Delete the term "Supplementary Conditions" of paragraph 4.02 A of the General Conditions and replace it with "Contract Documents".

SC-4.04

Change "of" to "or" on line 6 of paragraph 4.04 B.2 of the General Conditions. Delete the following words from lines 8 and 9 of paragraph 4.04 B.2 of the General Conditions:

"...Or not shown or indicated with reasonable accuracy..."

SC-4.05

Add a new paragraph immediately after paragraph 4.05A of the General Conditions which is to read as follows:

A. ENGINEER may check the lines elevations and reference marks set by CONTRACTOR, and CONTRACTOR shall correct any errors disclosed by such check. Such a check shall not be considered" as approval of CONTRACTOR'S work and shall not relieve CONTRACTOR of the responsibility for construction of the entire Work in accordance with the Contract Documents. CONTRACTOR shall furnish personnel to assist ENGINEER in checking lines and grades."

SC-4.06

Delete the term Supplementary Conditions in paragraph 4.06A of the General Conditions and replace it with "Contract Documents".

ARTICLE 5. BOND AND INSURANCE

NOTICE TO CONTRACTOR:

1. Proof of Insurance coverage shall be furnished to the OWNER in accordance with the schedule for submittal of Bonds and Agreements.
2. Additionally, refer to Article 2. PRELIMINARY MATTERS, Paragraph SC-2.05.C

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SC-5.01

Insert these sentences following SC-5.01.A: The Surety Company providing the bonds shall have a rating of A or better within the Best Key Rating Guide and be licensed by the Massachusetts Division of Insurance. The contractor shall pay the premiums for such Bonds.

SC-5.03

Delete the second sentence following SC-5.03.A: of the General Conditions, which beings "OWNER shall deliver to..."

SC-5.04

The limits of liability for the insurance required by paragraph 5.04A of the General Conditions shall provide coverage for not less than the following amounts or greater where required by law:

5.4 A.1 and 5.04 A.2 Worker's Compensation

| | |
|---------------------------------------|-------------------------------|
| (1) Worker's Compensation | Statutory Requirements |
| (2) Coverage B - Employer's Liability | \$100,000/\$500,000/\$100,000 |

5.04 A.3, 5.04 A.4, and 5.04 A.5 Commercial General Liability Limits shall include Coverage for... independent Contractors, Personal Injury, Owners and Contractors Protective Liability, Explosion, Underground and Collapse, Broad Form Property Damage, Blanket Contractual Liability per locations/project endorsement.

| | |
|-------------------------------|-------------------------|
| Commercial General Liability | \$1,000,000/\$2,000,000 |
| Products/completed Operations | \$2,000,000 Aggregate |

5.4 A.6 Automobile Liability for owned, hired and non-owned vehicles:

| | | |
|---------------------|---------------------------------------|-----------------|
| (1) Bodily injury: | \$1,000,000/\$1,000,000 Each person | |
| | \$1,000,000/\$1,000,000 Each accident | |
| (2) Property damage | \$1,000,000 | Each occurrence |

The following indemnity agreement: shall be made part of this contract:

1. To the fullest extent permitted by law, Contractor(s) hereby acknowledges and agrees that it shall indemnify, hold harmless and defend the Engineer, the Owner, the Engineer and any of their officers, directors, employees, agents, affiliates, subsidiaries and partners from and against all-claims, damages, losses and expenses, including but not limited to, attorney's fees, arising out of or resulting from the performance of the contractor's work under this contract, provided that any such claim, damage, loss or expense (1) is attributable to bodily injury to or destruction of tangible property (other than to the work itself) including loss of use resulting therefrom, and (2) is (CAUSED) in whole or in part by any

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negligent acts omissions of the contractor, its employees, agents or contractors or anyone directly or indirectly employed by any of them, or anyone whose acts any of them may be liable.

2. The Contractor hereby acknowledges its obligation under the foregoing paragraph to indemnify the Engineer and Owner against judgments suffered because of the contractor's work and to assume the cost of defending the Engineer and Owner against claims as described in the foregoing paragraph.

A. Engineer and Owner shall be named as Additional Insured on contractors General Liability and Umbrella Liability Contractors.

The Contractual Liability required by paragraph s.04n.4 of the General Conditions shall provide coverage for not less than the following amounts:

| | |
|--|---|
| (1) Bodily injury: | \$1,000,000 Each occurrence \$1,000,000 Annual aggregate |
| (2) Property damage, including explosion, collapse and underground coverage: | \$1,000,000 Each occurrence \$1,000,000 Annual aggregate |

SC-5.04

Add two new paragraphs immediately after paragraph 5.04B of the General Conditions, which are to read as follows:

"C. The CONTRACTOR shall also provide:

1. CONTRACTOR shall, as a minimum, purchase and maintain excess liability insurance in the umbrella form with a combined single limit of not less than \$5,000,000 per claim and in the aggregate. Evidence of such excess liability shall be delivered to OWNER in accordance with paragraph 2.0SC in the form of a certificate indicating the policy numbers and limits of liability of all underlying insurance.

A. General Liability, Workers' Compensation, Automobile Liability and Umbrella Liability Policies will contain waivers of subrogation in favor of the Engineer and Owner.

2. If the aggregate limits of liability indicated in CONTRACTOR' insurance provided in accordance with paragraphs 5.03 and 5.04 are not sufficient to cover all claims for damages arising from his operations under this Contract and from any other work performed by him or if policies of insurance do not provide that the aggregate limits of liability for bodily injury and property damage apply to each contract or project separately, CONTRACTOR shall have such policies amended so that the aggregate limits of liability required by this Contract will be available to cover all claims for damages due to operations under this Contract."

SC-5.05

Delete paragraph 5 .05 of the General Conditions in its entirety.

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SC-5.06

Delete Paragraph 5.06 A of the General Conditions in its entirety and insert the following in its place:

"A. CONTRACTOR shall purchase and maintain, until final payment, property insurance upon the Work at the site in an amount equal to the total bid price for the completed construction. This insurance shall include the interests of OWNER, CONTRACTOR, Subcontractors, ENGINEER and ENGINEERS consultants in the Work, shall insure against the perils of fire and extended coverage, shall include "all risk" insurance for physical loss and damage including theft, vandalism and malicious mischief, collapse and water damage, and shall include damages, losses and expenses rising out of or resulting from any insured loss or incurred in the repair or replacement of any insured property (including but not limited to fees and charges of engineers, architects, attorneys and other professionals). This insurance shall be provided on the completed value form.' If not covered under the "all risk" insurance or otherwise provided in these Supplementary Conditions, CONTRACTOR shall purchase and maintain similar property insurance on portions of the Work stored on and off the site or in transit when such portions of the Work are to be included in an Application for Payment." A \$20,000 deductible shall be acceptable. Any other deductible amount shall be approved in advance by the OWNER and any deductible amount shall be borne by the CONTRACTOR.

Delete paragraph 5.068 of the General Conditions in its entirety.

Delete Paragraph 5.06C of the General Conditions in its entirety and insert the following in its place:

"C. All the policies of insurance (or the certificates or other evidence thereof) required to be purchased and maintained by CONTRACTOR in accordance with paragraphs 5.06 will contain a provision or endorsement that the coverage afforded will not be canceled or materially changed or renewal refused until at least thirty days' prior written notice has been given to OWNER by certified mail and will contain waiver provisions in accordance with paragraph 5.078. The words "**Endeavor to**" shall be struck from the Certificate Of Insurance in the Cancellation Statement"

Delete paragraph 5.06D of the General Conditions in its entirety.

Delete paragraph 5.06E of the General Conditions in its entirety. SC-

5.07

Amend the last sentence of paragraph 5.07A of the General Conditions by striking out the words "held by OWNER as trustee or." As so amended, paragraph 5.07A remains in effect.

SC-5.08

Delete paragraph 5.08A of the General Conditions in its entirety.

Delete paragraph 5.0813 of the General Conditions in its entirety.

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SC-5.09

Delete paragraph 5.09A of the General Conditions in its entirety and insert the following in its place:

"A. If OWNER has any objection to the coverage afforded by or other provisions of the insurance required to be purchased and maintained by CONTRACTOR in accordance with this Article 5 on the basis of its not complying with the Contract Documents, OWNER will notify CONTRACTOR in writing thereof within thirty days of the date of delivery of such certificates to OWNER in accordance with paragraph 2.0SC. CONTRACTOR will provide such additional information in respect of insurance provided by him as OWNER may reasonably request."

ARTICLE 6. CONTRACTOR'S RESPONSIBILITIES

SC-6.01

Delete paragraph 6.01B of the General Conditions in its entirety and replace with the following:

"B. At the site of the Work the CONTRACTOR shall employ a full-time construction superintendent or foreman who shall have full authority to act for the CONTRACTOR. It is understood that such representative shall be acceptable to the ENGINEER and shall be one who will be continued in the capacity for the particular job involved unless the representative ceases to be on the CONTRACTOR'S payroll. If at any time during the Work the representative is deemed by the ENGINEER to be no longer acceptable, the representative shall be promptly replaced by the CONTRACTOR. All communications to the superintendent shall be as binding as if given to the CONTRACTOR."

SC-6.04

Add the following paragraph after paragraph 6.04 A.2 of the General Conditions: -

"B. The CONTRACTOR's resident superintendent shall attend monthly progress meetings at the site of the work with the ENGINEER and others as appropriate to review schedule status and such other pertinent subjects as may be listed on the agenda by the ENGINEER."

SC-6.17

In paragraph 6.17 E.1 of the General Conditions, delete the word "timely" from the first line.

SC-6.20

Delete paragraph 6.20A of the General Conditions in its entirety and replace with the following:

"A. To the fullest extent permitted by law, the CONTRACTOR shall indemnify and hold harmless the OWNER, the ENGINEER, ENGINEER'S consultants, and their agents and employees from and against all claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from the performance of the Work, provided that such claim, damage, loss or expense is attributable to bodily injury, sickness,

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disease or death, or to injury to or destruction of tangible property (other than the Work itself) including loss of use resulting therefrom, but only to the extent caused in whole or in part by acts or omissions of the CONTRACTOR, a subcontractor, anyone directly or indirectly employed by them or anyone for whose acts they may be liable, regardless of whether or not such claim, damage, loss or expense is caused in part by a party indemnified hereunder. Such obligation shall apply to any such claims, damages, losses, and expenses which arise and/or are incurred by any person or entity either during the performance of the Work and/or alter completion of construction. Nothing in this paragraph shall be construed to negate, abridge, or reduce other rights or obligations of indemnity or contribution which would otherwise exist as to a party or person indemnified hereunder. CONTRACTOR hereby assumes the responsibility and liability for injury to or death of any and all persons, including the CONTRACTOR's employees, and for any and all damage to property caused by, resulting from, or arising out of any act, omission or neglect on the part of the CONTRACTOR, or of any Subcontractor or of anyone directly or indirectly employed by any of them or of anyone for whose acts, any of them may be liable."

Delete paragraph 6.20C of the General Conditions in its entirety.

ARTICLE 8. OWNER'S RESPONSIBILITIES

SC-8.06

Delete paragraph 8.06A of the General Conditions in its entirety.

ARTICLE 9. ENGINEER'S STATUS DURING CONSTRUCTION

SC-9.01

Add a new paragraph 9.0113 after paragraph 9.01A of the General Conditions, which is to read as follows:

"B. Nothing contained in the Contract Documents shall be construed to create a contractual relationship of any kind (1) between the ENGINEER and CONTRACTOR, (2) between the OWNER and a Subcontractor or Subcontractors, or (3) between any person or entities other than the OWNER and CONTRACTOR. The ENGINEER shall, however, be entitled to performance and enforcement of obligations under the CONTRACT DOCUMENTS intended to facilitate performance of the ENGINEERS duties."

ARTICLE 11. COST OF THE WORK; CASH ALLOWANCES; UNIT PRICE WORK

Delete Article 11 of the General Conditions in its entirety and replace with the following:

"A. The unit price of an item of Unit Price work shall be subject to reevaluation and adjustment under the following conditions:

(1) If the total extended bid price [Estimated Quantity times the Bid Unit Price] of a particular item of Unit Price Work amounts to 5 percent or more of the Original Contract Price and the variation in the quantity of the particular item of Unit Price Work performed by CONTRACTOR differs by more than 15 percent from the estimated quantity of such item indicated in the Agreement;
and

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(2) If there is no corresponding adjustment with respect to any other item of work; and

(3) If CONTRACTOR believes that CONTRACTOR has incurred additional expense as a result thereof, CONTRACTOR may make a claim for an adjustment in the Contract Price in accordance with Article 11- if the parties are unable to agree as to the effect of any such variations in the quantity of Unit Price Work performed. If OWNER believes that the quantity variation entitles OWNER to an adjustment in the unit price, OWNER shall be entitled to an adjustment in the unit price in an amount determined by the ENGINEER. ENGINEER shall not be liable in connection with any determination relating to adjustments which is rendered in good faith."

ARTICLE 12. CHANGE OF CONTRACT PRICE; CHANGE OF CONTRACT TIMES

SC-12.06

Add the following new paragraphs after paragraph 12.06 of the General Conditions:

"12.07 Liquidated Damages:

A. If the CONTRACTOR shall neglect, fail or refuse to complete the work within the time herein specified, or any proper extension thereof granted by the OWNER, then the CONTRACTOR does hereby agree, as a part consideration for the awarding of this Contract, to pay to the OWNER the amount specified in the Contract, not as a penalty but as liquidated damages for such breach of contract as hereinafter set forth, for each and every calendar day that the Contract shall be in default after the time stipulated in the Contract for completing the work. Such damages may be retained from time to time by the OWNER from progress payments or any amounts owing to the CONTRACTOR, or otherwise collected.

B. The said amount is fixed and agreed upon by and between the CONTRACTOR and the OWNER because of the impracticability and extreme difficulty of fixing and ascertaining the actual damages the OWNER would in such event sustain, and said amount is agreed to be the amount of damages which the OWNER would sustain and said amount shall be retained from time to time by the OWNER from current periodical estimates.

C. It is further agreed that time is of the essence of each and every portion of this Contract and of the specifications wherein as definite and certain length of times if fixed for the performance of any act whatsoever; and where under the Contract an additional time is allowed for the completion of any work, the new time limit fixed by such extension shall be of the essence of this Contract. Provided that the CONTRACTOR shall not be charged with liquidated damages of any excess cost when the OWNER determines that the CONTRACTOR is without fault and the CONTRACTOR'S reasons for the time extension are acceptable to the OWNER; Provided, further, that the CONTRACTOR shall not be charged with liquidated damages or any excess cost when the delay in completion of the work is due:

1) to any preference, priority or allocation order duly issued by the Government;

2) to unforeseeable cause beyond the control and without the fault or negligence of the CONTRACTOR, including, but not restricted to, acts of God, or of the public enemy, acts of the OWNER, acts of another CONTRACTOR in the performance of a contract with the OWNER, fires, floods, epidemics, quarantine restrictions, strikes, freight embargoes, and severe weather; and

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3) to any delays of subcontractors or suppliers occasioned by any of the causes specified in subsections C(1) and C(2) above;

D. Provided, further, that the CONTRACTOR shall, within ten (10) days from the beginning of such delay, unless the OWNER shall grant a further period of time prior to the date of final settlement of the Contract, notify the OWNER, in writing, of the causes of the delay, who shall ascertain the facts and extent of the delay and notify the CONTRACTOR within a reasonable time of its decision in the matter."

ARTICLE 13. TESTS AND INSPECTIONS; CORRECTION, REMOVAL OR ACCEPTANCE OF DEFECTIVE WORK

SC-13.07

Delete paragraph 3.07A of the General Conditions and insert the following in its place:

"A. If within one year alter the date of Substantial Completion or such longer period of time as may be prescribed by Laws or Regulations or by the terms of any applicable special guarantee required by the Contract Documents or by any specific provision of the Contract Documents, any work is found. to be defective, CONTRACTOR shall promptly, without cost to OWNER and in accordance with OWNER's written instructions: (i) correct such defective work, or, if it has been rejected by OWNER, remove it front the site and replace it with work that is not defective, and (ii) satisfactorily con-cot or remove and replace any damage to other work or the work of others therefrom. If CONTRACTOR does not begin the repairs ten (10) days of receipt of written notification and promptly comply with the terms of OWNER's written instructions, or in an emergency when delay would cause serious risk, loss or damage, OWNER may have the defective work corrected or the rejected work removed and replaced, and all claims, costs, losses and damages caused by or resulting from such removal and replacement (including but not limited to all costs of repair or replacement of work of others) will be paid by CONTRACTOR."

SC-13.09

Revise paragraph 13.09A of the General Conditions

A. Delete the word "seven" and replace it with the word "ten" so that it reads "alter ten days written notice to CONTRACTOR."

ARTICLE 14. PAYMENTS TO CONTRACTOR AND COMPLETION

SC-14.02

Delete paragraph 14.02A.3 and insert the following in its place:

"3. Retainage with respect to progress payments will be five percent or, if stipulated, the maximum allowed by law."

Add Paragraph 4. to read as follows:

"4. The CONTRACTOR shall submit Weekly Payroll Records Report and Statement of

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Compliance verifying compliance with the Minimum Prevailing Wage Law, MGL ch. 149, Sections 26-27H. "These Statements of Compliance shall be submitted as a condition of payment for work performed during the period the reports apply."

SC-14.03

Delete paragraph 14.03A in its entirety and insert the following in its place:

"A CONTRACTOR warrants and guarantees that title to all work, material and equipment covered by any Application for Payment, whether incorporated in the Project or not, will pass to OWNER no later than at the time of Application for Payment free and clear of all liens. CONTRACTOR shall provide written transfer of title and a certified paid invoice provided by the supplier."

