

# **\*\* IMPORTANT NOTICE \*\***

**March 17, 2021**

Please note that this download contains Addendum #1 to the original plans and specifications. As such you are required to acknowledge the addenda on page 00300-2. Failure to do so could result in the bidder being considered non-responsive.

**TOWN OF DEDHAM  
HOWE LOT FENCE RESTORATION  
ADDENDUM NO. 1  
MARCH 17, 2021**

The attention of bidders submitting bids for the subject project is called to the following addendum to the bid documents. The following information is hereby made part of the Contract Documents:

**CONTRACT DOCUMENT CORRECTIONS:**

- Insert Sections 01000, 01100, 01200 & 01300 in the Specifications section of the contract. The original version of the contract were missing these sections.

END OF DOCUMENT

**TOWN OF DEDHAM, MASSACHUSETTS**

CONTRACT DOCUMENTS  
FOR

## **Howe Lot Fence Restoration**



March 2, 2021

Town of Dedham  
Department of Public Works

Leon Goodwin, Town Manager  
Joseph Flanagan, Director of Public Works

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SECTION 00020

INVITATION FOR BIDS

Sealed bids for furnishing the following item(s) will be received at the Department of Public Works at 55 River Street, Dedham, MA 02026 until the time specified below at which time the proposals will be publicly opened and read:

| <u>ITEM</u>                            | <u>BID OPENING</u>    |
|--|-----------------------|
| Bid: <b>Howe Lot Fence Restoration</b> | <b>March 31, 2021</b> |

The scope of work under this contract includes, but is not limited to, the dismantling, cleaning, repairing, painting and reassembling the existing cast iron fencing and posts associated with the Howe Lot located at the Old Village Cemetery, 30 Village Avenue, Dedham, MA 02026.

The term of this contract shall extend from May 1, 2021 through November 30, 2021.

Specifications, bid forms and plans may be obtained at the Department of Public Works Office located at 55 River Street, Dedham, MA, after March 10, 2021 between 9:00 A.M. and 2:00 P.M, upon a nonrefundable payment of \$50.00. This amount is not refundable. Cash in not acceptable. Checks shall be made payable to the Town of Dedham.

Bidders may also obtain a PDF version of the specifications (including all Attachments) from the Town of Dedham's website <https://www.dedham-ma.gov/departments/engineering/invitation-for-bids-proposals> at no charge.

Bids will be opened in the Department of Public Works facility, 55 River Street, Dedham, MA 02026, at 10:00 AM. Bid openings will not be open to the public, however the bid opening will be available through video conference using Zoom. Zoom can be downloaded for free at [www.zoom.us](http://www.zoom.us) to access video conferencing, or the conference can be joined by audio only without the use or need of the Zoom application at all. All pertinent information for the Zoom video conference is shown below:

**Topic: Howe Lot Fence Restoration – Bid Opening**  
**Time: March 31, 2021 10:00 AM Eastern Time**

Join Zoom Meeting: <https://zoom.us/j/5274574085>

Meeting ID: 527 457 4085

One tap mobile

+13126266799,,5274574085# US (Chicago)

+16465588656,,5274574085# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)  
Meeting ID: 527 457 4085  
Find your local number: <https://zoom.us/j/aeme38RKA>

Bid opening will be recorded and available on the Town of Dedham website following the bid opening. Each Bid must be accompanied by a bid security consisting of a BID BOND, CASH, or, CERTIFIED CHECK issued by a responsible bank or trust company in the amount of 5% of the bid price.

A performance bond in an amount equal to 100 percent of the total amount of the contract price with a surety company qualified to do business in the Commonwealth of Massachusetts will be required for the faithful performance of the contract, as well as a labor and materials bond in an amount equal to 100 percent of the total contract price.

All bids for this project are subject to applicable public bidding laws of Massachusetts, including, but not limited to G.L. c.30, §39M.

Attention is directed to the minimum wage rates to be paid as determined by the Commissioner of Labor and Workforce Development and the weekly payroll record submittal requirements under the provisions of Massachusetts General Laws, Chapter 149, Section 26 through 27D inclusive.

Selection of the contractor will be based upon bidder qualifications, including evidence of past performance in similar projects, and bid price. The contract will be awarded to the bidder deemed by the awarding authority to be the lowest responsible and eligible bidder.