ARTICLE 15. SUSPENSION OF WORK AND TERMINATION

SC-15.02

Add a new paragraph immediately after paragraph 15.02 AA of the General Conditions which is to read as follows:

"5. If the Work to be done under this Contract shall be abandoned, or if this Contract or any part thereof shall be sublet, without the previous written consent of OWNER, or if the contract or any claim thereunder shall be assigned by CONTRACTOR otherwise than as herein specified;"

ARTICLE 17. MISCELLANEOUS

SC-17.06, 17.07, 17.08, 17.09

Add the following new paragraphs after paragraph 17.05 of the General Conditions:

"17.06 Assignment:

A. The CONTRACTOR shall not assign the whole or any part of this Contract or any moneys due or to become due hereunder until thirty (30) days prior notice in writing has been given to the OWNER of the intention to assign, which notice shall state the identity and address of the prospective assignee. No assignment shall be made without the OWNER's prior written consent. Such consent shall not be unreasonably withheld. In case the CONTRACTOR assigns all or any part of the moneys due or to become due under this Contract, the instrument of assignment shall contain a clause substantially to the effect that it is agreed that the right of the assignee in and to any moneys due or to become due to the CONTRACTOR shall be subject to prior claims of all persons, firms and corporations of services rendered or materials supplied for the performance of the work called for in this Contract."

17.7 Liability

It is understood and agreed that members of the OWNER or the ENGINEER' or any agent or employees of the OWNER signing this Agreement shall not be personally liable hereunder for any action incurred in connection with this Agreement.

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17.8 State Statutes and Regulations

See Superseding Changes To General & Supplementary Conditions 12/29/04 for further modifications of the General Conditions due to state statutes and regulations.

17.9 Severability

If any provision of this Agreement shall be invalid or unenforceable to any extent or in any application, then the remainder of this Agreement and of such terms and conditions, except to such extent or in such application, shall not be affected thereby, and each and every term and condition of this Agreement shall be valid and enforced to the fullest extent and in the broadest application permitted by law."

END OF SECTION

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**STATE STATUTES AND REGULATIONS
COMMONWEALTH OF MASSACHUSETTS**

- A. REVISIONS TO GENERAL CONDITIONS
 - 1. Definitions
 - 2. Subsurface Conditions Found Different
 - 3. Subcontracting
 - 4. Permits
 - 5. Contractor Records
 - 6. Massachusetts Sales and Use Tax
 - 7. Clarifications and Interpretations
 - 8. Change of Contract Price
 - 9. Payments
 - 10. Suspension of Work and Termination
 - 11. Labor Classification and Minimum Wage Rates
- B. OTHER REGULATORY REQUIREMENTS
 - 1. Working Hours
 - 2. DEP Community Sound Level Criteria

ATTACHMENT A – Wage Rates

ATTACHMENT B

Excerpts from Chapter 149 and Chapter 30 of the Massachusetts General Law

ATTACHMENT C - (not used on this project)

Special Provisions for Minority/Women Business Enterprises and the Commonwealth of Massachusetts Supplemental Equal Employment Opportunity Anti-Discrimination and Affirmative Action Program.

ATTACHMENT D--

Change Orders

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A. REVISIONS TO GENERAL CONDITIONS:

1. Definitions

The term "AWARDING AUTHORITY," as used herein, shall be considered to be synonymous with the term "OWNER," described in definition 1.01 A.30.

Delete definition 1.01 A.43 entitled "Substantial Completion" in the General Conditions in its entirety and insert the following in its place:

"Substantial Completion shall be interpreted in accordance with Massachusetts General Law Chapter 30, Section 39G or -39K as appropriate."

2. Subsurface Conditions Found Different

Add the following sentence to the end of paragraph 4.03A of the General Conditions:

"...to do so. Adjustments resulting from subsurface or latent physical conditions will be in accordance with Massachusetts General Law Chapter 30, Section 39N."

3. Subcontracting

Add the following language at the end of paragraph 6.06F of the General Conditions:

"Except as required otherwise by Massachusetts General Law Chapter 149, Section 44F, for Work governed by Chapter 149, sections 44A through 44H."

4. Permits

Delete paragraph 6.08A of the General Conditions in its entirety and insert the following in its place:

"A. The AWARDING AUTHORITY shall be responsible for identifying and obtaining all federal, state, and local permits required by the nature and location of construction, including but not limited to railroad permits, building construction permits, and permits for street and highway cuts and openings. CONTRACTOR shall be responsible for obtaining all permits required of his equipment, work force, or particular operations (such as blasting) in the performance of the Work and not otherwise specified to be obtained by the AWARDING AUTHORITY. These permit fees shall be paid by CONTRACTOR. CONTRACTOR shall pay all governmental charges and inspection fees necessary for the prosecution of the Work, which are applicable at the time of opening of bids, or, if there are no Bids, on the Effective Date of the Agreement."

5. Contractor Records

Add a new paragraph immediately after paragraph 6.09C of the General Conditions, which is to read as follows:

"D. The CONTRACTOR shall comply with all applicable provisions Chapter 30, Section 39R of the Massachusetts General Laws Regarding, CONTRACTOR'S records."

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6. Massachusetts Sales and Use Tax

Add the following paragraph after paragraph 6.10A of the General Conditions:

"B. The material and supplies to be used by the CONTRACTOR in the Work of this Contract are exempt from the Sales and Use Tax of the Commonwealth of Massachusetts. The AWARDING AUTHORITY tax exemption certificate number will be furnished to the CONTRACTOR."

7. Clarifications and Interpretations

Add the following language at the end of paragraph 9.04A of the General Conditions:

"The ENGINEER'S interpretation will be made in accordance with the requirements of Massachusetts General Law Chapter 30, Section 39P."

8. Change of Contract Price

Delete paragraphs 11.01, 11.02, and 12.01 of the General Conditions, having to do with Change of Contract Price. Changes in contract price will be governed by the section called "Change Orders" in Attachment D, Section XXX and Article 11 in the Supplementary Conditions.

9. Payments

Delete paragraph 12.028.1 of the General Conditions, in its entirety and insert the following in its place:

"1. Progress Payments will be made in accordance with the Massachusetts General Law Chapter 30, Section 39G or 39K, as applicable."

Add the following new paragraph following paragraph 14.02C.1 of the General Conditions:

"2. The CONTRACTOR shall make payments to Subcontractors in accordance with the requirements of Massachusetts General Law Chapter 30, Section 39F."

Delete paragraph 14.07B of the General Conditions in its entirety and insert the following in its place:

"1. If, on the basis of the ENGINEER's observation of the Work during construction and final inspection and, upon the ENGINEER's review of the final Application for Payment and accompanying documentation, the ENGINEER is satisfied that the Work has been completed and that the CONTRACTOR's other obligations under the Contract Documents have been fulfilled, the ENGINEER will indicate in writing his recommendation of payment and present the Application to the AWARDING AUTHORITY for payment. Thereupon the ENGINEER will give written notice to the AWARDING AUTHORITY and the CONTRACTOR that the Work is acceptable subject to the provisions of paragraph 14.15. Otherwise, the ENGINEER will return the Application to CONTRACTOR, indicating in writing the reasons for refusing to recommend final payment. In such case the CONTRACTOR shall make the

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necessary corrections and resubmit the Application. If the Application and accompanying documentation are appropriate as to form and substance, the AWARDING AUTHORITY shall in accordance with the applicable Massachusetts General Law, pay the CONTRACTOR the amount recommended by the ENGINEER."

10. Suspension of Work and Termination

Delete paragraph 15.01A of the General Conditions in its entirety and insert the following in its place:

"A. The AWARDING AUTHORITY may order, at any time and without cause, the CONTRACTOR to suspend or delay the Work in accordance with Massachusetts General Law Chapter 30, Section 39-0."

11. Labor Classifications and Minimum Wage Rates

Add the following paragraphs under the heading "Wage Rates" after paragraph 17.10 of the Supplementary Conditions:

"17.11 Wage Rates

- A. Minimum wage rates as determined by the Commissioner of the Department of Labor and Industries under the provisions of Massachusetts General Laws Chapter 149, Sections 26-270 apply to this project. A copy of the wage schedule is included in the front end of the specifications under Federal Minimum Wage Rates. If, after the Notice of Award, it becomes necessary to employ any person in a trade or occupation not classified in the wage determinations, such person shall be paid at not less than such rates as shall be determined by the Commissioner. Such approved minimum rate shall be retro- active to the time of the initial employment of such person in such trade or occupation. The CONTRACTOR shall notify the AWARDING AUTHORITY of its intention to employ persons in trades or occupations not classified in the wage determinations as soon as possible in order to allow sufficient time for the AWARDING AUTHORITY to obtain approved rates for such trades or occupations.
- B. The schedule of wages referred to above are minimum rates only, and the AWARDING AUTHORITY will not consider any claims for additional compensation made by CONTRACTOR because of payment by the CONTRACTOR of any wage rate in excess of the applicable rate contained in the Contract.
- C. The said schedule of wages shall continue to be the minimum rates to be paid during the life of this Agreement and a legible copy of said schedule shall be kept posted in a conspicuous place at the site of the Work.
- D. CONTRACTOR and subcontractors shall submit a copy of weekly payroll records to the AWARDING AUTHORITY and the AWARDING AUTHORITY shall retain the records of a minimum of three years."

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B. OTHER REGULATORY REQUIREMENTS:

1. Working Hours

No laborer, workman, mechanic, foreman, or inspector, working within the Commonwealth, in the employ of the CONTRACTOR, subcontractor, or other person doing or contracting to do the whole or a part of the work contemplated by this contract, shall be required or permitted to work more than eight hours in any one day or more than forty-eight hours in any one week, or more than six days in any one week, except in cases of emergency.

2. DEP Community sound Level Criteria

The Community Sound Level Criteria as established by the Commonwealth of Massachusetts Department of Environmental Protection (DEP) must be conformed to prior to the AWARDING AUTHORITY's acceptance of the structure. The following sound level criteria must be met at the construction site:

- A. The increase in the broad band noise level shall not be in excess often (10) dB(A) above ambient at the station boundary. The ambient level is defined as the A-weighted noise level that is exceeded ninety (90) percent of the time measured during the period in question.
- B. The primary noise source(s) shall not produce a puretone condition. Puretone is any given octave band center frequency that exceeds the two adjacent center frequencies by three (3) or more decibels.

END OF SECTION

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**SUPERSEDING CHANGES TO
GENERAL AND SUPPLEMENTARY CONDITIONS**

1. GENERAL CONDITIONS

2.06A - insert at end: Said conference shall be scheduled and arranged by the Contractor. I

4.01B - delete

4.06G - delete

5.07B - delete

6.17E - restore the word "timely" in the first line. Delete the word "only" from the 5" line. Where "only" has been deleted, insert "to determine their general conformance with the contract documents, in accordance with good and accepted engineering practices, and".

8.02A - delete "to whom contractor makes no reasonable objection".

9.02A - Insert, after "Work" in the 6" line, "While construction is active at the project, said visits and inspections will take place at least once per week."

12.06 - delete subparts A and B, and replace with the following: "The Contractor hereby agrees that the Contractor shall have no claim for damages of any kind against the Owner or the Engineer on account of any delay in the commencement of the Work and/or any delay in, or suspension of any portion of the Work, whether such delay is caused by the Owner, the Engineer, or otherwise. The Contractor acknowledges that the Contractor's sole remedy for any such delay and/or suspension will be an extension of time as provided in these general conditions.

No claims shall be allowed on account of the failure of the Engineer to furnish Drawings, specifications or instructions or to return Shop Drawings or Samples until the expiration of the applicable time period referenced in Mass. Gen. L. c. 30, §39P, and not then unless such claim be reasonable.

No extension of time shall be granted because of seasonable or abnormal variations in temperature, humidity or precipitation, which conditions shall be wholly at the risk of the Contract, whether occurring within the time originally scheduled for completion, or within any period of extension granted. There shall be no increase in the Contract Sum on account of any additional costs or operations or conditions resulting therefrom.

14.02C - change 'Ten" to "Twenty-One"

14.07A(3) - delete the first three lines through the word "Owner,". In the third line, after Contractor, substitute "shall" for "may". In the fourth line, after the word "full" insert "on behalf of both Contractor and all of its Subcontractors,".

14.09A(1) - delete -

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15.03B - add after "termination" ", with respect to this project or any other project of the Contractor."

Add "15.03C. If this Contract is terminated by Owner with or without cause, and regardless of whether said termination is rightful or wrongful, in no event shall the Contractor be paid a sum which, together with prior payments to Contractor, exceeds the sum payable to Contractor under the Agreement (Section 00520), as adjusted by any agreed change orders.

II. SUPPLEMENTARY CONDITIONS

Article V - Bonds and Insurance

Employer's liability coverage must be \$2 million per accident, \$2 million disease limits, and \$2 million per employee disease limits.

General liability insurance limits must be \$5 million aggregate, \$2 million dollars' products/completed operations aggregate; \$2 million personal injury and advertising; and \$2 million per occurrence.

The contractual liability insurance coverage must have limits corresponding to the foregoing. At 5.04A.6, the following changes should be made to paragraph 1 of the indemnity clause: four lines from the bottom, the parenthesis should be removed from the word "CAUSED" and the word "CAUSED" should be changed to lower-case (caused). Also, in the last line of said clause, insert the word "for" after the word "anyone."

At SC-5.04C 1 - insert the following sentence at the end: "The Contractor's excess liability insurance coverage must follow from with its underlying liability coverages."

SC-6.20A - insert the word "defend" after the word "shall" in the first line.

SC-14.02A.3 - insert the following sentence at the end: "Retainage for the entire project will be withheld until substantial completion of the entire project, at which time retainage shall be accounted for, subject to all of the other terms and conditions of payment at the time of substantial completion.

Add the following Article SC-18.

SC-18 Arbitration - J

18.1 Controversies and Claims Subject to Arbitration. Any Claim arising out of or related to the Contract, or the breach thereof, except claims relating to aesthetic effect, shall be settled by arbitration, subject to the provisions of Subparagraph 18.7. Arbitration will be conducted in accordance with the Construction Industry Arbitration Rules of the American Arbitration Association and judgment upon the award rendered by the Arbitrator or Arbitrators may be entered in any Court having jurisdiction thereof. In any such arbitration in which the amount stated in the demand is \$100,000 or less, a single arbitrator shall be appointed in accordance with the procedures set forth in the American Arbitration Association Construction Industry Arbitration Rules. In any such arbitration in which the amount stated in the demand is in excess of \$100,000, a panel of three arbitrators shall be appointed in accordance with the procedures set forth in the American Arbitration

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Association Construction Industry Arbitration Rules. The parties may agree to use any arbitration service. In the absence of such agreement, the American Arbitration Association shall be utilized.

18.2 Rules For Arbitration. If the neutral arbitrator is appointed by the American Arbitration Association, the said Association shall administer the arbitration and its Construction Industry Arbitration Rules shall govern all aspects of the proceeding including the enforcement of any award. If the neutral arbitrator is not appointed by the American Arbitration Association, then the panel of arbitrators shall act as the administrator of the arbitration but the Construction Industry Arbitration Rules of the Association shall nonetheless govern all aspects of the proceeding, including the enforcement of any award. The arbitration panel shall have all the powers and duties conferred on the Association pursuant to said rules.

In addition, the following rules shall govern the selection of arbitrators and the proceedings:

18.2.1 Neither party may appoint as arbitrator an employee or an owner of that party, nor the parent, spouse or child of an employee or owner of that party.

18.2.2 After the neutral arbitrator has been appointed, neither party may engage in ex parte communication with the arbitrator appointed by that party.

18.2.3 Contract Performance During Arbitration. During arbitration proceedings, the Owner and Contractor shall otherwise continue their performances hereunder.

18.3 When a written decision of the Engineer states that the decision is final, any demand for arbitration of the matter covered by such decision must be made within two months after substantial completion of the project, as determined by the Engineer in accordance with the provisions hereof. The failure to demand arbitration within said two month period will result in the Engineer's decision becoming final and binding upon the Owner and the Contractor.

18.4 A Demand for arbitration shall be made with the time limits specified in Subparagraph 18.3, and in no event shall be made after the date when the institution of legal or equitable proceedings based on such Claim would be barred by the applicable statute of limitations.

18.5 Claims and Timely Assertion of Claims. A party who files a notice of demand for arbitration must assert in the demand all Claims then known to that party on which arbitration is permitted to be demanded. When a party fails to include a claim through oversight, inadvertence or excusable neglect, or when a Claim has matured or been acquired subsequently, the arbitrator or arbitrators may permit amendment.

18.6 Judgment on Final Award. The award rendered by the arbitrator or arbitrators shall be final, and the judgment may be entered upon it in accordance with applicable law in any court having jurisdiction thereof.

18.7 Notwithstanding any provision contained in this Paragraph 18 or elsewhere in the Contract Documents, the Owner reserves the following right in connection with claims and disputes between the Owner and Contractor:

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1. the right to institute the legal action against the Contractor in any court of competent jurisdiction in-lieu of demanding arbitration pursuant to this paragraph 18, in which case the dispute or disputes which are the subject of such action shall be decided by such court, and not by arbitration.

2. the right to obtain from any court of competent jurisdiction a stay of any arbitration instituted by the Contractor, provided that the application for such stay is made before the appointment of the neutral arbitrator in such arbitration, in which case the dispute or disputes which are the subject of such arbitration shall be decided by such court, and not by arbitration;

3. the right to require the Contractor to join as a party in any arbitration between the Owner and Architect relating to the Project in which case the Contractor agrees to be bound by that decision of the arbitrator arbitrators in such arbitration.

In case the Owner elects to proceed in accordance with 18.7.1 or 18.7.2 above, the word "litigation", shall be deemed to replace the word "arbitration" wherever the latter word appears in the Contract Documents.

SC-19 MBE and WBE participation

The Contractor shall comply with the provision of G.L.c. 7 40N, and any associated regulations effective during the time of the project, relative to the participation of minority and women-owned businesses in connection with the project. At present, the current participation goals are 7.4% MBE and 4% WBE.

END OF SECTION

EQUAL OPPORTUNITY REQUIREMENTS

1. EQUAL EMPLOYMENT OPPORTUNITY

A. Equal Employment Plan: The Contractor and each Subcontractor shall implement an effective affirmative action plan to assure equal employment opportunity throughout the performance of work on this project. Do not discriminate against any employee or applicant for employment because of race, color, sex, religion, age, or national origin. Affirmative action plan shall include, but not be limited to, the following:

1. Employment, upgrading, demotion, or transfer.
2. Recruitment or recruitment advertising.
3. Layoff or termination.
4. Rates of pay or other forms of compensation.
5. Selection for training, including apprenticeship.

B. Rules and Regulations: The Contractor and each Subcontractor shall comply with all applicable local, state and federal laws and regulations regarding equal employment opportunity and with the provisions of the following:

1.. Governors "Executive Order No. 74", dated July 20, 1970. entitled the "Governor's Code of Fair Practices", as amended by the Governor's Executive Order No. 116, dated May 1, 1975.

2. The Fair Employment Practices Law of the Commonwealth, Chapter 1518 of the General Laws of Massachusetts, as amended.

3. The rules and regulations of the Massachusetts Commission Against Discrimination as in force at the date of the Contract.

4. The rules, regulations and relevant orders of the United States Secretary of Labor, the Commonwealth of Massachusetts Department of Labor and Industries, and other authorities having jurisdiction as in force at the date of the Contract.

5. Governor's 'Executive Order No. 237'.

C. Employment Advertisements: State in all solicitations or advertisements for employees that all qualified applicants will receive consideration for employment without regard to race, color, sex, religion, age, or national origin.

D. Referral Notices: Direct special effort toward the recruitment of minority workers through the unions and through referral agencies representing the minority community.

E. Advising Labor Unions: Send to each labor union or representative of workers with which the Contractor has a collective bargaining agreement or other contract or understanding, a notice advising the labor union or workers' representative of the Contractor's equal employment opportunity commitment and post copies of these notices in conspicuous places available to employees and applicants for employment.

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F. Posting: Post copies of equal opportunity employment notices in conspicuous places available to employees and applicants for employment and post notices setting forth the provisions of this non-discrimination equal employment opportunity clause.

G. Manning Table: Assume and be responsible for the affirmative duty of achieving the range of minority employment and women work force participation set forth in a manning table for the entire project. Submit a manning table at the request of the Owner and obtain Owners approval prior to the Award of Contract.

H. Percentage Participation: Both Contractor and Sub-contractor shall comply with requirements of Minority and Women Business percentage of Contract percentage participation requirements specified in the Minority and Women Business Enterprise Set Aside Requirements Section.

END OF SECTION

**MINORITY AND WOMEN BUSINESS
ENTERPRISE SET ASIDE REQUIREMENTS**

1. GENERAL

A. All provisions of the Contract Documents shall be subject to all applicable provisions of law, including, without limitation, Federal, State, and Local statutes and ordinances regarding setting aside a portion of the Contract for qualified Minority and Women Business Enterprises. The Contractor shall recognize that other duties and obligations are required by laws, statutes, and ordinances which may not be provided herein, but must be considered and made a part of this Contract. In case of a conflict between the Contract Documents and applicable laws, statutes, and ordinances, the provisions of law, statutes, and ordinances shall *govern*.

2. MINORITY AND WOMEN OWNED BUSINESS ENTERPRISE SET ASIDE REQUIREMENTS

A. Requirements For minority and women business enterprise set aside requirements, provided to the Architect by the Awarding Authority Follow. The Architect does not warrant or guarantee the completeness or accuracy of this information, and every bidder and contractor shall be responsible for ascertaining the MWBE set aside requirements in the area where the work will be performed.

1. Bidders shall agree to contract with minority and women owned businesses as certified by the State Office of Minority and Women Business Assistance [SOMWBA]. "the amount of participation which shall be reserved for such enterprises shall not be less than fifteen percent [15%] of the total contract amount, of which at least ten percent [10%] shall be reserved for minority business enterprises and five percent [5%] shall be reserved for women-owned business enterprises.

2. The Contractor and each Subcontractor shall furnish to the Awarding Authority, within fifteen days after completion of its portion of the work, a certified 'Statement of Compliance' certifying compliance with minority and women business enterprise set aside requirements. Submit the 'Statement of Compliance' in a form acceptable to the Awarding Authority.

3. See Massachusetts Executive Order 237 as amended.

END OF SECTION

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BY-LAWS OF THE TOWN OF ARLINGTON
TITLE 1
ARTICLE 16: CONSTRUCTION PROJECTS

ART. 15 , A.T. M. 4/22/96

Section 1. Women Work Force Participation

Any Town board or official in charge of a construction or reconstruction project is required to include in the contract documents the following:

ART. 17, A.T.M. 4/28/99

A. The contractor shall maintain as a goal on this project a not less than five percent ratio of women work force to total project hours in both the general contract and individual filed sub-bid contract, if applicable. The preceding sentence shall be included in all construction contracts whether entered into the Town pursuant to the provisions of M.G.L. c.149 or M.G.L. c.30 §.39M, et seq., provided however, that if entered into under Chapter 30 same shall not be deemed to apply where the projected bid price as determined by the Director of Public Works is not likely to exceed \$200,000.

B. A Labor Scheduling Table which will be used as a tool for achieving a range of women work force participation for the entire project in both the general contract and each individual filed sub-bid contract.

Section 2. Equal Opportunity Goal Compliance

Any Town board or official in charge of a construction or reconstruction project is required to include in the contract documents the following:

ART. 16 A.T.M. 4/24/96; ART. 17, A.T.M. 4/28/99

A. Before starting work, the contractors (includes general contractor, for itself and its subcontractors, as well as all filed sub-bid contractors, if applicable) will submit plans for achievement of the equal opportunity goals of the contract. All contractors will be required to make a good faith effort to achieve these goals. The plan will indicate if the contractors expect to achieve the requirements during the first quarter. If there are reasons why the contractors do not expect to achieve the requirements during the first quarter year of the contract construction phase, then the contractors shall provide a plan calculated to address, to the extent reasonably possible, these obstacles to a good faith effort to achieve such goals.

B. Not more than ten days following the end of each work quarter, the contractors will report on the achievement of the goals, detailing the good faith efforts that have been made and will continue to be made and any other appropriate efforts not yet undertaken.

C. All reports will be signed by an officer or principal of the company who has the authority to contractually obligate the company.

Section 3. Recruitment and Training

ART. 53 ATM 5/19/97

Any board, officer, committee, or other agency of the Town, which acts on behalf of the Town in making or supervising any contract, in an amount exceeding the sum of \$100,000 for the purchase of goods or services or for the construction, renovation, or repair of buildings or other improvement of real estate, may make arrangements with contractors and other interested agencies for special programs of recruitment and training in connection with the work to be performed on such contract, with the objective of promoting equal employment opportunity for members of minority groups protected by the fair employment

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laws of the Commonwealth and the United States. Any board, officer, committee, or other Town agency may expend Town funds in carrying them out provided that appropriations specifically designed for such purposes have been voted by the Town Meeting.

ART. 32, ATM 5/14/03

Section 4. LEED

It is the intent of the Town to reduce the life-cycle operating costs and increase the environmental efficiency of Town buildings, by adopting the goal that all construction of new Town buildings and major renovations and additions to existing Town buildings meet or exceed a Silver Certification based on the most current criteria of the Leadership in Energy and Environmental Design (LEED) Green Building Rating System promulgated by the United States Green Building Council, or comparable scoring system. The Town shall include a minimum of LEED Silver Certification, or equivalent level in comparable building scoring system, as a required element in requests for proposal or bids it issues soliciting architectural design services for construction, major renovation, and addition to its buildings, unless the Permanent Town Building Committee makes the finding that such certification is not in keeping with the use or purpose of the building or is otherwise inappropriate. No building project shall be deemed complete until LEED Silver Certification or greater, or equivalent, has been confirmed, unless the PTBC makes the finding that such certification is not in keeping with the use or purpose of the building or is otherwise inappropriate.

ART. 18, ATM 4/00, ART. 32 ATM 5/14/03

http://www.town.arlington.ma.us/Public_Documents/ArlingtonMA_TownBylaws/title1#article16

END OF SECTION

INSURANCE REQUIREMENTS

1. GENERAL

A. This section specifies the Owner's requirements for insurance and relates to the General Conditions of the Contract for Construction and Supplementary Conditions of the Contract for Construction.

B. Provisions of the General Conditions of the Contract for Construction and Supplementary General Conditions of the Contract for Construction, which are not modified by the following insurance Requirements, remain in full effect.

2. INSURANCE REQUIREMENTS

A. Insurance Limits: The insurance required should be written for not less than the limits of liability required by law or the following limits, whichever is greater: State and federal Workmen's Compensation Statutory Benefits required by union contract as required.

GENERAL LIABILITY*

| | |
|--|----------------|
| General Liability- Bodily Injury and Property Damage Each Occurrence | \$1,000,000.00 |
| General Liability —Bodily Injury and Property Damage Aggregate | \$2,000,000.00 |

General Liability shall include coverage for the following:

- Comprehensive form
- Premise/Operations Liability
- Explosion, Collapse and Underground (XCU). Products/Completed Operations (aggregate limit \$2,000,000.00) Contractual Liability
- Independent Contractors Broad Form Property Damage
- Personal Injury Including Libel and Slander Coverage Broad Form CGL Endorsement

AUTOMOBILE LIABILITY**

| | |
|---|----------------|
| Comp. Automobile Liability** Bodily Injury and Property Damage Per Accident | \$1,000,000.00 |
|---|----------------|

**Provide coverage for All Owned, Non-Owned, and Hired vehicles.

EXCESS LIABILITY – Umbrella Form

| | |
|-----------------|----------------|
| Each occurrence | \$5,000,000.00 |
| Aggregate | \$5,000,000.00 |

B. Exclusions: The Owner's property insurance shall not cover tools, equipment, shoring, staging, forms, temporary buildings or other equipment owned or rented by the Contractor, its Subcontractors, or any Worker.

C. Named Insured: Each Insurance policy certificate of insurance provided by the Contractor shall name the Town of Arlington as an additional insured. Each insurance policy and certificate of insurance provided by the Contractor shall contain a provision that the Owner shall be notified of cancellation or restrictive amendment at least thirty (30) days prior to the effective date of such cancellation or amendment.

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D. Insurance Certificates: Submit insurance certificates for the Owner's review and approval prior to commencement of the work. The Contractor and all subcontractors who are required to provide insurance under the Contract shall provide accurate and bona fide "Certificates of insurance "issued by a responsible agent of the insurance company.

1. Certificate Content: Such "Certificates of Insurance" shall clearly indicate the insurance coverage. Each "Certificate of Insurance" shall be accompanied by a sworn and duly notarized statement from the responsible agent of the insurance company issuing the certificate clearly stating that all insurance specified and required by the Contract Documents is provided and in force, and also a clear statement of all exceptions and deviations, if any, from the Contract Document issuance requirements.

2. Responsibility: The insurance agent issuing and authorizing the "Certificate of Insurance" shall be responsible and liable for the accuracy and validity of the "Certificate of Insurance". Each insured party shall certify by sworn and duly notarized statement that the "Certificate of Insurance" issued for them are bona fide.

3. Disclaimers Prohibited: "Certificates of Insurance" shall not contain any disclaimers such as: "This Certificate is issued as a matter of information only and confers no right upon the certificate holder. This Certificate does not amend, extend, or alter the coverage afforded by the policies listed below." Disclaimers are not acceptable.

4. Certificates of Insurance Can Be Relied Upon: Parties receiving "Certificates of insurance" shall be entitled to rely upon the "Certificates of insurance" and shall have the right to claim the benefits and protection provided by the insurance as it applies to them.

5. Alternate to "Certificates of Insurance": Instead of providing the "Certificates of Insurance" and the sworn statements required above, the insured may provide bona fide and accurate copies of all insurance policies and riders accompanied by a sworn and duly notarized statement from the insured that the policies, riders, and documents submitted are bona fide and valid, and that parties receiving the insurance documents may rely on the documents as satisfaction of the Contract insurance requirements.

E. The Contractor shall provide "builder's risk" insurance as described in the General Conditions of the Contract for Construction and with limits equal to the full insurable completed value of the building under construction. The "Builder's Risk" insurance shall include "all risk" insurance for physical loss and damage including theft, vandalism, and malicious mischief. The "Builder's Risk" insurance shall be amended to delete any and all endorsements relating to cancellation of the policy due to partial occupancy by the Owner.

1. Builder's Risk Deductible Amount: \$1,000,000.00

END OF SECTION

HILL'S HILL PLAYGROUND
ADA WALKWAY
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SECTION 01 11 00: SUMMARY OF WORK

PART 1 – GENERAL

1.01 LOCATION

- A. Hill's Hill Playground is located off Summer Street behind the Ed Burns Arena (422 Summer Street) in Arlington, MA.

1.02 GENERAL REQUIREMENTS

- A. The General Conditions, Supplementary Conditions and applicable parts of Division 01 General Requirements are all included as part of this Section. The Contractor is required to examine all other sections of the specifications for requirements that may affect the work of this Section. The Contractor is also required to coordinate the Work with that of all trades affecting or affected by the Work of this Section, and to cooperate with such trades to assure the continued progress of the Work.
- B. The intent of the Contract Documents is to require that the Contractor provide all material, labor and equipment needed in order to furnish a complete Project, and that all of the material, labor and equipment be furnished complete in every respect.

1.03 SCOPE OF WORK

- A. Work covered by this contract includes but may not be limited to site-work; construction; re-construction; alterations; remodeling or repair of the public works Project described in this paragraph 1.03 including the following major work:
 - 1. Removal of stonedust walkway and its gravel base
 - 2. Removal of two trees
 - 3. Installation of bituminous concrete walkways to connect existing amenities
 - 4. Installation of new trees
 - 5. Substantial Completion date is **May 1, 2021**
 - 6. Final Completion date is **June 1, 2021**

1.04 DOCUMENTATION

- A. Contractor shall cooperate with the Owner and Landscape Architect to record any and all changes to existing conditions or proposed work that deviate from the Contract Documents. The Contractor shall furnish all recorded changes to the Landscape Architect to be used for As-Built documents.

1.05 NOISE CONTROL

- A. The Contractor shall adhere to the City ordinances for Noise Control (Article VII, Division 2) throughout the construction period. Noise control will be strictly enforced by the City.
- B. No construction shall occur **between 7 pm to 7 am Monday through Saturday, or any time on Sunday.** Any exemption to prohibited construction hours must be authorized by a Town representative.
- C. Contractor shall not permit engine idling on the job site. This shall be enforced through random, unannounced periodic inspections.

END OF SECTION

SECTION 01 33 00: SUBMITTAL PROCEDURES

PART 1 – GENERAL

1.01 SUMMARY

- A. The General Documents, as listed on the Table of Contents, and applicable parts of Division 01, GENERAL REQUIREMENTS, shall be included in and made a part of this Section.
- B. Examine all Contract Documents and all other Sections of the Specifications for requirements therein affecting the work of this trade.

1.02 SCOPE OF WORK

- A. The work to be performed under this Section shall include the compilation and submittal of all required shop drawings, manufacturer's cuts, specifications, and certifications of all materials and equipment for the Landscape Architect's approval. Actual product samples may also be required as stipulated in the technical specifications sections.
- B. All submittals shall be submitted within four (4) weeks after the award of the contract and may be made and distributed digitally in PDF format with the approval of the Owner via email or File Transfer Protocol (FTP) site. Alternatively, submittals may be made in hard copy form; three (3) copies (Contractor, Landscape Architect, and other Town Department) shall be in three (3) submittal packages so that manuals can be prepared for office and field reference.

1.03 GENERAL SUBMITTAL PROCEDURES

- A. The Landscape Architect has 10 days to review the submittals and return them to the Contractor, also in PDF format.
- B. Transmittal: Include a transmittal with each submittal identifying the item clearly. All transmittals shall coordinate with these Specifications.

PART 2 – PRODUCTS

2.01 REQUIREMENTS

- A. References are made throughout the Construction Documents where submittals are required. All finishes, colors, and patterns are to be reviewed and approved by submittal or field sample.
- B. Where the Contractor's intention is to furnish the materials or equipment as specified, a list of all such elements, by Specification section, shall accompany the submittals so that the entire submittal is complete for the project.

PART 3 – EXECUTION

3.01 SUBMISSIONS

- A. Submit all required product or material samples concurrent with the materials/equipment information manuals described above. Each submittal shall reference its appropriate specification section, part and paragraph.

END OF SECTION

SECTION 01 56 00: TEMPORARY BARRIERS & ENCLOSURES

PART 1 – GENERAL

1.01 RELATED DOCUMENTS

- A. The General Documents, as listed on the Table of Contents, and applicable parts of Division 01, GENERAL REQUIREMENTS, shall be included in and made a part of this Section.
- B. Examine all Contract Documents and all other Sections of the Specifications for requirements therein affecting the work of this trade.

1.02 GENERAL REQUIREMENTS

- A. All references to products by manufacturer, trade name or performance Specifications bearing the connotation "or approved equal" shall be as determined by the Landscape Architect and the Town, per MGL c. 30 s. 39M, Part b, Criteria 1.

1.02 WORK INCLUDED

- A. Provide all labor, equipment, implements and materials required to furnish, install, construct and perform all site improvements complete as shown on the Contract Drawings and specified herein; to include, but not be limited to the following:
 - 1. Temporary construction perimeter fencing
 - 2. All other temporary barriers and controls needed for protection of the public during construction.

1.03 REFERENCES

- A. Examine all other Sections of the Construction Documents for the relationship of the work under this Section and the work of other trades. Cooperate with all trades and all departments of the Town and coordinate all work under this Section therewith.
- B. The following related items are included under the Sections listed below:
 - 1. Division 01 Section: CONSTRUCTION LAYOUT

1.04 SUBMITTALS

- A. Shop Drawings and Samples
 - 1. Provide complete Shop Drawings and/or samples and catalog cuts for all items called for on the Drawings and as specified and in accordance with applicable requirements under Division 01.

1.05 PRODUCT DELIVERY, STORAGE & HANDLING

- A. Deliver materials in manufacturer's original unopened and undamaged packages with labels legible and intact.
- B. Store materials in unopened packages in a manner to prevent damage from the environment and construction operations.
- C. Handle in accordance with manufacturer's instructions.
- D. The Contractor shall be solely responsible for all materials stored on the site once delivered. Any materials left unsecured at the job site shall be solely at the contractor's own risk.

1.06 DEFINITIONS

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- A. The following items are included herein and shall mean:
1. NCLMA – National Chain Link Manufacturers' Association;
 2. OSHA – Occupational Safety and Health Act.