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

The Town reserves the right to waive any informalities, to accept or reject, in whole or in part any or all bids, or take whatever other action may be deemed to be in the best interest of the Town.

The Town of Dedham, Massachusetts

By Leon Goodwin

Its Town Manager

## SECTION 00100

### INSTRUCTIONS TO BIDDERS

1. The Town of Dedham, Massachusetts, herein called the Owner, acting by and through its Town Manager, will receive sealed Bids for the Howe Lot Fence Restoration.

Such bids addressed to the Department of Public Works, 55 River Street, Dedham, MA 02026, and endorsed BID for the Howe Lot Fence Restoration will be received at the Department of Public Works, located at the Department of Public Works facility, 55 River Street, Dedham, MA, 02026 until 10:00 AM prevailing time, on Thursday, March 31, 2021 at which time and place said bids will be opened and read aloud. The DPW facility is currently closed to the public, sealed bids that are sent via an independent courier (i.e. FedEx, UPS, etc.) should not require a signature, bids shall be placed in the mailbox located at the front door of the DPW facility. Bid opening will not be open to the public, however the bid opening will be available on the Town of Dedham website following the bid opening.

Any bid may be withdrawn prior to the above scheduled time for the opening of bids or authorized postponement thereof. Any bid received after the time and date specified will not be considered. The bidder agrees that this bid shall be good and may not be withdrawn for a period of 30 days, Saturdays, Sundays, and legal holidays excluded, after the opening of bids.

2. Location and Work to be Done

The scope of work under this contract includes, but is not limited to, the dismantling, cleaning, repairing, painting and reassembling the exiting cast iron fencing and posts associated with the Howe Lot located at the Old Village Cemetery, 30 Village Avenue, Dedham, MA 02026.

Additional drawings showing details in accordance with which the Work is to be done may be furnished by addendum from time to time during the bidding period by the Owner or its Architect/Engineer, and shall then become a part of the Contract Documents.

The Contractor shall furnish all labor, services, materials, equipment, plant, machinery, apparatus, appliances, tools, supplies, and all other things necessary to do all work required for the completion of each item of the Work and as herein specified.

The Work to be done and paid for under any item shall not be limited to the exact extent mentioned or described but shall include all incidental work necessary or customarily done for the completion of that item.

3. Preparation of Bid

Each bid must be submitted on the prescribed form. All blank spaces for bid prices must be filled in, in ink or typewritten, in both words and figures.

Each bid must be submitted in a sealed envelope bearing on the outside the name of the bidder, his address, and endorsed with the name of the project as specified in Receipt and Opening of Bids, above.

If forwarded by mail, the sealed envelope containing the bid must be enclosed in another envelope addressed as specified in Receipt and Opening of Bids, above.

4. Bid Opening Procedure

The following list of requirements shall apply to each filed bid. Bids not meeting all the requirements for timeliness and security will be rejected; bids not meeting signature and addenda requirements will be rejected prior to checking of bid amounts.

Bids shall be filed at the place and before the time specified in Receipt and Opening of Bids, above.

Properly executed bid security shall be placed in a sealed envelope and shall be attached to the outside of the envelope containing the bid.

Bid signatures will be checked.

All addenda will be sent certified mail, with return receipt requested, and/or facsimile or e-mail to all prospective bidders. All bidders shall include with their bids the written acknowledgment form provided in Section 00300, FORM OF GENERAL BID.

The total dollar amount of each bid will be read, and the three apparent lowest bids will be selected for further consideration. These three apparent low bids will be read aloud for the benefit of the other bidders and the bid opening procedure will be closed. All those present at the bid opening may examine all bids after the bid opening and after the reading of the three apparent low bids.

5. Modification

Any bidder may modify his bid by written communication at any time prior to the scheduled closing time for receipt of bids. Any telegraphic communication must be received by the Owner prior to the closing time, and, provided further, the Owner must be satisfied that a written confirmation of the telegraphic modification over the signature of the bidder was mailed prior to the closing time. If written confirmation is not received within two days from the closing time, no consideration will be given to a telegraphic communication.

The communication shall not reveal the bid price but shall provide the addition or subtraction or other modification so that the final prices or terms will not be known by the Owner until the sealed bid is opened.

6. Ability and Experience of Bidder

No award will be made to any bidder who cannot satisfy the Owner that he has sufficient ability and experience in this class of work and sufficient capital and plant to enable him to prosecute and complete the work successfully within the time named. The Owner's decision or judgment on these matters will be final, conclusive, and binding.

The Owner may make such investigations as it deems necessary, and the bidder shall furnish to the Owner, under oath if so required, all such information and data for this purpose as the Owner may request.

7. Conditions of Work

Each bidder must familiarize himself fully with the conditions relating to the construction of the project and the employment of labor thereon. Failure to do so will not relieve a successful bidder of his obligation to furnish all material and labor necessary to carry out the provisions of his contract. Insofar as possible the Contractor, in carrying out his work, must employ such methods or means as will not cause any interruption of or interference with the work of any other Contractor.

8. Addenda and Interpretations

No interpretation of the meaning of the plans, specifications or other prebid documents will be made to any bidder orally. All information given to bidders other than by means of the plans, specifications, or by addenda, as described below, is given informally and shall not be used as the basis of a claim against the Owner.

Every request for such interpretation should be in writing addressed to the Director of Public Works, 55 River Street, Dedham, MA 02026, and to be given consideration must be received at least seven (7) days prior to the date fixed for the opening of bids. Any and all such interpretations and any supplemental instructions will be in the form of a written addenda to the specifications and issued as described above in Part 5, "Bid Opening Procedure". Failure of any bidder to receive any such addendum or interpretation shall not relieve such bidder from any obligation under his bid as submitted. All addenda so issued shall become part of the Contract Documents.

9. Security for Faithful Performance

Simultaneously with his delivery of the executed Contract, the Contractor shall furnish a surety bond or bonds as security for faithful performance of this contract and for the payment of all persons performing labor and materials under this contract. The surety on such bond or bonds shall be a surety company qualified to do business under the laws of the Commonwealth and satisfactory to the Owner. The bonds shall remain in force for one year after final acceptance of the work by the Owner, unless the Owner, in writing, releases the Contractor from the obligation sooner.

10. Power of Attorney

Attorneys-in-fact who sign Contract bonds must file with each bond a certified and effectively dated copy of their power of attorney.

11. Laws and Regulations

The bidder's attention is directed to the fact that all applicable State laws, municipal ordinances or bylaws, and the rules and regulations of all authorities having jurisdiction over construction of the project shall apply to the contract throughout, and they will be deemed to be included in the Contract the same as though written out in full.

12. Liquidated Damages for Failure to Enter into Contract

The successful bidder, upon his failure or refusal to execute and deliver the Contract and bonds required within 10 days after presentation thereof by the Owner, shall forfeit to the Owner, as liquidated damages for such failure or refusal, the security deposited with his/her bid, but the amount forfeited shall not exceed the difference between his/her bid price and the bid price of the next lowest responsible and eligible bidder. In case of death, disability, bona fide clerical or mechanical error of a substantial nature, or other similar unforeseen circumstances affecting the bidder, his/her bid deposit will be returned.

13. Obligation of Bidder

At the time of the opening of bids, each bidder will be presumed to have inspected the site and to have read and to be thoroughly familiar with the Contract Documents (including all addenda). The failure or omission of any bidder to examine any form, instrument, or document shall in no way relieve any bidder from any obligation in respect of his bid.

14. Information Not Guaranteed

All information given in the Contract Documents relating to subsurface and other conditions, natural phenomena, existing pipes, and other structures is from the best sources at present available to the Owner. All such information is furnished only for the information and convenience of bidders and is not guaranteed.

It is agreed and understood that the Owner does not warrant or guarantee that the subsurface or other conditions, natural phenomena, existing pipes, or other structures encountered during construction will be the same as those indicated in the Contract Documents. It is further agreed and understood that no bidder or Contractor shall use or be entitled to use any of the information made available to him or obtained in any examination made by him in any manner as a basis of or ground for any claim or demand against the Owner or the Architect/Engineer, arising from or by reason of any variance which may exist between the information made available and the actual subsurface or other structures actually encountered during the construction work, except as may otherwise be expressly provided for in the Contract Documents.