PART 2 – MATERIALS

2.01 BARRIERS AND BARRICADES

- A. Provide barriers to prevent unauthorized entry to construction areas to allow for Owner's use of site, and to protect existing facilities and adjacent properties from damage from construction operations.
1. Comply with standards and code requirements for erection of structurally adequate barriers.
 2. Install barriers of a neat and uniform appearance.
 3. Provide graphics and signs warning of the hazard being protected against.
 4. Where appropriate and needed provide lighting, including flashing red or amber lights.
 5. Provide barriers at public rights-of-way and for public access to existing buildings when adjacent to construction operations.
- B. Provide barricades with blinking beacon light at all open trenches and other excavations.
- C. Protect non-owned vehicular traffic, stored materials, site, and structures from damage.

2.02 TEMPORARY CONSTRUCTION PERIMETER FENCING

- A. Prior to any excavation work the Contractor shall provide temporary construction fencing as shown on the Drawings and/or as required to completely protect the work area and injury to persons or property.
- B. The Contractor shall furnish and install temporary fencing of the following type in all areas where existing fencing lengths are inadequate to enclose the construction.
1. Chain link fencing, six feet high min., fabricated from No. 9 gauge galvanized wire woven in a 2-inch diamond mesh with top salvage and having galvanized steel H or pipe intermediate and terminal posts. Post spacing shall not exceed eight feet (8') on center. Cross bracing, reinforcing gates and other parts of fencing shall conform to standard Specifications of the National Chain Link Manufacturers Association. All posts shall be set into temporary concrete footings or on temporary chain link fencing stands as approved by the Landscape Architect.
- C. The contractor shall furnish and install matching gates equipped with suitable locks, other hardware, and, where necessary, provide access for construction apparatus or fire-fighting equipment. The Owner shall be provided with a copy of the key used for all locks.

2.03 TEMPORARY WORK IN PUBLIC WAYS

- A. Prior to commencing any work in public ways and other areas which are legally used by vehicles or pedestrians, the Contractor shall submit in writing the proposed methods of protection to the Official. Work shall not be commenced in these areas until written approval is received from the Official.
- B. In general, all excavations in public ways shall be protected by substantial barriers which will offer complete protection against accidents for pedestrian and vehicular traffic without interrupting the normal flow of traffic. All barriers must be properly lighted with electric or battery powered safety lights and must be maintained in good working order by the Contractor for the duration of the time such barriers are required.
- E. The Contractor will be required to furnish, install, and maintain in good condition, at no increase in Contract Price or Contract Time, all other safety measures which in the judgment of the Official are required to protect the public from accidents due to work performed under this Contract. This requirement is supplementary to the Contractor's rights and obligations to provide and employ safety measures as s/he may deem necessary or as may be required by law or standard safety practices.

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PART 3 – EXECUTION

3.01 BARRIERS, BARRICADES & ENCLOSURES

- A. Install temporary items as specified herein and in the Drawings or, where not specified, to level of quality suitable for the intended purpose as judged by the Landscape Architect.

3.02 REMOVAL OF TEMPORARY BARRIERS, ENCLOSURES & PROTECTIONS

- A. Remove temporary barriers, barricades, fencing, enclosures and protections as warranted by the progress of the Work and prior to Substantial Completion.
- B. Remove in-ground elements of all temporary barrier installations (if any) completely. Grade site as noted.
- C. Clean and repair damage caused by installation or use of temporary work.
- D. Restore existing facilities used during construction to original condition at start of work or as specified elsewhere in the Contract Documents.

END OF SECTION

SECTION 01 71 23: CONSTRUCTION LAYOUT

PART 1 – GENERAL

1.01 RELATED DOCUMENTS

- A. The General Documents, as listed on the Table of Contents, and applicable parts of Division 01, GENERAL REQUIREMENTS, shall be included in and made a part of this Section.
- B. Examine all Contract Documents and all other Sections of the Specifications for requirements therein affecting the work of this trade.

1.02 SCOPE OF WORK

- A. The work under this section shall consist of field staking the horizontal and vertical alignment of all essential features and proposed work, including walkways and other related features as shown on the plans, by a Massachusetts-registered Professional Engineer or Land Surveyor. The Contractor shall familiarize himself with the existing conditions and shall be responsible for locating or re-establishing survey field ties, property lines, and benchmarks indicated on the plans.

PART 2 – MATERIALS

2.01 LAYOUT AND STAKING

- A. The Contractor shall be responsible for furnishing all stakes, pins, and grade markings as required to implement the work of layout and staking and shall make all field adjustments ordered by the Landscape Architect at no extra cost to the Owner.
- B. Upon request by the Landscape Architect, the Contractor shall make available to the Owner survey instruments and operator necessary to check the proposed vertical and horizontal alignments at no extra cost.

PART 3 – EXECUTION

3.01 SURVEY LAYOUT

- A. The Contractor shall use the alignments shown on the plans to establish the layout of all proposed features and shall perform field adjustments as ordered by the Landscape Architect.
- B. All layout shall be by the dimensions noted on the Contract Drawings. Do not scale directly from the plans. If clarification regarding a dimension or intended layout procedure is required, contact the Landscape Architect.
- C. All dimensions marked on the Drawings with "+/-" or "(Confirm)" or "Verify in Field" are intended for confirmation of conformance to the expected conditions and (where applicable) that acceptable slopes and clearances are provided. Once layout has been established using other dimensions, the Contractor shall verify these dimensions (to within a tolerance of 1/2") and report any discrepancy to the Landscape Architect for acceptance or instruction regarding adjustment. These confirmation dimensions should not be used to layout elements.
- D. The Surveyor shall lay out the essential or necessary grades and locations of site furnishings, footings, pavements, utilities, structures and other proposed elements. The surveyor shall verify the location of any existing spikes, stakes, pipes, drill holes, etc. and shall be responsible for their accuracy. Proposed features shall be located in relation to dimensions shown on the drawings and as adjusted by the Landscape Architect.
- E. The Contractor shall inform the Landscape Architect when the general layout is completed and shall not begin excavation until the Landscape Architect approves the various alignments. Any

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discrepancies encountered in field conditions shall be reported to the Landscape Architect immediately and shall be adjusted as directed.

- F. The Contractor shall be responsible for maintaining the correct vertical and horizontal alignment of all elements, which responsibility shall not be waived by the Landscape Architect's approval of basic layout and stakeout.

END OF SECTION

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To view and print Weekly Payroll & Statement of Compliance Forms, click on www.mass.gov/dols/pw.

PLEASE NOTE: The attached Prevailing Wage Schedule is valid for 90 days. An Awarding Authority should re-request an up to date Prevailing Wage Schedule if it has NOT opened bids or selected a contractor within 90 days of the issuance date of the attached prevailing wage schedule.

*For MULTI-YEAR projects bid on or after 8/8/08, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date of the execution of the general contract. Annual updates are not required for projects that last LESS THAN ONE YEAR.

*For CM AT RISK projects (bid pursuant to GL c.149A), Awarding Authorities must request a Prevailing Wage Schedule NOT sooner than 90-days before the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work.

*For MULTI-YEAR CM AT RISK projects, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date, which is the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to procure construction scopes of work.

Apprentice wages (expressed as dollar figures) and the required benefits are listed on the Prevailing Wage Schedule. For further details, please see opinion letter PW-2010-03-03.16.10 (dated March 18, 2010) at www.mass.gov/dols/pw.

Request Prevailing Wage Rates online at: www.mass.gov/dols/pw.

THIS IS A SYSTEM-GENERATED EMAIL. PLEASE DO NOT REPLY TO THIS EMAIL. TO CONTACT DLS REGARDING PREVAILING WAGE MATTERS, CALL 617-626-6953.

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APPROVAL/DENIAL COMMENTS



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Town of Arlington
Contract Number: 20-54 **City/Town:** ARLINGTON
Description of Work: Hill's Hill Playground Project consists of replacement of existing walkways, re-grading, site work and landscaping.
Job Location: Summer St

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 criminal penalties.
-

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2020 | \$36.25 | \$12.91 | \$14.82 | \$0.00 | \$63.98 |
| | 06/01/2021 | \$37.05 | \$12.91 | \$14.82 | \$0.00 | \$64.78 |
| | 08/01/2021 | \$37.05 | \$13.41 | \$14.82 | \$0.00 | \$65.28 |
| | 12/01/2021 | \$37.05 | \$13.41 | \$16.01 | \$0.00 | \$66.47 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2020 | \$36.32 | \$12.91 | \$14.82 | \$0.00 | \$64.05 |
| | 06/01/2021 | \$37.12 | \$12.91 | \$14.82 | \$0.00 | \$64.85 |
| | 08/01/2021 | \$37.12 | \$13.41 | \$14.82 | \$0.00 | \$65.35 |
| | 12/01/2021 | \$37.12 | \$13.41 | \$16.01 | \$0.00 | \$66.54 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2020 | \$36.44 | \$12.91 | \$14.82 | \$0.00 | \$64.17 |
| | 06/01/2021 | \$37.24 | \$12.91 | \$14.82 | \$0.00 | \$64.97 |
| | 08/01/2021 | \$37.24 | \$13.41 | \$14.82 | \$0.00 | \$65.47 |
| | 12/01/2021 | \$37.24 | \$13.41 | \$16.01 | \$0.00 | \$66.66 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$103.05 | \$9.40 | \$23.12 | \$0.00 | \$135.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.65 | \$8.60 | \$17.32 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$41.67 | \$8.60 | \$17.32 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$42.68 | \$8.60 | \$17.32 | \$0.00 | \$68.60 |
| | 06/01/2022 | \$43.68 | \$8.60 | \$17.32 | \$0.00 | \$69.60 |
| | 12/01/2022 | \$44.68 | \$8.60 | \$17.32 | \$0.00 | \$70.60 |
| | 06/01/2023 | \$45.68 | \$8.60 | \$17.32 | \$0.00 | \$71.60 |
| | 12/01/2023 | \$46.93 | \$8.60 | \$17.32 | \$0.00 | \$72.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.65 | \$8.60 | \$17.32 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$41.67 | \$8.60 | \$17.32 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$42.68 | \$8.60 | \$17.32 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 12/01/2020 | \$38.10 | \$12.80 | \$9.45 | \$0.00 | \$60.35 |
| ASPHALT RAKER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.98 | \$13.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.08 | \$13.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.23 | \$13.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.98 | \$13.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.08 | \$13.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.23 | \$13.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.65 | \$8.60 | \$17.32 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$41.67 | \$8.60 | \$17.32 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$42.68 | \$8.60 | \$17.32 | \$0.00 | \$68.60 |
| | 06/01/2022 | \$43.68 | \$8.60 | \$17.32 | \$0.00 | \$69.60 |
| | 12/01/2022 | \$44.68 | \$8.60 | \$17.32 | \$0.00 | \$70.60 |
| | 06/01/2023 | \$45.68 | \$8.60 | \$17.32 | \$0.00 | \$71.60 |
| | 12/01/2023 | \$46.93 | \$8.60 | \$17.32 | \$0.00 | \$72.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.65 | \$8.60 | \$17.32 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$41.67 | \$8.60 | \$17.32 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$42.68 | \$8.60 | \$17.32 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2020 | \$46.10 | \$7.07 | \$17.98 | \$0.00 | \$71.15 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 |
| 2 | 65 | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 |
| 3 | 70 | \$32.27 | \$7.07 | \$12.59 | \$0.00 | \$51.93 |
| 4 | 75 | \$34.58 | \$7.07 | \$13.49 | \$0.00 | \$55.14 |
| 5 | 80 | \$36.88 | \$7.07 | \$14.38 | \$0.00 | \$58.33 |
| 6 | 85 | \$39.19 | \$7.07 | \$15.29 | \$0.00 | \$61.55 |
| 7 | 90 | \$41.49 | \$7.07 | \$16.18 | \$0.00 | \$64.74 |
| 8 | 95 | \$43.80 | \$7.07 | \$17.09 | \$0.00 | \$67.96 |

Notes:

Apprentice to Journeyworker Ratio:1:4

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i> | 08/01/2020 | \$55.75 | \$10.75 | \$22.09 | \$0.00 | \$88.59 |
| | 02/01/2021 | \$56.39 | \$10.75 | \$22.09 | \$0.00 | \$89.23 |
| | 08/01/2021 | \$57.79 | \$10.75 | \$22.25 | \$0.00 | \$90.79 |
| | 02/01/2022 | \$58.38 | \$10.75 | \$22.25 | \$0.00 | \$91.38 |

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

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.88 | \$10.75 | \$22.09 | \$0.00 | \$60.72 |
| 2 | 60 | \$33.45 | \$10.75 | \$22.09 | \$0.00 | \$66.29 |
| 3 | 70 | \$39.03 | \$10.75 | \$22.09 | \$0.00 | \$71.87 |
| 4 | 80 | \$44.60 | \$10.75 | \$22.09 | \$0.00 | \$77.44 |
| 5 | 90 | \$50.18 | \$10.75 | \$22.09 | \$0.00 | \$83.02 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$28.20 | \$10.75 | \$22.09 | \$0.00 | \$61.04 |
| 2 | 60 | \$33.83 | \$10.75 | \$22.09 | \$0.00 | \$66.67 |
| 3 | 70 | \$39.47 | \$10.75 | \$22.09 | \$0.00 | \$72.31 |
| 4 | 80 | \$45.11 | \$10.75 | \$22.09 | \$0.00 | \$77.95 |
| 5 | 90 | \$50.75 | \$10.75 | \$22.09 | \$0.00 | \$83.59 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$41.05 | \$8.60 | \$17.47 | \$0.00 | \$67.12 |
| | 06/01/2021 | \$42.07 | \$8.60 | \$17.47 | \$0.00 | \$68.14 |
| | 12/01/2021 | \$43.08 | \$8.60 | \$17.47 | \$0.00 | \$69.15 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$39.90 | \$8.60 | \$17.47 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$40.92 | \$8.60 | \$17.47 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.47 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$39.90 | \$8.60 | \$17.47 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$40.92 | \$8.60 | \$17.47 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.47 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 09/01/2020 | \$42.94 | \$9.40 | \$18.95 | \$0.00 | \$71.29 |
| | 03/01/2021 | \$43.54 | \$9.40 | \$18.95 | \$0.00 | \$71.89 |
| | 09/01/2021 | \$44.19 | \$9.40 | \$18.95 | \$0.00 | \$72.54 |
| | 03/01/2022 | \$44.79 | \$9.40 | \$18.95 | \$0.00 | \$73.14 |
| | 09/01/2022 | \$45.44 | \$9.40 | \$18.95 | \$0.00 | \$73.79 |
| | 03/01/2023 | \$46.04 | \$9.40 | \$18.95 | \$0.00 | \$74.39 |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.47 | \$9.40 | \$1.73 | \$0.00 | \$32.60 |
| 2 | 60 | \$25.76 | \$9.40 | \$1.73 | \$0.00 | \$36.89 |
| 3 | 70 | \$30.06 | \$9.40 | \$13.76 | \$0.00 | \$53.22 |
| 4 | 75 | \$32.21 | \$9.40 | \$13.76 | \$0.00 | \$55.37 |
| 5 | 80 | \$34.35 | \$9.40 | \$15.49 | \$0.00 | \$59.24 |
| 6 | 80 | \$34.35 | \$9.40 | \$15.49 | \$0.00 | \$59.24 |
| 7 | 90 | \$38.65 | \$9.40 | \$17.22 | \$0.00 | \$65.27 |
| 8 | 90 | \$38.65 | \$9.40 | \$17.22 | \$0.00 | \$65.27 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.77 | \$9.40 | \$1.73 | \$0.00 | \$32.90 |
| 2 | 60 | \$26.12 | \$9.40 | \$1.73 | \$0.00 | \$37.25 |
| 3 | 70 | \$30.48 | \$9.40 | \$13.76 | \$0.00 | \$53.64 |
| 4 | 75 | \$32.66 | \$9.40 | \$13.76 | \$0.00 | \$55.82 |
| 5 | 80 | \$34.83 | \$9.40 | \$15.49 | \$0.00 | \$59.72 |
| 6 | 80 | \$34.83 | \$9.40 | \$15.49 | \$0.00 | \$59.72 |
| 7 | 90 | \$39.19 | \$9.40 | \$17.22 | \$0.00 | \$65.81 |
| 8 | 90 | \$39.19 | \$9.40 | \$17.22 | \$0.00 | \$65.81 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.45/ 3&4 \$36.42/ 5&6 \$54.95/ 7&8 \$60.97

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i> | 04/01/2020 | \$22.66 | \$7.21 | \$4.80 | \$0.00 | \$34.67 |
| | 04/01/2021 | \$23.16 | \$7.21 | \$4.80 | \$0.00 | \$35.17 |
| | 04/01/2022 | \$23.66 | \$7.21 | \$4.80 | \$0.00 | \$35.67 |
| | 04/01/2023 | \$24.16 | \$7.21 | \$4.80 | \$0.00 | \$36.17 |

Classification

All Aspects of New Wood Frame Work

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$13.60 | \$7.21 | \$0.00 | \$0.00 | \$20.81 |
| 2 | 60 | \$13.60 | \$7.21 | \$0.00 | \$0.00 | \$20.81 |
| 3 | 65 | \$14.73 | \$7.21 | \$0.00 | \$0.00 | \$21.94 |
| 4 | 70 | \$15.86 | \$7.21 | \$0.00 | \$0.00 | \$23.07 |
| 5 | 75 | \$17.00 | \$7.21 | \$3.80 | \$0.00 | \$28.01 |
| 6 | 80 | \$18.13 | \$7.21 | \$3.80 | \$0.00 | \$29.14 |
| 7 | 85 | \$19.26 | \$7.21 | \$3.80 | \$0.00 | \$30.27 |
| 8 | 90 | \$20.39 | \$7.21 | \$3.80 | \$0.00 | \$31.40 |

Effective Date - 04/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$13.90 | \$7.21 | \$0.00 | \$0.00 | \$21.11 |
| 2 | 60 | \$13.90 | \$7.21 | \$0.00 | \$0.00 | \$21.11 |
| 3 | 65 | \$15.05 | \$7.21 | \$0.00 | \$0.00 | \$22.26 |
| 4 | 70 | \$16.21 | \$7.21 | \$0.00 | \$0.00 | \$23.42 |
| 5 | 75 | \$17.37 | \$7.21 | \$3.80 | \$0.00 | \$28.38 |
| 6 | 80 | \$18.53 | \$7.21 | \$3.80 | \$0.00 | \$29.54 |
| 7 | 85 | \$19.69 | \$7.21 | \$3.80 | \$0.00 | \$30.70 |
| 8 | 90 | \$20.84 | \$7.21 | \$3.80 | \$0.00 | \$31.85 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.41/ 3&4 \$19.67/ 5&6 \$26.87/ 7&8 \$29.14

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON) | 01/01/2020 | \$49.07 | \$12.75 | \$22.41 | \$0.62 | \$84.85 |
|---|------------|---------|---------|---------|--------|---------|

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

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.54 | \$12.75 | \$15.41 | \$0.00 | \$52.70 |
| 2 | 60 | \$29.44 | \$12.75 | \$17.41 | \$0.62 | \$60.22 |
| 3 | 65 | \$31.90 | \$12.75 | \$18.41 | \$0.62 | \$63.68 |
| 4 | 70 | \$34.35 | \$12.75 | \$19.41 | \$0.62 | \$67.13 |
| 5 | 75 | \$36.80 | \$12.75 | \$20.41 | \$0.62 | \$70.58 |
| 6 | 80 | \$39.26 | \$12.75 | \$21.41 | \$0.62 | \$74.04 |
| 7 | 90 | \$44.16 | \$12.75 | \$22.41 | \$0.62 | \$79.94 |

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CHAIN SAW OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$50.98 | \$13.50 | \$15.70 | \$0.00 | \$80.18 |
| | 06/01/2021 | \$52.08 | \$13.50 | \$15.70 | \$0.00 | \$81.28 |
| | 12/01/2021 | \$53.23 | \$13.50 | \$15.70 | \$0.00 | \$82.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$33.00 | \$13.50 | \$15.70 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$33.75 | \$13.50 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$34.54 | \$13.50 | \$15.70 | \$0.00 | \$63.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2020 | \$51.51 | \$8.25 | \$22.40 | \$0.00 | \$82.16 |
| | 01/01/2021 | \$52.06 | \$8.25 | \$22.75 | \$0.00 | \$83.06 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.76 | \$8.25 | \$0.00 | \$0.00 | \$34.01 |
| 2 | 55 | \$28.33 | \$8.25 | \$6.05 | \$0.00 | \$42.63 |
| 3 | 60 | \$30.91 | \$8.25 | \$6.60 | \$0.00 | \$45.76 |
| 4 | 65 | \$33.48 | \$8.25 | \$7.15 | \$0.00 | \$48.88 |
| 5 | 70 | \$36.06 | \$8.25 | \$19.10 | \$0.00 | \$63.41 |
| 6 | 75 | \$38.63 | \$8.25 | \$19.65 | \$0.00 | \$66.53 |
| 7 | 80 | \$41.21 | \$8.25 | \$20.20 | \$0.00 | \$69.66 |
| 8 | 90 | \$46.36 | \$8.25 | \$21.30 | \$0.00 | \$75.91 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.03 | \$8.25 | \$0.00 | \$0.00 | \$34.28 |
| 2 | 55 | \$28.63 | \$8.25 | \$6.16 | \$0.00 | \$43.04 |
| 3 | 60 | \$31.24 | \$8.25 | \$6.72 | \$0.00 | \$46.21 |
| 4 | 65 | \$33.84 | \$8.25 | \$7.28 | \$0.00 | \$49.37 |
| 5 | 70 | \$36.44 | \$8.25 | \$19.39 | \$0.00 | \$64.08 |
| 6 | 75 | \$39.05 | \$8.25 | \$19.95 | \$0.00 | \$67.25 |
| 7 | 80 | \$41.65 | \$8.25 | \$20.51 | \$0.00 | \$70.41 |
| 8 | 90 | \$46.85 | \$8.25 | \$21.63 | \$0.00 | \$76.73 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN LABORERS - ZONE 1 | 12/01/2020 | \$40.05 | \$8.60 | \$17.32 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$41.07 | \$8.60 | \$17.32 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$42.08 | \$8.60 | \$17.32 | \$0.00 | \$68.00 |
| | 06/01/2022 | \$43.08 | \$8.60 | \$17.32 | \$0.00 | \$69.00 |
| | 12/01/2022 | \$44.08 | \$8.60 | \$17.32 | \$0.00 | \$70.00 |
| | 06/01/2023 | \$45.08 | \$8.60 | \$17.32 | \$0.00 | \$71.00 |
| | 12/01/2023 | \$46.33 | \$8.60 | \$17.32 | \$0.00 | \$72.25 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1 | 12/01/2020 | \$41.05 | \$8.60 | \$17.32 | \$0.00 | \$66.97 |
| | 06/01/2021 | \$42.07 | \$8.60 | \$17.32 | \$0.00 | \$67.99 |
| | 12/01/2021 | \$43.08 | \$8.60 | \$17.32 | \$0.00 | \$69.00 |
| | 06/01/2022 | \$44.08 | \$8.60 | \$17.32 | \$0.00 | \$70.00 |
| | 12/01/2022 | \$45.08 | \$8.60 | \$17.32 | \$0.00 | \$71.00 |
| | 06/01/2023 | \$46.08 | \$8.60 | \$17.32 | \$0.00 | \$72.00 |
| | 12/01/2023 | \$47.33 | \$8.60 | \$17.32 | \$0.00 | \$73.25 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|--------------------------------------|-------------------|
| DEMO: BURNERS <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.80 | \$8.60 | \$17.32 | \$0.00 | \$66.72 |
| | 06/01/2021 | \$41.82 | \$8.60 | \$17.32 | \$0.00 | \$67.74 |
| | 12/01/2021 | \$42.83 | \$8.60 | \$17.32 | \$0.00 | \$68.75 |
| | 06/01/2022 | \$43.83 | \$8.60 | \$17.32 | \$0.00 | \$69.75 |
| | 12/01/2022 | \$44.83 | \$8.60 | \$17.32 | \$0.00 | \$70.75 |
| | 06/01/2023 | \$45.83 | \$8.60 | \$17.32 | \$0.00 | \$71.75 |
| | 12/01/2023 | \$47.08 | \$8.60 | \$17.32 | \$0.00 | \$73.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$41.05 | \$8.60 | \$17.32 | \$0.00 | \$66.97 |
| | 06/01/2021 | \$42.07 | \$8.60 | \$17.32 | \$0.00 | \$67.99 |
| | 12/01/2021 | \$43.08 | \$8.60 | \$17.32 | \$0.00 | \$69.00 |
| | 06/01/2022 | \$44.08 | \$8.60 | \$17.32 | \$0.00 | \$70.00 |
| | 12/01/2022 | \$45.08 | \$8.60 | \$17.32 | \$0.00 | \$71.00 |
| | 06/01/2023 | \$46.08 | \$8.60 | \$17.32 | \$0.00 | \$72.00 |
| | 12/01/2023 | \$47.33 | \$8.60 | \$17.32 | \$0.00 | \$73.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.80 | \$8.60 | \$17.32 | \$0.00 | \$66.72 |
| | 06/01/2021 | \$41.82 | \$8.60 | \$17.32 | \$0.00 | \$67.74 |
| | 12/01/2021 | \$42.83 | \$8.60 | \$17.32 | \$0.00 | \$68.75 |
| | 06/01/2022 | \$43.83 | \$8.60 | \$17.32 | \$0.00 | \$69.75 |
| | 12/01/2022 | \$44.83 | \$8.60 | \$17.32 | \$0.00 | \$70.75 |
| | 06/01/2023 | \$45.83 | \$8.60 | \$17.32 | \$0.00 | \$71.75 |
| | 12/01/2023 | \$47.08 | \$8.60 | \$17.32 | \$0.00 | \$73.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.05 | \$8.60 | \$17.32 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$41.07 | \$8.60 | \$17.32 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$42.08 | \$8.60 | \$17.32 | \$0.00 | \$68.00 |
| | 06/01/2022 | \$43.08 | \$8.60 | \$17.32 | \$0.00 | \$69.00 |
| | 12/01/2022 | \$44.08 | \$8.60 | \$17.32 | \$0.00 | \$70.00 |
| | 06/01/2023 | \$45.08 | \$8.60 | \$17.32 | \$0.00 | \$71.00 |
| | 12/01/2023 | \$46.33 | \$8.60 | \$17.32 | \$0.00 | \$72.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$68.70 | \$9.40 | \$23.12 | \$0.00 | \$101.22 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$73.60 | \$9.40 | \$23.12 | \$0.00 | \$106.12 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$103.05 | \$9.40 | \$23.12 | \$0.00 | \$135.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i> | 07/01/2020 | \$26.77 | \$6.67 | \$3.93 | \$0.16 | \$37.53 |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2020 | \$54.45 | \$13.00 | \$19.73 | \$0.00 | \$87.18 |
| | 03/01/2021 | \$55.41 | \$13.00 | \$20.01 | \$0.00 | \$88.42 |
| | 09/01/2021 | \$56.84 | \$13.00 | \$20.06 | \$0.00 | \$89.90 |
| | 03/01/2022 | \$58.04 | \$13.00 | \$20.09 | \$0.00 | \$91.13 |
| | 09/01/2022 | \$59.48 | \$13.00 | \$20.13 | \$0.00 | \$92.61 |
| | 03/01/2023 | \$60.67 | \$13.00 | \$20.17 | \$0.00 | \$93.84 |

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$21.78 | \$13.00 | \$0.65 | \$0.00 | \$35.43 |
| 2 | 40 | \$21.78 | \$13.00 | \$0.65 | \$0.00 | \$35.43 |
| 3 | 45 | \$24.50 | \$13.00 | \$14.87 | \$0.00 | \$52.37 |
| 4 | 45 | \$24.50 | \$13.00 | \$14.87 | \$0.00 | \$52.37 |
| 5 | 50 | \$27.23 | \$13.00 | \$15.31 | \$0.00 | \$55.54 |
| 6 | 55 | \$29.95 | \$13.00 | \$15.75 | \$0.00 | \$58.70 |
| 7 | 60 | \$32.67 | \$13.00 | \$16.19 | \$0.00 | \$61.86 |
| 8 | 65 | \$35.39 | \$13.00 | \$16.63 | \$0.00 | \$65.02 |
| 9 | 70 | \$38.12 | \$13.00 | \$17.07 | \$0.00 | \$68.19 |
| 10 | 75 | \$40.84 | \$13.00 | \$17.53 | \$0.00 | \$71.37 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$22.16 | \$13.00 | \$0.66 | \$0.00 | \$35.82 |
| 2 | 40 | \$22.16 | \$13.00 | \$0.66 | \$0.00 | \$35.82 |
| 3 | 45 | \$24.93 | \$13.00 | \$15.13 | \$0.00 | \$53.06 |
| 4 | 45 | \$24.93 | \$13.00 | \$15.13 | \$0.00 | \$53.06 |
| 5 | 50 | \$27.71 | \$13.00 | \$15.57 | \$0.00 | \$56.28 |
| 6 | 55 | \$30.48 | \$13.00 | \$16.01 | \$0.00 | \$59.49 |
| 7 | 60 | \$33.25 | \$13.00 | \$16.46 | \$0.00 | \$62.71 |
| 8 | 65 | \$36.02 | \$13.00 | \$16.90 | \$0.00 | \$65.92 |
| 9 | 70 | \$38.79 | \$13.00 | \$17.34 | \$0.00 | \$69.13 |
| 10 | 75 | \$41.56 | \$13.00 | \$17.80 | \$0.00 | \$72.36 |

Notes :

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

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|--|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2020 | \$61.42 | \$15.73 | \$18.41 | \$0.00 | \$95.56 |
| | 01/01/2021 | \$63.47 | \$15.88 | \$19.31 | \$0.00 | \$98.66 |
| | 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$30.71 | \$15.73 | \$0.00 | \$0.00 | \$46.44 |
| 2 | 55 | \$33.78 | \$15.73 | \$18.41 | \$0.00 | \$67.92 |
| 3 | 65 | \$39.92 | \$15.73 | \$18.41 | \$0.00 | \$74.06 |
| 4 | 70 | \$42.99 | \$15.73 | \$18.41 | \$0.00 | \$77.13 |
| 5 | 80 | \$49.14 | \$15.73 | \$18.41 | \$0.00 | \$83.28 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$31.74 | \$15.88 | \$0.00 | \$0.00 | \$47.62 |
| 2 | 55 | \$34.91 | \$15.88 | \$19.31 | \$0.00 | \$70.10 |
| 3 | 65 | \$41.26 | \$15.88 | \$19.31 | \$0.00 | \$76.45 |
| 4 | 70 | \$44.43 | \$15.88 | \$19.31 | \$0.00 | \$79.62 |
| 5 | 80 | \$50.78 | \$15.88 | \$19.31 | \$0.00 | \$85.97 |

Notes:

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2020 | \$42.99 | \$15.73 | \$18.41 | \$0.00 | \$77.13 |
| | 01/01/2021 | \$44.43 | \$15.88 | \$19.31 | \$0.00 | \$79.62 |
| | 01/01/2022 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2020 | \$45.23 | \$13.00 | \$15.70 | \$0.00 | \$73.93 |
| | 05/01/2021 | \$46.38 | \$13.00 | \$15.70 | \$0.00 | \$75.08 |
| | 11/01/2021 | \$47.38 | \$13.00 | \$15.70 | \$0.00 | \$76.08 |
| | 05/01/2022 | \$48.53 | \$13.00 | \$15.70 | \$0.00 | \$77.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2020 | \$46.74 | \$13.00 | \$15.70 | \$0.00 | \$75.44 |
| | 05/01/2021 | \$47.90 | \$13.00 | \$15.70 | \$0.00 | \$76.60 |
| | 11/01/2021 | \$48.91 | \$13.00 | \$15.70 | \$0.00 | \$77.61 |
| | 05/01/2022 | \$50.07 | \$13.00 | \$15.70 | \$0.00 | \$78.77 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2020 | \$22.73 | \$13.00 | \$15.70 | \$0.00 | \$51.43 |
| | 05/01/2021 | \$23.41 | \$13.00 | \$15.70 | \$0.00 | \$52.11 |
| | 11/01/2021 | \$24.01 | \$13.00 | \$15.70 | \$0.00 | \$52.71 |
| | 05/01/2022 | \$24.68 | \$13.00 | \$15.70 | \$0.00 | \$53.38 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i> | 09/01/2020 | \$54.45 | \$13.00 | \$19.73 | \$0.00 | \$87.18 |
| | 03/01/2021 | \$55.41 | \$13.00 | \$20.01 | \$0.00 | \$88.42 |
| | 09/01/2021 | \$56.84 | \$13.00 | \$20.06 | \$0.00 | \$89.90 |
| | 03/01/2022 | \$58.04 | \$13.00 | \$20.09 | \$0.00 | \$91.13 |
| | 09/01/2022 | \$59.48 | \$13.00 | \$20.13 | \$0.00 | \$92.61 |
| | 03/01/2023 | \$60.67 | \$13.00 | \$20.17 | \$0.00 | \$93.84 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> / COMMISSIONING <i>ELECTRICIANS</i> | 09/01/2020 | \$40.84 | \$13.00 | \$17.53 | \$0.00 | \$71.37 |
| | 03/01/2021 | \$42.11 | \$13.00 | \$17.88 | \$0.00 | \$72.99 |
| | 09/01/2021 | \$43.77 | \$13.00 | \$18.00 | \$0.00 | \$74.77 |
| | 03/01/2022 | \$45.27 | \$13.00 | \$18.12 | \$0.00 | \$76.39 |
| | 09/01/2022 | \$46.99 | \$13.00 | \$18.24 | \$0.00 | \$78.23 |
| | 03/01/2023 | \$48.54 | \$13.00 | \$18.37 | \$0.00 | \$79.91 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$40.75 | \$13.50 | \$15.70 | \$0.00 | \$69.95 |
| | 06/01/2021 | \$41.66 | \$13.50 | \$15.70 | \$0.00 | \$70.86 |
| | 12/01/2021 | \$42.61 | \$13.50 | \$15.70 | \$0.00 | \$71.81 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$24.50 | \$8.60 | \$17.32 | \$0.00 | \$50.42 |
| | 06/01/2021 | \$24.50 | \$8.60 | \$17.32 | \$0.00 | \$50.42 |
| | 12/01/2021 | \$24.50 | \$8.60 | \$17.32 | \$0.00 | \$50.42 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i> | 09/01/2020 | \$47.79 | \$9.40 | \$19.25 | \$0.00 | \$76.44 |
| | 03/01/2021 | \$48.59 | \$9.40 | \$19.25 | \$0.00 | \$77.24 |
| | 09/01/2021 | \$49.39 | \$9.40 | \$19.25 | \$0.00 | \$78.04 |
| | 03/01/2022 | \$50.19 | \$9.40 | \$19.25 | \$0.00 | \$78.84 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.90 | \$9.40 | \$1.79 | \$0.00 | \$35.09 |
| 2 | 55 | \$26.28 | \$9.40 | \$1.79 | \$0.00 | \$37.47 |
| 3 | 60 | \$28.67 | \$9.40 | \$13.88 | \$0.00 | \$51.95 |
| 4 | 65 | \$31.06 | \$9.40 | \$13.88 | \$0.00 | \$54.34 |
| 5 | 70 | \$33.45 | \$9.40 | \$15.67 | \$0.00 | \$58.52 |
| 6 | 75 | \$35.84 | \$9.40 | \$15.67 | \$0.00 | \$60.91 |
| 7 | 80 | \$38.23 | \$9.40 | \$17.46 | \$0.00 | \$65.09 |
| 8 | 85 | \$40.62 | \$9.40 | \$17.46 | \$0.00 | \$67.48 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.30 | \$9.40 | \$1.79 | \$0.00 | \$35.49 |
| 2 | 55 | \$26.72 | \$9.40 | \$1.79 | \$0.00 | \$37.91 |
| 3 | 60 | \$29.15 | \$9.40 | \$13.88 | \$0.00 | \$52.43 |
| 4 | 65 | \$31.58 | \$9.40 | \$13.88 | \$0.00 | \$54.86 |
| 5 | 70 | \$34.01 | \$9.40 | \$15.67 | \$0.00 | \$59.08 |
| 6 | 75 | \$36.44 | \$9.40 | \$15.67 | \$0.00 | \$61.51 |
| 7 | 80 | \$38.87 | \$9.40 | \$17.46 | \$0.00 | \$65.73 |
| 8 | 85 | \$41.30 | \$9.40 | \$17.46 | \$0.00 | \$68.16 |