15. Bid Security

Each bid and sub-bid must be accompanied by bid security in the form of a certified check, a bid bond, cash, or a treasurer's or cashier's check, payable to the Owner, in the amount of five (5) percent of the value of the bid. Such security of general bidders will be returned to all except the three lowest responsible and eligible bidders within five days, Saturdays, Sundays, and legal holidays excluded, after the opening of bids, and the remaining securities will be returned promptly after the Owner and the accepted bidder have executed the Contract, or if no notice of intent to award has been presented to the selected contractor within 30 days, Saturdays, Sundays and holidays excluded, after the date of the opening of bids, upon demand of the bidder at any time thereafter.

16. Right to Reject Bid

The Owner reserves the right to waive any informalities in bids and to reject any and all bids, should the Owner deem it to be in the public interest to do so.

The Owner may also reject bids which in its sole judgment are either incomplete, conditional, obscure or not responsive or which contain additions not called for, erasures not properly initialed, alterations, or similar irregularities.

17. Time for Completion

The successful general bidder must agree to commence work within ten (10) days of the date of the Notice to Proceed and to fully complete the project within the time limit stated in Section 00300, FORM OF GENERAL BID.

18. Comparison of Bids

Bids will be compared on the basis of prices set forth in the bid forms.

In the event that there is a discrepancy between the lump sum or unit prices written in words and figures, the prices written in words will govern.

19. Award of Contract

The Contract will be awarded to "the lowest responsible and eligible bidder" pursuant to General Laws Chapter 30, Section 39M, as amended. Such a bidder shall possess the skill, ability and integrity necessary for the faithful performance of the work, shall be able to furnish labor that can work in harmony with all other elements of labor employed, or to be employed, in the work, and shall otherwise comply with all applicable provisions of law. Contract award shall be subject to availability of an appropriation for funding.

20. Statutes Regulating Competitive Bidding

Any bid which does not comply with the provisions of Massachusetts General Laws Chapter 30, Section 39M, as amended, need not be accepted and the Owner may reject every such bid.

21. Wage Rates

Prevailing Wage Rates as determined by the Commissioner of Department of Labor and Workforce Development under the provision of the Massachusetts General Laws, Chapter 149, Section 26 to 27G, as amended, apply to this project. It is the responsibility of the bidder, before bid opening, to request any additional information on Prevailing Wage Rates for those tradespeople who may be employed for the proposed work under this contract.

22. Contractor Records

The Contractor shall comply with the provisions of Massachusetts General Laws, Chapter 30, Section 39R concerning Contractor records.

23. Insurance

The Contractor shall carry and continuously maintain until completion of the Contract, insurance as specified in Agreement and in such form as shall protect him performing work covered by this Contract, and the Town of Dedham and its employees, agents and officials, from all claims an liability for damages for bodily injury, including accidental death, and for property damage, which may arise from operations under this Contract. The Town shall be named as an additional insured. The Contractor covenants and agrees to hold the Town and its employees, agents and officials harmless from loss or damage due to claims for bodily injury or death and/or property damage arising from, or in connection with, operations under this Contract.

25. Affirmative Action/Equal Employment Opportunity Laws and Regulations

The Town of Dedham is an affirmative action/equal opportunity owner/purchaser. The bidder's attention is directed to all applicable State Laws, Town Bylaws, and rules and regulations regarding affirmative action/equal employment opportunity requirements. Failure of a bidder to comply with any such law, bylaw, rule or regulation shall constitute grounds for the Town to reject a bid or to otherwise reject or terminate the award of the contract pursuant to these contract documents.

SECTION 00300

FORM OF GENERAL BID

Bid of \_\_\_\_\_ (hereinafter called "Bidder")\*

a corporation, organized and existing under the laws of the state of \_\_\_\_\_

a partnership

a joint venture

an individual  
doing business as \_\_\_\_\_

To the City/Town of \_\_\_\_\_, Massachusetts (hereinafter called "Owner").

Gentlemen:

A) The undersigned Bidder, in compliance with your invitation for bids for the project known as Howe Lot Fence Restoration for the Town of Dedham, Massachusetts, having examined the plans and specifications and related documents and the site of the proposed work, and being familiar with all of the conditions surrounding the construction 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 and the plans and specifications within the time set forth below, 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 bid is a part.

The Bidder hereby agrees to commence work on or before the date to be specified in written "Notice to Proceed" of the Owner, and to fully complete the project by November 30, 2021. The Bidder further agrees to pay as liquidated damages the sum of One Thousand (\$1,000) Dollars for each consecutive calendar day thereafter that the work is not complete as provided in the contract.

\_\_\_\_\_  
\*Specify corporation, partnership or individual as applicable.

B) Bidder acknowledges receipt of and this bid includes the following addenda:

No. \_\_\_\_\_ Dated: \_\_\_\_\_

No. \_\_\_\_\_ Dated: \_\_\_\_\_

No. \_\_\_\_\_ Dated: \_\_\_\_\_

No. \_\_\_\_\_ Dated: \_\_\_\_\_

C) The Bidder agrees to perform the bid work described in the specifications and shown on the plans for the following contract price:

\_\_\_\_\_ (dollars)  
and \_\_\_\_\_ (cents)  
(\$ \_\_\_\_\_)

The above unit prices shall include all labor, materials, bailing, shoring, removal, overhead, profit, insurance, etc., to cover the finished work of the several kinds called for.

The Bidder understands that all bids for this project are subject to the applicable bidding laws of the Commonwealth of Massachusetts, including General Laws Chapter 149 and Chapter 30, Section 39M, as amended.

The Bidder understands that the Owner reserves the right to reject any or all bids and to waive any informalities in the bidding.

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

Within 10 days of receipt of the written notice of acceptance of this bid, the Bidder will execute the formal Agreement set forth in Section 00500 CONTRACT.

Bid security is attached in the sum of five percent (5%) of the total bid in accordance with the conditions of Section 00100 INSTRUCTIONS TO BIDDERS. The bid security may become the property of the Owner in the event the contract and bond are not executed within the time set forth above.

The selected Contractor shall furnish a performance bond and a payment bond in an amount at least equal to one hundred percent (100%) of the contract price in accordance with Section 00610 PERFORMANCE BOND, Section 00620 PAYMENT BOND, and as stipulated in the contract.

The undersigned offers the following information as evidence of his qualifications to perform the work as bid upon according to all the requirements of the plans and specifications.

1. Have been in business under present name for \_\_\_\_ years.
2. The names and addresses of all persons interested in the bid (if made by a partnership or corporation) as principals, are as follows:

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(attach supplementary list if necessary)

3. The bidder is requested to state below what work of a similar character to that included in the proposed contract he has done, and give references that will enable the Owner to judge his experience, skill and business standing (add supplementary page if necessary).

| <u>Completion<br/>Date</u> | <u>Project<br/>Name</u> | <u>Contract<br/>Amount</u> | <u>Design<br/>Engineer</u> | <u>Reference<br/>Name</u> | <u>Telephone<br/>No.</u> |
|----------------------------|-------------------------|----------------------------|----------------------------|---------------------------|--------------------------|
|----------------------------|-------------------------|----------------------------|----------------------------|---------------------------|--------------------------|

a. \_\_\_\_\_

\_\_\_\_\_

b. \_\_\_\_\_

\_\_\_\_\_

c. \_\_\_\_\_

\_\_\_\_\_

d. \_\_\_\_\_

\_\_\_\_\_

e. \_\_\_\_\_

\_\_\_\_\_

f. \_\_\_\_\_

\_\_\_\_\_

4. Bank reference \_\_\_\_\_

(Name)

\_\_\_\_\_

(Bank)

\_\_\_\_\_

(Address)

\_\_\_\_\_

(Telephone No.)

Pursuant to G.L. c.62C, §49A, I certify hereby in writing, under penalties of perjury, that the within named Bidder/Contractor has complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting of child support.

The undersigned Bidder hereby certifies under penalties of perjury, as follows: (1) that he/she is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (2) that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and (3) that all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

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

The undersigned bidder 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 prevailing wage rates established for the project by the Massachusetts Department of Labor and Workforce Development. The undersigned bidder agrees to indemnify the awarding authority for, from and against any loss, expense, damages, actions 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 applicable prevailing wage rates.