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.70/ 3&4 \$39.20/ 5&6 \$58.52/ 7&8 \$65.09

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.98 | \$13.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.08 | \$13.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.23 | \$13.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$33.00 | \$13.50 | \$15.70 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$33.75 | \$13.50 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$34.54 | \$13.50 | \$15.70 | \$0.00 | \$63.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 07/01/2020 | \$41.01 | \$8.25 | \$22.40 | \$0.00 | \$71.66 |
| | 01/01/2021 | \$41.56 | \$8.25 | \$22.75 | \$0.00 | \$72.56 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$8.25 | \$0.00 | \$0.00 | \$28.76 |
| 2 | 55 | \$22.56 | \$8.25 | \$6.05 | \$0.00 | \$36.86 |
| 3 | 60 | \$24.61 | \$8.25 | \$6.60 | \$0.00 | \$39.46 |
| 4 | 65 | \$26.66 | \$8.25 | \$7.15 | \$0.00 | \$42.06 |
| 5 | 70 | \$28.71 | \$8.25 | \$19.10 | \$0.00 | \$56.06 |
| 6 | 75 | \$30.76 | \$8.25 | \$19.65 | \$0.00 | \$58.66 |
| 7 | 80 | \$32.81 | \$8.25 | \$20.20 | \$0.00 | \$61.26 |
| 8 | 90 | \$36.91 | \$8.25 | \$21.30 | \$0.00 | \$66.46 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.78 | \$8.25 | \$0.00 | \$0.00 | \$29.03 |
| 2 | 55 | \$22.86 | \$8.25 | \$6.16 | \$0.00 | \$37.27 |
| 3 | 60 | \$24.94 | \$8.25 | \$6.72 | \$0.00 | \$39.91 |
| 4 | 65 | \$27.01 | \$8.25 | \$7.28 | \$0.00 | \$42.54 |
| 5 | 70 | \$29.09 | \$8.25 | \$19.39 | \$0.00 | \$56.73 |
| 6 | 75 | \$31.17 | \$8.25 | \$19.95 | \$0.00 | \$59.37 |
| 7 | 80 | \$33.25 | \$8.25 | \$20.51 | \$0.00 | \$62.01 |
| 8 | 90 | \$37.40 | \$8.25 | \$21.63 | \$0.00 | \$67.28 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 12/01/2020 | \$49.98 | \$13.50 | \$15.70 | \$0.00 | \$79.18 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2021 | \$51.08 | \$13.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.23 | \$13.50 | \$15.70 | \$0.00 | \$81.43 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$27.49 | \$13.50 | \$0.00 | \$0.00 | \$40.99 |
| 2 | 60 | \$29.99 | \$13.50 | \$15.70 | \$0.00 | \$59.19 |
| 3 | 65 | \$32.49 | \$13.50 | \$15.70 | \$0.00 | \$61.69 |
| 4 | 70 | \$34.99 | \$13.50 | \$15.70 | \$0.00 | \$64.19 |
| 5 | 75 | \$37.49 | \$13.50 | \$15.70 | \$0.00 | \$66.69 |
| 6 | 80 | \$39.98 | \$13.50 | \$15.70 | \$0.00 | \$69.18 |
| 7 | 85 | \$42.48 | \$13.50 | \$15.70 | \$0.00 | \$71.68 |
| 8 | 90 | \$44.98 | \$13.50 | \$15.70 | \$0.00 | \$74.18 |

Effective Date - 06/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$28.09 | \$13.50 | \$0.00 | \$0.00 | \$41.59 |
| 2 | 60 | \$30.65 | \$13.50 | \$15.70 | \$0.00 | \$59.85 |
| 3 | 65 | \$33.20 | \$13.50 | \$15.70 | \$0.00 | \$62.40 |
| 4 | 70 | \$35.76 | \$13.50 | \$15.70 | \$0.00 | \$64.96 |
| 5 | 75 | \$38.31 | \$13.50 | \$15.70 | \$0.00 | \$67.51 |
| 6 | 80 | \$40.86 | \$13.50 | \$15.70 | \$0.00 | \$70.06 |
| 7 | 85 | \$43.42 | \$13.50 | \$15.70 | \$0.00 | \$72.62 |
| 8 | 90 | \$45.97 | \$13.50 | \$15.70 | \$0.00 | \$75.17 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A | 08/01/2020 | \$50.67 | \$13.50 | \$24.12 | \$2.65 | \$90.94 |
| | 02/01/2021 | \$52.32 | \$13.50 | \$24.12 | \$2.70 | \$92.64 |
| | 08/01/2021 | \$54.07 | \$13.50 | \$24.12 | \$2.75 | \$94.44 |
| | 02/01/2022 | \$55.82 | \$13.50 | \$24.12 | \$2.80 | \$96.24 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 | 09/01/2020 | \$54.45 | \$13.00 | \$19.73 | \$0.00 | \$87.18 |
| | 03/01/2021 | \$55.41 | \$13.00 | \$20.01 | \$0.00 | \$88.42 |
| | 09/01/2021 | \$56.84 | \$13.00 | \$20.06 | \$0.00 | \$89.90 |
| | 03/01/2022 | \$58.04 | \$13.00 | \$20.09 | \$0.00 | \$91.13 |
| | 09/01/2022 | \$59.48 | \$13.00 | \$20.13 | \$0.00 | \$92.61 |
| | 03/01/2023 | \$60.67 | \$13.00 | \$20.17 | \$0.00 | \$93.84 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A | 08/01/2020 | \$50.67 | \$13.50 | \$24.12 | \$2.65 | \$90.94 |
| | 02/01/2021 | \$52.32 | \$13.50 | \$24.12 | \$2.70 | \$92.64 |
| | 08/01/2021 | \$54.07 | \$13.50 | \$24.12 | \$2.75 | \$94.44 |
| | 02/01/2022 | \$55.82 | \$13.50 | \$24.12 | \$2.80 | \$96.24 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|--|-----------|---------|---------|---------------------------|------------|
| HVAC (TESTING AND BALANCING - WATER) <i>PIPEFITTERS LOCAL 537</i> | 09/01/2020 | \$56.44 | \$11.70 | \$20.24 | \$0.00 | \$88.38 |
| | 03/01/2021 | \$57.94 | \$11.70 | \$20.24 | \$0.00 | \$89.88 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i> | 09/01/2020 | \$56.44 | \$11.70 | \$20.24 | \$0.00 | \$88.38 |
| | 03/01/2021 | \$57.94 | \$11.70 | \$20.24 | \$0.00 | \$89.88 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.65 | \$8.60 | \$17.32 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$41.67 | \$8.60 | \$17.32 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$42.68 | \$8.60 | \$17.32 | \$0.00 | \$68.60 |
| | 06/01/2022 | \$43.68 | \$8.60 | \$17.32 | \$0.00 | \$69.60 |
| | 12/01/2022 | \$44.68 | \$8.60 | \$17.32 | \$0.00 | \$70.60 |
| | 06/01/2023 | \$45.68 | \$8.60 | \$17.32 | \$0.00 | \$71.60 |
| | 12/01/2023 | \$46.93 | \$8.60 | \$17.32 | \$0.00 | \$72.85 |
| | For apprentice rates see "Apprentice- LABORER" | | | | | |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.65 | \$8.60 | \$17.32 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$41.67 | \$8.60 | \$17.32 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$42.68 | \$8.60 | \$17.32 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2020 | \$49.00 | \$13.80 | \$17.14 | \$0.00 | \$79.94 |
| | 09/01/2021 | \$51.40 | \$13.80 | \$17.14 | \$0.00 | \$82.34 |
| | 09/01/2022 | \$53.85 | \$13.80 | \$17.14 | \$0.00 | \$84.79 |

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

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.50 | \$13.80 | \$12.42 | \$0.00 | \$50.72 |
| 2 | 60 | \$29.40 | \$13.80 | \$13.36 | \$0.00 | \$56.56 |
| 3 | 70 | \$34.30 | \$13.80 | \$14.31 | \$0.00 | \$62.41 |
| 4 | 80 | \$39.20 | \$13.80 | \$15.25 | \$0.00 | \$68.25 |

Effective Date - 09/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.70 | \$13.80 | \$12.42 | \$0.00 | \$51.92 |
| 2 | 60 | \$30.84 | \$13.80 | \$13.36 | \$0.00 | \$58.00 |
| 3 | 70 | \$35.98 | \$13.80 | \$14.31 | \$0.00 | \$64.09 |
| 4 | 80 | \$41.12 | \$13.80 | \$15.25 | \$0.00 | \$70.17 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i> | 09/16/2020 | \$48.66 | \$8.10 | \$25.10 | \$0.00 | \$81.86 |
|---|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$29.20 | \$8.10 | \$25.10 | \$0.00 | \$62.40 |
| 2 | 70 | \$34.06 | \$8.10 | \$25.10 | \$0.00 | \$67.26 |
| 3 | 75 | \$36.50 | \$8.10 | \$25.10 | \$0.00 | \$69.70 |
| 4 | 80 | \$38.93 | \$8.10 | \$25.10 | \$0.00 | \$72.13 |
| 5 | 85 | \$41.36 | \$8.10 | \$25.10 | \$0.00 | \$74.56 |
| 6 | 90 | \$43.79 | \$8.10 | \$25.10 | \$0.00 | \$76.99 |

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| <i>LABORERS - ZONE 1</i> | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------|------------|---------|--------|---------|--------|---------|
| LABORER | 12/01/2020 | \$39.90 | \$8.60 | \$17.32 | \$0.00 | \$65.82 |
| <i>LABORERS - ZONE 1</i> | 06/01/2021 | \$40.92 | \$8.60 | \$17.32 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.32 | \$0.00 | \$67.85 |
| | 06/01/2022 | \$42.93 | \$8.60 | \$17.32 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.93 | \$8.60 | \$17.32 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.93 | \$8.60 | \$17.32 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$46.18 | \$8.60 | \$17.32 | \$0.00 | \$72.10 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 1

Effective Date - 12/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$23.94 | \$8.60 | \$17.32 | \$0.00 | \$49.86 |
| 2 | 70 | \$27.93 | \$8.60 | \$17.32 | \$0.00 | \$53.85 |
| 3 | 80 | \$31.92 | \$8.60 | \$17.32 | \$0.00 | \$57.84 |
| 4 | 90 | \$35.91 | \$8.60 | \$17.32 | \$0.00 | \$61.83 |

Effective Date - 06/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$24.55 | \$8.60 | \$17.32 | \$0.00 | \$50.47 |
| 2 | 70 | \$28.64 | \$8.60 | \$17.32 | \$0.00 | \$54.56 |
| 3 | 80 | \$32.74 | \$8.60 | \$17.32 | \$0.00 | \$58.66 |
| 4 | 90 | \$36.83 | \$8.60 | \$17.32 | \$0.00 | \$62.75 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER (HEAVY & HIGHWAY) | 12/01/2020 | \$39.90 | \$8.60 | \$17.32 | \$0.00 | \$65.82 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 06/01/2021 | \$40.92 | \$8.60 | \$17.32 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.32 | \$0.00 | \$67.85 |

Apprentice - LABORER (Heavy & Highway) - Zone 1

Effective Date - 12/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$23.94 | \$8.60 | \$17.32 | \$0.00 | \$49.86 |
| 2 | 70 | \$27.93 | \$8.60 | \$17.32 | \$0.00 | \$53.85 |
| 3 | 80 | \$31.92 | \$8.60 | \$17.32 | \$0.00 | \$57.84 |
| 4 | 90 | \$35.91 | \$8.60 | \$17.32 | \$0.00 | \$61.83 |

Effective Date - 06/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$24.55 | \$8.60 | \$17.32 | \$0.00 | \$50.47 |
| 2 | 70 | \$28.64 | \$8.60 | \$17.32 | \$0.00 | \$54.56 |
| 3 | 80 | \$32.74 | \$8.60 | \$17.32 | \$0.00 | \$58.66 |
| 4 | 90 | \$36.83 | \$8.60 | \$17.32 | \$0.00 | \$62.75 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$39.90 | \$8.60 | \$17.32 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$40.92 | \$8.60 | \$17.32 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.32 | \$0.00 | \$67.85 |
| | 06/01/2022 | \$42.93 | \$8.60 | \$17.32 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.93 | \$8.60 | \$17.32 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.93 | \$8.60 | \$17.32 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$46.18 | \$8.60 | \$17.32 | \$0.00 | \$72.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$39.90 | \$8.60 | \$17.32 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$40.92 | \$8.60 | \$17.32 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.32 | \$0.00 | \$67.85 |
| | 06/01/2022 | \$42.93 | \$8.60 | \$17.32 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.93 | \$8.60 | \$17.32 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.93 | \$8.60 | \$17.32 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$46.18 | \$8.60 | \$17.32 | \$0.00 | \$72.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.05 | \$8.60 | \$17.32 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$41.07 | \$8.60 | \$17.32 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$42.08 | \$8.60 | \$17.32 | \$0.00 | \$68.00 |
| | 06/01/2022 | \$43.08 | \$8.60 | \$17.32 | \$0.00 | \$69.00 |
| | 12/01/2022 | \$44.08 | \$8.60 | \$17.32 | \$0.00 | \$70.00 |
| | 06/01/2023 | \$45.08 | \$8.60 | \$17.32 | \$0.00 | \$71.00 |
| | 12/01/2023 | \$46.33 | \$8.60 | \$17.32 | \$0.00 | \$72.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 06/01/2024 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$39.90 | \$8.60 | \$17.32 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$40.92 | \$8.60 | \$17.32 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.32 | \$0.00 | \$67.85 |
| | 06/01/2022 | \$42.93 | \$8.60 | \$17.32 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.93 | \$8.60 | \$17.32 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.93 | \$8.60 | \$17.32 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$46.18 | \$8.60 | \$17.32 | \$0.00 | \$72.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$39.90 | \$8.60 | \$17.32 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$40.92 | \$8.60 | \$17.32 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.32 | \$0.00 | \$67.85 |
| | 06/01/2022 | \$42.93 | \$8.60 | \$17.32 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.93 | \$8.60 | \$17.32 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.93 | \$8.60 | \$17.32 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$46.18 | \$8.60 | \$17.32 | \$0.00 | \$72.10 |
| This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2020 | \$42.57 | \$10.75 | \$20.27 | \$0.00 | \$73.59 |
| | 02/01/2021 | \$43.08 | \$10.75 | \$20.27 | \$0.00 | \$74.10 |
| | 08/01/2021 | \$44.20 | \$10.75 | \$20.43 | \$0.00 | \$75.38 |
| | 02/01/2022 | \$44.67 | \$10.75 | \$20.43 | \$0.00 | \$75.85 |

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

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.29 | \$10.75 | \$20.27 | \$0.00 | \$52.31 |
| 2 | 60 | \$25.54 | \$10.75 | \$20.27 | \$0.00 | \$56.56 |
| 3 | 70 | \$29.80 | \$10.75 | \$20.27 | \$0.00 | \$60.82 |
| 4 | 80 | \$34.06 | \$10.75 | \$20.27 | \$0.00 | \$65.08 |
| 5 | 90 | \$38.31 | \$10.75 | \$20.27 | \$0.00 | \$69.33 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.54 | \$10.75 | \$20.27 | \$0.00 | \$52.56 |
| 2 | 60 | \$25.85 | \$10.75 | \$20.27 | \$0.00 | \$56.87 |
| 3 | 70 | \$30.16 | \$10.75 | \$20.27 | \$0.00 | \$61.18 |
| 4 | 80 | \$34.46 | \$10.75 | \$20.27 | \$0.00 | \$65.48 |
| 5 | 90 | \$38.77 | \$10.75 | \$20.27 | \$0.00 | \$69.79 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2020 | \$55.77 | \$10.75 | \$22.08 | \$0.00 | \$88.60 |
| | 02/01/2021 | \$56.41 | \$10.75 | \$22.08 | \$0.00 | \$89.24 |
| | 08/01/2021 | \$57.81 | \$10.75 | \$22.24 | \$0.00 | \$90.80 |
| | 02/01/2022 | \$58.38 | \$10.75 | \$22.24 | \$0.00 | \$91.37 |

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

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.89 | \$10.75 | \$22.08 | \$0.00 | \$60.72 |
| 2 | 60 | \$33.46 | \$10.75 | \$22.08 | \$0.00 | \$66.29 |
| 3 | 70 | \$39.04 | \$10.75 | \$22.08 | \$0.00 | \$71.87 |
| 4 | 80 | \$44.62 | \$10.75 | \$22.08 | \$0.00 | \$77.45 |
| 5 | 90 | \$50.19 | \$10.75 | \$22.08 | \$0.00 | \$83.02 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$28.21 | \$10.75 | \$22.08 | \$0.00 | \$61.04 |
| 2 | 60 | \$33.85 | \$10.75 | \$22.08 | \$0.00 | \$66.68 |
| 3 | 70 | \$39.49 | \$10.75 | \$22.08 | \$0.00 | \$72.32 |
| 4 | 80 | \$45.13 | \$10.75 | \$22.08 | \$0.00 | \$77.96 |
| 5 | 90 | \$50.77 | \$10.75 | \$22.08 | \$0.00 | \$83.60 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 04/06/2020 | \$42.32 | \$9.40 | \$20.45 | \$0.00 | \$72.17 |
| | 01/04/2021 | \$44.07 | \$9.40 | \$20.45 | \$0.00 | \$73.92 |
| | 01/03/2022 | \$45.82 | \$9.40 | \$20.45 | \$0.00 | \$75.67 |
| | 01/02/2023 | \$47.57 | \$9.40 | \$20.45 | \$0.00 | \$77.42 |

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/06/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$23.28 | \$9.40 | \$5.58 | \$0.00 | \$38.26 |
| 2 | 65 | \$27.51 | \$9.40 | \$16.90 | \$0.00 | \$53.81 |
| 3 | 75 | \$31.74 | \$9.40 | \$17.92 | \$0.00 | \$59.06 |
| 4 | 85 | \$35.97 | \$9.40 | \$18.93 | \$0.00 | \$64.30 |