Respectfully submitted:

Date: \_\_\_\_\_

By: \_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Type Name of Bidder)

\_\_\_\_\_  
(Title)

\_\_\_\_\_  
(Business Address)

\_\_\_\_\_  
(City and State)

\_\_\_\_\_  
(Telephone Number)

SECTION 00500

AGREEMENT

THIS AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_ in the year Two Thousand and \_\_\_\_\_, between \_\_\_\_\_, with a usual place of business at \_\_\_\_\_, hereinafter called the CONTRACTOR, and the Town of Dedham, acting by its Town manager, with a usual place of business at 450 Washington Street, Dedham, MA 02026, hereinafter called the OWNER.

The CONTRACTOR and the OWNER, for the consideration hereinafter named, agree as follows:

1. Scope of Work

The Contractor shall furnish all labor, materials, equipment and insurance to perform all work required for the project known as the Howe Lot Fence Restoration Project, in strict accordance with the Contract Documents and all related Drawings and Specifications. The said Documents, Specifications, Drawings and any GENERAL SUPPLEMENTARY CONDITIONS are incorporated herein by reference and are made a part of this Agreement.

2. Contract Price

The Owner shall pay the Contractor for the performance of this Agreement, subject to additions and deductions provided herein, in current funds, the sum of

\_\_\_\_\_.

3. Commencement and Completion of Work and Liquidated Damages

It is agreed that time is of the essence of this Agreement. The Contractor shall commence and prosecute the work under this Agreement upon execution hereof and shall complete the work on or before November 30, 2021.

- A. Definition of Term: The Term "Substantial completion" shall mean the date certified by the Owner when construction is sufficiently complete, in accordance with the Contract Documents, so the Owner may occupy the project, or designated portion(s) thereof, for the use for which it is intended.
- B. Time as Essential Condition: It is understood and agreed that the commencement of and substantial completion of the work are essential conditions of this Agreement. It is further agreed that time is of the essence for each and every portion of the Contract Documents wherein a definite and certain length of time is fixed for the performance of any act whatsoever; and where under the Contract Documents any additional time is allowed for the completion of any work, the new time fixed by such extension shall be of the essence of this Agreement. It is understood and agreed that the times for the

completion of the work are reasonable, taking into consideration the average climatic range and usual industrial conditions prevailing in this locality.

- C. Progress and Completion: Contractor shall commence work promptly upon execution of this Agreement and shall prosecute and complete the work regularly, diligently and uninterruptedly at such a rate of progress as will insure Substantial Completion within the stipulated number of calendar days.
- D. Liquidated Damages: It is expressly agreed between the Contractor and the Owner that the Contractor will be responsible for all damages which may arise due to the Contractor's failure to substantially complete the work within the above specified time. If the Contractor shall neglect, fail or refuse to complete the work within the specified number of days, or any extension thereof authorized by the Owner, Contractor agrees, as a part of the consideration for the execution of this Contract by the Owner, to pay the Owner the amount specified herein, not as a penalty, but as liquidated damages for such breach of contract as hereinafter set forth, for each and every calendar day, excluding Saturdays, Sundays and legal Holidays, that the Contractor shall be in default of Substantial completion after the date specified in the Agreement. Due to the impracticability and extreme difficulty of fixing and ascertaining the actual damages the Owner would in such event sustain, 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 periodic estimates. The amount of liquidated damages shall be One Thousand (\$1,000) Dollars per day.

#### 4. Performance of the Work

- A. Direction of the Work: The Contractor shall supervise and direct the Work, using his best skills and attention which shall not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The Contractor shall maintain adequate supervisory personnel at the project site during the performance of the Work. He shall be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Agreement.
- B. Responsibility for the Work:
  - (1) The Contractor shall be responsible to the Owner for the acts and omissions of his employees, Subcontractors and their agents and employees, and other persons performing any of the Work under a contract with the Contractor. This obligation shall also extend to the presence on the Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.
  - (2) The Contractor shall not be relieved from his obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the Owner in its administration of the Agreement, or by inspections, tests or approvals required or performed by persons other than the Contractor.

C. Permits and Fees: Unless otherwise expressly provided, the Contractor shall secure and pay for all permits and fees, licenses and inspections necessary for the proper execution and completion of the Work which are customarily secured after execution of the Agreement and which are legally required at the time the bids are received, and the same shall at all times be the property of the Owner and shall be delivered to the Owner upon completion of the Project.