Effective Date - 01/04/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$24.24 | \$9.40 | \$5.58 | \$0.00 | \$39.22 |
| 2 | 65 | \$28.65 | \$9.40 | \$16.90 | \$0.00 | \$54.95 |
| 3 | 75 | \$33.05 | \$9.40 | \$17.92 | \$0.00 | \$60.37 |
| 4 | 85 | \$37.46 | \$9.40 | \$18.93 | \$0.00 | \$65.79 |

Notes: Step 1&2 Appr. indentured after 1/1/2020 receive no pension, but do receive annuity. (Step 1 \$5.58, Step 2 \$6.50)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER LABORERS - ZONE 1 | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 12/01/2020 | \$23.20 | \$13.50 | \$15.70 | \$0.00 | \$52.40 |
| | 06/01/2021 | \$23.75 | \$13.50 | \$15.70 | \$0.00 | \$52.95 |
| | 12/01/2021 | \$24.33 | \$13.50 | \$15.70 | \$0.00 | \$53.53 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 12/01/2020 | \$27.97 | \$13.50 | \$15.70 | \$0.00 | \$57.17 |
| | 06/01/2021 | \$28.61 | \$13.50 | \$15.70 | \$0.00 | \$57.81 |
| | 12/01/2021 | \$29.29 | \$13.50 | \$15.70 | \$0.00 | \$58.49 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2 | 07/01/2020 | \$51.51 | \$8.25 | \$22.40 | \$0.00 | \$82.16 |
| | 01/01/2021 | \$52.06 | \$8.25 | \$22.75 | \$0.00 | \$83.06 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.76 | \$8.25 | \$0.00 | \$0.00 | \$34.01 |
| 2 | 55 | \$28.33 | \$8.25 | \$6.05 | \$0.00 | \$42.63 |
| 3 | 60 | \$30.91 | \$8.25 | \$6.60 | \$0.00 | \$45.76 |
| 4 | 65 | \$33.48 | \$8.25 | \$7.15 | \$0.00 | \$48.88 |
| 5 | 70 | \$36.06 | \$8.25 | \$19.10 | \$0.00 | \$63.41 |
| 6 | 75 | \$38.63 | \$8.25 | \$19.65 | \$0.00 | \$66.53 |
| 7 | 80 | \$41.21 | \$8.25 | \$20.20 | \$0.00 | \$69.66 |
| 8 | 90 | \$46.36 | \$8.25 | \$21.30 | \$0.00 | \$75.91 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.03 | \$8.25 | \$0.00 | \$0.00 | \$34.28 |
| 2 | 55 | \$28.63 | \$8.25 | \$6.16 | \$0.00 | \$43.04 |
| 3 | 60 | \$31.24 | \$8.25 | \$6.72 | \$0.00 | \$46.21 |
| 4 | 65 | \$33.84 | \$8.25 | \$7.28 | \$0.00 | \$49.37 |
| 5 | 70 | \$36.44 | \$8.25 | \$19.39 | \$0.00 | \$64.08 |
| 6 | 75 | \$39.05 | \$8.25 | \$19.95 | \$0.00 | \$67.25 |
| 7 | 80 | \$41.65 | \$8.25 | \$20.51 | \$0.00 | \$70.41 |
| 8 | 90 | \$46.85 | \$8.25 | \$21.63 | \$0.00 | \$76.73 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 07/01/2020 | \$41.21 | \$8.25 | \$22.40 | \$0.00 | \$71.86 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 01/01/2021 | \$42.96 | \$8.25 | \$22.75 | \$0.00 | \$73.96 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.61 | \$8.25 | \$0.00 | \$0.00 | \$28.86 |
| 2 | 55 | \$22.67 | \$8.25 | \$6.05 | \$0.00 | \$36.97 |
| 3 | 60 | \$24.73 | \$8.25 | \$6.60 | \$0.00 | \$39.58 |
| 4 | 65 | \$26.79 | \$8.25 | \$7.15 | \$0.00 | \$42.19 |
| 5 | 70 | \$28.85 | \$8.25 | \$19.10 | \$0.00 | \$56.20 |
| 6 | 75 | \$30.91 | \$8.25 | \$19.65 | \$0.00 | \$58.81 |
| 7 | 80 | \$32.97 | \$8.25 | \$20.20 | \$0.00 | \$61.42 |
| 8 | 90 | \$37.09 | \$8.25 | \$21.30 | \$0.00 | \$66.64 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.48 | \$8.25 | \$0.00 | \$0.00 | \$29.73 |
| 2 | 55 | \$23.63 | \$8.25 | \$6.16 | \$0.00 | \$38.04 |
| 3 | 60 | \$25.78 | \$8.25 | \$6.72 | \$0.00 | \$40.75 |
| 4 | 65 | \$27.92 | \$8.25 | \$7.28 | \$0.00 | \$43.45 |
| 5 | 70 | \$30.07 | \$8.25 | \$19.39 | \$0.00 | \$57.71 |
| 6 | 75 | \$32.22 | \$8.25 | \$19.95 | \$0.00 | \$60.42 |
| 7 | 80 | \$34.37 | \$8.25 | \$20.51 | \$0.00 | \$63.13 |
| 8 | 90 | \$38.66 | \$8.25 | \$21.63 | \$0.00 | \$68.54 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 07/01/2020 | \$40.47 | \$8.25 | \$22.40 | \$0.00 | \$71.12 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2021 | \$41.02 | \$8.25 | \$22.75 | \$0.00 | \$72.02 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.24 | \$8.25 | \$0.00 | \$0.00 | \$28.49 |
| 2 | 55 | \$22.26 | \$8.25 | \$6.05 | \$0.00 | \$36.56 |
| 3 | 60 | \$24.28 | \$8.25 | \$6.60 | \$0.00 | \$39.13 |
| 4 | 65 | \$26.31 | \$8.25 | \$7.15 | \$0.00 | \$41.71 |
| 5 | 70 | \$28.33 | \$8.25 | \$19.10 | \$0.00 | \$55.68 |
| 6 | 75 | \$30.35 | \$8.25 | \$19.65 | \$0.00 | \$58.25 |
| 7 | 80 | \$32.38 | \$8.25 | \$20.20 | \$0.00 | \$60.83 |
| 8 | 90 | \$36.42 | \$8.25 | \$21.30 | \$0.00 | \$65.97 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$8.25 | \$0.00 | \$0.00 | \$28.76 |
| 2 | 55 | \$22.56 | \$8.25 | \$6.16 | \$0.00 | \$36.97 |
| 3 | 60 | \$24.61 | \$8.25 | \$6.72 | \$0.00 | \$39.58 |
| 4 | 65 | \$26.66 | \$8.25 | \$7.28 | \$0.00 | \$42.19 |
| 5 | 70 | \$28.71 | \$8.25 | \$19.39 | \$0.00 | \$56.35 |
| 6 | 75 | \$30.77 | \$8.25 | \$19.95 | \$0.00 | \$58.97 |
| 7 | 80 | \$32.82 | \$8.25 | \$20.51 | \$0.00 | \$61.58 |
| 8 | 90 | \$36.92 | \$8.25 | \$21.63 | \$0.00 | \$66.80 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 07/01/2020 | \$41.01 | \$8.25 | \$22.40 | \$0.00 | \$71.66 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 01/01/2021 | \$41.56 | \$8.25 | \$22.75 | \$0.00 | \$72.56 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$8.25 | \$0.00 | \$0.00 | \$28.76 |
| 2 | 55 | \$22.56 | \$8.25 | \$6.05 | \$0.00 | \$36.86 |
| 3 | 60 | \$24.61 | \$8.25 | \$6.60 | \$0.00 | \$39.46 |
| 4 | 65 | \$26.66 | \$8.25 | \$7.15 | \$0.00 | \$42.06 |
| 5 | 70 | \$28.71 | \$8.25 | \$19.10 | \$0.00 | \$56.06 |
| 6 | 75 | \$30.76 | \$8.25 | \$19.65 | \$0.00 | \$58.66 |
| 7 | 80 | \$32.81 | \$8.25 | \$20.20 | \$0.00 | \$61.26 |
| 8 | 90 | \$36.91 | \$8.25 | \$21.30 | \$0.00 | \$66.46 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.78 | \$8.25 | \$0.00 | \$0.00 | \$29.03 |
| 2 | 55 | \$22.86 | \$8.25 | \$6.16 | \$0.00 | \$37.27 |
| 3 | 60 | \$24.94 | \$8.25 | \$6.72 | \$0.00 | \$39.91 |
| 4 | 65 | \$27.01 | \$8.25 | \$7.28 | \$0.00 | \$42.54 |
| 5 | 70 | \$29.09 | \$8.25 | \$19.39 | \$0.00 | \$56.73 |
| 6 | 75 | \$31.17 | \$8.25 | \$19.95 | \$0.00 | \$59.37 |
| 7 | 80 | \$33.25 | \$8.25 | \$20.51 | \$0.00 | \$62.01 |
| 8 | 90 | \$37.40 | \$8.25 | \$21.63 | \$0.00 | \$67.28 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 07/01/2020 | \$39.07 | \$8.25 | \$22.40 | \$0.00 | \$69.72 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2021 | \$39.62 | \$8.25 | \$22.75 | \$0.00 | \$70.62 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.54 | \$8.25 | \$0.00 | \$0.00 | \$27.79 |
| 2 | 55 | \$21.49 | \$8.25 | \$6.05 | \$0.00 | \$35.79 |
| 3 | 60 | \$23.44 | \$8.25 | \$6.60 | \$0.00 | \$38.29 |
| 4 | 65 | \$25.40 | \$8.25 | \$7.15 | \$0.00 | \$40.80 |
| 5 | 70 | \$27.35 | \$8.25 | \$19.10 | \$0.00 | \$54.70 |
| 6 | 75 | \$29.30 | \$8.25 | \$19.65 | \$0.00 | \$57.20 |
| 7 | 80 | \$31.26 | \$8.25 | \$20.20 | \$0.00 | \$59.71 |
| 8 | 90 | \$35.16 | \$8.25 | \$21.30 | \$0.00 | \$64.71 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.81 | \$8.25 | \$0.00 | \$0.00 | \$28.06 |
| 2 | 55 | \$21.79 | \$8.25 | \$6.16 | \$0.00 | \$36.20 |
| 3 | 60 | \$23.77 | \$8.25 | \$6.72 | \$0.00 | \$38.74 |
| 4 | 65 | \$25.75 | \$8.25 | \$7.28 | \$0.00 | \$41.28 |
| 5 | 70 | \$27.73 | \$8.25 | \$19.39 | \$0.00 | \$55.37 |
| 6 | 75 | \$29.72 | \$8.25 | \$19.95 | \$0.00 | \$57.92 |
| 7 | 80 | \$31.70 | \$8.25 | \$20.51 | \$0.00 | \$60.46 |
| 8 | 90 | \$35.66 | \$8.25 | \$21.63 | \$0.00 | \$65.54 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 12/01/2020 | \$39.90 | \$8.60 | \$17.32 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$40.92 | \$8.60 | \$17.32 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.32 | \$0.00 | \$67.85 |

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2020 | \$36.08 | \$12.91 | \$14.82 | \$0.00 | \$63.81 |
| | 06/01/2021 | \$36.88 | \$12.91 | \$14.82 | \$0.00 | \$64.61 |
| | 08/01/2021 | \$36.88 | \$13.41 | \$14.82 | \$0.00 | \$65.11 |
| | 12/01/2021 | \$36.88 | \$13.41 | \$16.01 | \$0.00 | \$66.30 |

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- PILE DRIVER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |
|--|------------|---------|--------|---------|--------|---------|

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.54 | \$9.40 | \$23.12 | \$0.00 | \$57.06 |
| 2 | 60 | \$29.44 | \$9.40 | \$23.12 | \$0.00 | \$61.96 |
| 3 | 70 | \$34.35 | \$9.40 | \$23.12 | \$0.00 | \$66.87 |
| 4 | 75 | \$36.80 | \$9.40 | \$23.12 | \$0.00 | \$69.32 |
| 5 | 80 | \$39.26 | \$9.40 | \$23.12 | \$0.00 | \$71.78 |
| 6 | 80 | \$39.26 | \$9.40 | \$23.12 | \$0.00 | \$71.78 |
| 7 | 90 | \$44.16 | \$9.40 | \$23.12 | \$0.00 | \$76.68 |
| 8 | 90 | \$44.16 | \$9.40 | \$23.12 | \$0.00 | \$76.68 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--------------------------|------------|---------|---------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER | 09/01/2020 | \$56.44 | \$11.70 | \$20.24 | \$0.00 | \$88.38 |
| PIPEFITTERS LOCAL 537 | 03/01/2021 | \$57.94 | \$11.70 | \$20.24 | \$0.00 | \$89.88 |

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$22.58 | \$11.70 | \$8.25 | \$0.00 | \$42.53 |
| 2 | 45 | \$25.40 | \$11.70 | \$20.24 | \$0.00 | \$57.34 |
| 3 | 60 | \$33.86 | \$11.70 | \$20.24 | \$0.00 | \$65.80 |
| 4 | 70 | \$39.51 | \$11.70 | \$20.24 | \$0.00 | \$71.45 |
| 5 | 80 | \$45.15 | \$11.70 | \$20.24 | \$0.00 | \$77.09 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$23.18 | \$11.70 | \$8.25 | \$0.00 | \$43.13 |
| 2 | 45 | \$26.07 | \$11.70 | \$20.24 | \$0.00 | \$58.01 |
| 3 | 60 | \$34.76 | \$11.70 | \$20.24 | \$0.00 | \$66.70 |
| 4 | 70 | \$40.56 | \$11.70 | \$20.24 | \$0.00 | \$72.50 |
| 5 | 80 | \$46.35 | \$11.70 | \$20.24 | \$0.00 | \$78.29 |

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:**

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| PIPELAYER <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 09/01/2020 | \$58.69 | \$13.57 | \$17.26 | \$0.00 | \$89.52 |
| | 03/01/2021 | \$60.19 | \$13.57 | \$17.26 | \$0.00 | \$91.02 |

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$20.54 | \$13.57 | \$6.24 | \$0.00 | \$40.35 |
| 2 | 40 | \$23.48 | \$13.57 | \$7.08 | \$0.00 | \$44.13 |
| 3 | 55 | \$32.28 | \$13.57 | \$9.63 | \$0.00 | \$55.48 |
| 4 | 65 | \$38.15 | \$13.57 | \$11.33 | \$0.00 | \$63.05 |
| 5 | 75 | \$44.02 | \$13.57 | \$13.03 | \$0.00 | \$70.62 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$21.07 | \$13.57 | \$6.24 | \$0.00 | \$40.88 |
| 2 | 40 | \$24.08 | \$13.57 | \$7.08 | \$0.00 | \$44.73 |
| 3 | 55 | \$33.10 | \$13.57 | \$9.63 | \$0.00 | \$56.30 |
| 4 | 65 | \$39.12 | \$13.57 | \$11.33 | \$0.00 | \$64.02 |
| 5 | 75 | \$45.14 | \$13.57 | \$13.03 | \$0.00 | \$71.74 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$66.82, Step5 with lic\$74.39

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i> | 09/01/2020 | \$56.44 | \$11.70 | \$20.24 | \$0.00 | \$88.38 |
| | 03/01/2021 | \$57.94 | \$11.70 | \$20.24 | \$0.00 | \$89.88 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| POWDERMAN & BLASTER | 12/01/2020 | \$40.90 | \$8.60 | \$17.32 | \$0.00 | \$66.82 |
| <i>LABORERS - ZONE 1</i> | 06/01/2021 | \$41.92 | \$8.60 | \$17.32 | \$0.00 | \$67.84 |
| | 12/01/2021 | \$42.93 | \$8.60 | \$17.32 | \$0.00 | \$68.85 |
| | 06/01/2022 | \$43.93 | \$8.60 | \$17.32 | \$0.00 | \$69.85 |
| | 12/01/2022 | \$44.93 | \$8.60 | \$17.32 | \$0.00 | \$70.85 |
| | 06/01/2023 | \$45.93 | \$8.60 | \$17.32 | \$0.00 | \$71.85 |
| | 12/01/2023 | \$47.18 | \$8.60 | \$17.32 | \$0.00 | \$73.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) | 12/01/2020 | \$40.90 | \$8.60 | \$17.32 | \$0.00 | \$66.82 |
| <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 06/01/2021 | \$41.92 | \$8.60 | \$17.32 | \$0.00 | \$67.84 |
| | 12/01/2021 | \$42.93 | \$8.60 | \$17.32 | \$0.00 | \$68.85 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE | 12/01/2020 | \$49.98 | \$13.50 | \$15.70 | \$0.00 | \$79.18 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2021 | \$51.08 | \$13.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.23 | \$13.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) | 12/01/2020 | \$49.98 | \$13.50 | \$15.70 | \$0.00 | \$79.18 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2021 | \$51.08 | \$13.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.23 | \$13.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) | 12/01/2020 | \$33.00 | \$13.50 | \$15.70 | \$0.00 | \$62.20 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2021 | \$33.75 | \$13.50 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$34.54 | \$13.50 | \$15.70 | \$0.00 | \$63.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY MIX CONCRETE DRIVERS after 4/30/12 | 08/01/2020 | \$27.90 | \$10.91 | \$14.12 | \$0.00 | \$52.93 |
| (Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Metro) - Aggregate</i> | 05/01/2021 | \$29.15 | \$10.91 | \$15.25 | \$0.00 | \$55.31 |
| | 08/01/2021 | \$29.15 | \$11.41 | \$15.25 | \$0.00 | \$55.81 |
| | 05/01/2022 | \$30.40 | \$11.41 | \$15.25 | \$0.00 | \$57.06 |
| | 08/01/2022 | \$30.40 | \$11.91 | \$15.25 | \$0.00 | \$57.56 |
| READY-MIX CONCRETE DRIVER | 08/01/2020 | \$32.91 | \$10.91 | \$14.12 | \$0.00 | \$57.94 |
| <i>TEAMSTERS 25 (Metro) - Aggregate</i> | 05/01/2021 | \$33.66 | \$10.91 | \$15.25 | \$0.00 | \$59.82 |
| | 08/01/2021 | \$33.66 | \$11.41 | \$15.25 | \$0.00 | \$60.32 |
| | 05/01/2022 | \$34.41 | \$11.41 | \$15.25 | \$0.00 | \$61.07 |
| | 08/01/2022 | \$34.41 | \$11.91 | \$15.25 | \$0.00 | \$61.57 |
| RECLAIMERS | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i> | 08/01/2020 | \$46.60 | \$11.75 | \$16.15 | \$0.00 | \$74.50 |
| | 02/01/2021 | \$48.03 | \$11.75 | \$16.15 | \$0.00 | \$75.93 |
| | 08/01/2021 | \$49.46 | \$11.75 | \$16.15 | \$0.00 | \$77.36 |
| | 02/01/2022 | \$50.89 | \$11.75 | \$16.15 | \$0.00 | \$78.79 |

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.30 | \$11.75 | \$3.81 | \$0.00 | \$38.86 |
| 2 | 60 | \$27.96 | \$11.75 | \$16.15 | \$0.00 | \$55.86 |
| 3 | 65 | \$30.29 | \$11.75 | \$16.15 | \$0.00 | \$58.19 |
| 4 | 75 | \$34.95 | \$11.75 | \$16.15 | \$0.00 | \$62.85 |
| 5 | 85 | \$39.61 | \$11.75 | \$16.15 | \$0.00 | \$67.51 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.02 | \$11.75 | \$3.81 | \$0.00 | \$39.58 |
| 2 | 60 | \$28.82 | \$11.75 | \$16.15 | \$0.00 | \$56.72 |
| 3 | 65 | \$31.22 | \$11.75 | \$16.15 | \$0.00 | \$59.12 |
| 4 | 75 | \$36.02 | \$11.75 | \$16.15 | \$0.00 | \$63.92 |
| 5 | 85 | \$40.83 | \$11.75 | \$16.15 | \$0.00 | \$68.73 |

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 <i>ROOFERS LOCAL 33</i> | 08/01/2020 | \$46.85 | \$11.75 | \$16.15 | \$0.00 | \$74.75 |
| | 02/01/2021 | \$48.28 | \$11.75 | \$16.15 | \$0.00 | \$76.18 |
| | 08/01/2021 | \$49.71 | \$11.75 | \$16.15 | \$0.00 | \$77.61 |
| | 02/01/2022 | \$51.14 | \$11.75 | \$16.15 | \$0.00 | \$79.04 |

For apprentice rates see "Apprentice- ROOFER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 08/01/2020 | \$50.67 | \$13.50 | \$24.12 | \$2.65 | \$90.94 |
| | 02/01/2021 | \$52.32 | \$13.50 | \$24.12 | \$2.70 | \$92.64 |
| | 08/01/2021 | \$54.07 | \$13.50 | \$24.12 | \$2.75 | \$94.44 |
| | 02/01/2022 | \$55.82 | \$13.50 | \$24.12 | \$2.80 | \$96.24 |

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 42 | \$21.28 | \$13.50 | \$5.89 | \$0.00 | \$40.67 |
| 2 | 42 | \$21.28 | \$13.50 | \$5.89 | \$0.00 | \$40.67 |
| 3 | 47 | \$23.81 | \$13.50 | \$11.13 | \$1.45 | \$49.89 |
| 4 | 47 | \$23.81 | \$13.50 | \$11.13 | \$1.45 | \$49.89 |
| 5 | 52 | \$26.35 | \$13.50 | \$12.08 | \$1.56 | \$53.49 |
| 6 | 52 | \$26.35 | \$13.50 | \$12.33 | \$1.57 | \$53.75 |
| 7 | 60 | \$30.40 | \$13.50 | \$13.70 | \$1.73 | \$59.33 |
| 8 | 65 | \$32.94 | \$13.50 | \$15.15 | \$1.83 | \$63.42 |
| 9 | 75 | \$38.00 | \$13.50 | \$16.56 | \$2.04 | \$70.10 |
| 10 | 85 | \$43.07 | \$13.50 | \$17.96 | \$2.24 | \$76.77 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 42 | \$21.97 | \$13.50 | \$5.89 | \$0.00 | \$41.36 |
| 2 | 42 | \$21.97 | \$13.50 | \$5.89 | \$0.00 | \$41.36 |
| 3 | 47 | \$24.59 | \$13.50 | \$11.13 | \$1.48 | \$50.70 |
| 4 | 47 | \$24.59 | \$13.50 | \$11.13 | \$1.48 | \$50.70 |
| 5 | 52 | \$27.21 | \$13.50 | \$12.08 | \$1.58 | \$54.37 |
| 6 | 52 | \$27.21 | \$13.50 | \$12.33 | \$1.59 | \$54.63 |
| 7 | 60 | \$31.39 | \$13.50 | \$13.70 | \$1.76 | \$60.35 |
| 8 | 65 | \$34.01 | \$13.50 | \$15.15 | \$1.88 | \$64.54 |
| 9 | 75 | \$39.24 | \$13.50 | \$16.56 | \$2.08 | \$71.38 |
| 10 | 85 | \$44.47 | \$13.50 | \$17.96 | \$2.28 | \$78.21 |

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2020 | \$36.54 | \$12.91 | \$14.82 | \$0.00 | \$64.27 |
| | 06/01/2021 | \$37.34 | \$12.91 | \$14.82 | \$0.00 | \$65.07 |
| | 08/01/2021 | \$37.34 | \$13.41 | \$14.82 | \$0.00 | \$65.57 |
| | 12/01/2021 | \$37.34 | \$13.41 | \$16.01 | \$0.00 | \$66.76 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2020 | \$36.83 | \$12.91 | \$14.82 | \$0.00 | \$64.56 |
| | 06/01/2021 | \$37.63 | \$12.91 | \$14.82 | \$0.00 | \$65.36 |
| | 08/01/2021 | \$37.63 | \$13.41 | \$14.82 | \$0.00 | \$65.86 |
| | 12/01/2021 | \$37.63 | \$13.41 | \$16.01 | \$0.00 | \$67.05 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| SPRINKLER FITTER | 10/01/2020 | \$61.97 | \$9.68 | \$20.55 | \$0.00 | \$92.20 |
| <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i> | 01/01/2021 | \$61.45 | \$10.00 | \$20.75 | \$0.00 | \$92.20 |
| | 03/01/2021 | \$63.47 | \$10.00 | \$20.75 | \$0.00 | \$94.22 |

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

Effective Date - 10/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$21.69 | \$10.00 | \$11.81 | \$0.00 | \$43.50 |
| 2 | 40 | \$24.79 | \$10.00 | \$12.50 | \$0.00 | \$47.29 |
| 3 | 45 | \$27.89 | \$10.00 | \$13.19 | \$0.00 | \$51.08 |
| 4 | 50 | \$30.99 | \$10.00 | \$13.93 | \$0.00 | \$54.92 |
| 5 | 55 | \$34.08 | \$10.00 | \$14.56 | \$0.00 | \$58.64 |
| 6 | 60 | \$37.18 | \$10.00 | \$15.25 | \$0.00 | \$62.43 |
| 7 | 65 | \$40.28 | \$10.00 | \$15.94 | \$0.00 | \$66.22 |
| 8 | 70 | \$43.38 | \$10.00 | \$16.63 | \$0.00 | \$70.01 |
| 9 | 75 | \$46.48 | \$10.00 | \$17.31 | \$0.00 | \$73.79 |
| 10 | 80 | \$49.58 | \$10.00 | \$18.00 | \$0.00 | \$77.58 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$22.21 | \$10.00 | \$11.81 | \$0.00 | \$44.02 |
| 2 | 40 | \$25.39 | \$10.00 | \$12.50 | \$0.00 | \$47.89 |
| 3 | 45 | \$28.56 | \$10.00 | \$13.19 | \$0.00 | \$51.75 |
| 4 | 50 | \$31.74 | \$10.00 | \$13.93 | \$0.00 | \$55.67 |
| 5 | 55 | \$34.91 | \$10.00 | \$14.56 | \$0.00 | \$59.47 |
| 6 | 60 | \$38.08 | \$10.00 | \$15.25 | \$0.00 | \$63.33 |
| 7 | 65 | \$41.26 | \$10.00 | \$15.94 | \$0.00 | \$67.20 |
| 8 | 70 | \$44.43 | \$10.00 | \$16.63 | \$0.00 | \$71.06 |
| 9 | 75 | \$47.60 | \$10.00 | \$17.31 | \$0.00 | \$74.91 |
| 10 | 80 | \$50.78 | \$10.00 | \$18.00 | \$0.00 | \$78.78 |

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 | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2020 | \$40.84 | \$13.00 | \$17.53 | \$0.00 | \$71.37 |
| | 03/01/2021 | \$42.11 | \$13.00 | \$17.88 | \$0.00 | \$72.99 |
| | 09/01/2021 | \$43.77 | \$13.00 | \$18.00 | \$0.00 | \$74.77 |
| | 03/01/2022 | \$45.27 | \$13.00 | \$18.12 | \$0.00 | \$76.39 |
| | 09/01/2022 | \$46.99 | \$13.00 | \$18.24 | \$0.00 | \$78.23 |
| | 03/01/2023 | \$48.54 | \$13.00 | \$18.37 | \$0.00 | \$79.91 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 45 | \$18.38 | \$13.00 | \$0.55 | \$0.00 | \$31.93 |
| 2 | 45 | \$18.38 | \$13.00 | \$0.55 | \$0.00 | \$31.93 |
| 3 | 50 | \$20.42 | \$13.00 | \$14.20 | \$0.00 | \$47.62 |
| 4 | 50 | \$20.42 | \$13.00 | \$14.20 | \$0.00 | \$47.62 |
| 5 | 55 | \$22.46 | \$13.00 | \$14.53 | \$0.00 | \$49.99 |
| 6 | 60 | \$24.50 | \$13.00 | \$14.87 | \$0.00 | \$52.37 |
| 7 | 65 | \$26.55 | \$13.00 | \$15.20 | \$0.00 | \$54.75 |
| 8 | 70 | \$28.59 | \$13.00 | \$15.53 | \$0.00 | \$57.12 |
| 9 | 75 | \$30.63 | \$13.00 | \$15.87 | \$0.00 | \$59.50 |
| 10 | 80 | \$32.67 | \$13.00 | \$16.20 | \$0.00 | \$61.87 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 45 | \$18.95 | \$13.00 | \$0.57 | \$0.00 | \$32.52 |
| 2 | 45 | \$18.95 | \$13.00 | \$0.57 | \$0.00 | \$32.52 |
| 3 | 50 | \$21.06 | \$13.00 | \$14.47 | \$0.00 | \$48.53 |
| 4 | 50 | \$21.06 | \$13.00 | \$14.47 | \$0.00 | \$48.53 |
| 5 | 55 | \$23.16 | \$13.00 | \$14.80 | \$0.00 | \$50.96 |
| 6 | 60 | \$25.27 | \$13.00 | \$15.14 | \$0.00 | \$53.41 |
| 7 | 65 | \$27.37 | \$13.00 | \$15.47 | \$0.00 | \$55.84 |
| 8 | 70 | \$29.48 | \$13.00 | \$15.80 | \$0.00 | \$58.28 |
| 9 | 75 | \$31.58 | \$13.00 | \$16.15 | \$0.00 | \$60.73 |
| 10 | 80 | \$33.69 | \$13.00 | \$16.48 | \$0.00 | \$63.17 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2020 | \$54.69 | \$10.75 | \$22.09 | \$0.00 | \$87.53 |
| | 02/01/2021 | \$55.33 | \$10.75 | \$22.09 | \$0.00 | \$88.17 |
| | 08/01/2021 | \$56.73 | \$10.75 | \$22.25 | \$0.00 | \$89.73 |
| | 02/01/2022 | \$57.32 | \$10.75 | \$22.25 | \$0.00 | \$90.32 |

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.35 | \$10.75 | \$22.09 | \$0.00 | \$60.19 |
| 2 | 60 | \$32.81 | \$10.75 | \$22.09 | \$0.00 | \$65.65 |
| 3 | 70 | \$38.28 | \$10.75 | \$22.09 | \$0.00 | \$71.12 |
| 4 | 80 | \$43.75 | \$10.75 | \$22.09 | \$0.00 | \$76.59 |
| 5 | 90 | \$49.22 | \$10.75 | \$22.09 | \$0.00 | \$82.06 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.67 | \$10.75 | \$22.09 | \$0.00 | \$60.51 |
| 2 | 60 | \$33.20 | \$10.75 | \$22.09 | \$0.00 | \$66.04 |
| 3 | 70 | \$38.73 | \$10.75 | \$22.09 | \$0.00 | \$71.57 |
| 4 | 80 | \$44.26 | \$10.75 | \$22.09 | \$0.00 | \$77.10 |
| 5 | 90 | \$49.80 | \$10.75 | \$22.09 | \$0.00 | \$82.64 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$41.30 | \$8.60 | \$17.47 | \$0.00 | \$67.37 |
| | 06/01/2021 | \$42.32 | \$8.60 | \$17.47 | \$0.00 | \$68.39 |
| | 12/01/2021 | \$43.33 | \$8.60 | \$17.47 | \$0.00 | \$69.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$40.02 | \$8.60 | \$17.47 | \$0.00 | \$66.09 |
| | 06/01/2021 | \$41.04 | \$8.60 | \$17.47 | \$0.00 | \$67.11 |
| | 12/01/2021 | \$42.05 | \$8.60 | \$17.47 | \$0.00 | \$68.12 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$39.90 | \$8.60 | \$17.47 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$40.92 | \$8.60 | \$17.47 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$41.93 | \$8.60 | \$17.47 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.45 | \$13.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$50.54 | \$13.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$51.68 | \$13.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2020 | \$37.12 | \$12.91 | \$14.82 | \$0.00 | \$64.85 |
| | 06/01/2021 | \$37.92 | \$12.91 | \$14.82 | \$0.00 | \$65.65 |
| | 08/01/2021 | \$37.92 | \$13.41 | \$14.82 | \$0.00 | \$66.15 |
| | 12/01/2021 | \$37.92 | \$13.41 | \$16.01 | \$0.00 | \$67.34 |

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2020 | \$52.13 | \$8.60 | \$17.92 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$53.15 | \$8.60 | \$17.92 | \$0.00 | \$79.67 |
| | 12/01/2021 | \$54.16 | \$8.60 | \$17.92 | \$0.00 | \$80.68 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|--|-----------|---------|---------|---------------------------|------------|
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2020 | \$54.13 | \$8.60 | \$17.92 | \$0.00 | \$80.65 |
| | 06/01/2021 | \$55.15 | \$8.60 | \$17.92 | \$0.00 | \$81.67 |
| | 12/01/2021 | \$56.16 | \$8.60 | \$17.92 | \$0.00 | \$82.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2020 | \$44.20 | \$8.60 | \$17.92 | \$0.00 | \$70.72 |
| | 06/01/2021 | \$45.22 | \$8.60 | \$17.92 | \$0.00 | \$71.74 |
| | 12/01/2021 | \$46.23 | \$8.60 | \$17.92 | \$0.00 | \$72.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2020 | \$46.20 | \$8.60 | \$17.92 | \$0.00 | \$72.72 |
| | 06/01/2021 | \$47.22 | \$8.60 | \$17.92 | \$0.00 | \$73.74 |
| | 12/01/2021 | \$48.23 | \$8.60 | \$17.92 | \$0.00 | \$74.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2020 | \$36.54 | \$12.91 | \$14.82 | \$0.00 | \$64.27 |
| | 06/01/2021 | \$37.34 | \$12.91 | \$14.82 | \$0.00 | \$65.07 |
| | 08/01/2021 | \$37.34 | \$13.41 | \$14.82 | \$0.00 | \$65.57 |
| | 12/01/2021 | \$37.34 | \$13.41 | \$16.01 | \$0.00 | \$66.76 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$43.18 | \$8.60 | \$17.32 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$44.18 | \$8.60 | \$17.32 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$45.18 | \$8.60 | \$17.32 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$46.43 | \$8.60 | \$17.32 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$41.17 | \$8.60 | \$17.32 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$42.18 | \$8.60 | \$17.32 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.98 | \$13.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.08 | \$13.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.23 | \$13.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 09/01/2020 | \$58.69 | \$13.57 | \$17.26 | \$0.00 | \$89.52 |
| | 03/01/2021 | \$60.19 | \$13.57 | \$17.26 | \$0.00 | \$91.02 |
| 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> | 08/30/2020 | \$29.67 | \$9.25 | \$1.89 | \$0.00 | \$40.81 |
| | For apprentice rates see "Apprentice- LINEMAN" | | | | | |
| CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$42.03 | \$9.25 | \$10.27 | \$0.00 | \$61.55 |
| | For apprentice rates see "Apprentice- LINEMAN" | | | | | |
| DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$34.62 | \$9.25 | \$10.07 | \$0.00 | \$53.94 |
| | For apprentice rates see "Apprentice- LINEMAN" | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$27.20 | \$9.25 | \$1.82 | \$0.00 | \$38.27 |
| | For apprentice rates see "Apprentice- LINEMAN" | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN" | 08/30/2020 | \$42.03 | \$9.25 | \$14.35 | \$0.00 | \$65.63 |
| EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN" | 08/30/2020 | \$37.09 | \$9.25 | \$10.87 | \$0.00 | \$57.21 |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN" | 08/30/2020 | \$22.25 | \$9.25 | \$1.67 | \$0.00 | \$33.17 |
| GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN" | 08/30/2020 | \$27.20 | \$9.25 | \$1.82 | \$0.00 | \$38.27 |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$49.45 | \$9.25 | \$17.48 | \$0.00 | \$76.18 |

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$29.67 | \$9.25 | \$3.39 | \$0.00 | \$42.31 |
| 2 | 65 | \$32.14 | \$9.25 | \$3.46 | \$0.00 | \$44.85 |
| 3 | 70 | \$34.62 | \$9.25 | \$3.54 | \$0.00 | \$47.41 |
| 4 | 75 | \$37.09 | \$9.25 | \$5.11 | \$0.00 | \$51.45 |
| 5 | 80 | \$39.56 | \$9.25 | \$5.19 | \$0.00 | \$54.00 |
| 6 | 85 | \$42.03 | \$9.25 | \$5.26 | \$0.00 | \$56.54 |
| 7 | 90 | \$44.51 | \$9.25 | \$7.34 | \$0.00 | \$61.10 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/04/2019 | \$30.73 | \$4.70 | \$3.17 | \$0.00 | \$38.60 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |

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.