D. Notices, Compliance With Laws:

(1) The Contractor shall give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public authority bearing on the performance of the Work. The Contractor shall provide the Owner with reproductions of all permits, licenses and receipts for any fees paid. The Owner represents that it has disclosed to the Contractor all orders and requirements known to the Owner of any public authority particular to this Agreement.

(2) If the Contractor observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, he shall promptly notify the Owner in writing, and any necessary changes shall be accomplished by appropriate modification.

(3) If the Contractor performs any Work which he knows or should know is contrary to such laws, ordinances, rules and regulations, and without such notice to the Owner, he shall assume full responsibility therefor and shall bear all costs attributable thereto.

(4) In the performance of the Work, the Contractor shall comply with all applicable federal, state and local laws and regulations including those relating to workplace and employee safety. The Contractor shall notify the Owner immediately of any conditions at the place of the work which violate said laws and regulations and shall take prompt action to correct and eliminate any such violations.

E. Project Superintendent: The Contractor shall employ a competent superintendent and necessary assistants who shall be in attendance at the Project site at all times during the progress of the Work. The superintendent shall represent the Contractor and all communications given to the superintendent shall be as binding as if given to the Contractor. Important communications shall be confirmed in writing. Other communications shall be so confirmed on written request in each case.

F. Progress Schedule: The Contractor, immediately after being awarded the Contract, shall prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.

G. Drawings, Specifications and Submittals:

(1) The Contractor shall maintain at the site for the Owner one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications,

and "As-Built" Drawings and Specifications in good order and marked currently to record all changes made during construction, and approved Shop Drawings, Product Data and Samples. These shall be delivered to the Owner upon completion of the Work.

(2) By approving and submitting Shop Drawings, Product Data and Samples, the Contractor represents that he has determined and verified all materials, field measurements, and field construction criteria related thereto, or will do so, and that he has checked and coordinated the information contained within such submittals with the requirements of the Work and of the Contract Documents.

(3) The Contractor shall not be relieved of responsibility for any deviation from the requirements of the Contract Documents by the Owner's approval of Shop Drawings, Product Data or Samples unless the Contractor has specifically informed the Owner in writing of such deviation at the time of submission and the Owner has given written approval to the specific deviation. The Contractor shall not be relieved from responsibility for errors or omissions in the Shop Drawings, Product Data or Samples by the Owner's approval thereof.

(4) The Contractor shall direct specific attention, in writing or on resubmitted Shop Drawings, Product Data or Samples, to revisions other than those requested by the Owner on previous submittals.

(5) No portion of the Work requiring submission of a Shop Drawing, Product Data or Sample shall be commenced until the submittal has been approved by the Owner. All such portions of the Work shall be in accordance with approved submittals.

- H. Protection of the Work and Owner's Property: The Contractor shall at all times safely guard the Owner's property from injury or loss in connection with this Agreement. He shall at all times safely guard and protect his own work, and that of adjacent property from damage. The Contractor shall replace or make good any such damage, loss or injury. The Contractor shall clean the work area and restore it to its original condition upon completion of the work.
- I. Quality of the Work: The Contractor shall perform the work in a good, workmanlike manner. The Contractor hereby guarantees that the entire work constructed by him under the Agreement will meet fully all requirements thereof as to quality of workmanship and materials. The Contractor hereby agrees to make at his own expense any repairs or replacements made necessary by defects in materials or workmanship supplied to him that become evident within one (1) year after the date of the final payment, and to restore to full compliance with the requirements set forth herein any part of the work constructed hereunder, which during said one (1) year period is found to be deficient with respect to any provisions of the Contract Documents. The Contractor also agrees to hold the Owner harmless from claims of any kind arising from damage due to said defects. The Contractor shall make all repairs and replacements promptly upon receipt of written orders for same from the Owner. If the Contractor fails to make the repairs and replacements promptly, the Owner may do the work and the Contractor shall be liable to the Owner for the cost thereof.

- J. Warranty: The Contractor guarantees to Owner that all materials incorporated into the work will be new unless otherwise specified or agreed. Prior to final payment, the Contractor shall deliver to the Owner all manufacturers' warranties, together with such endorsements or assignments as are necessary to ensure to the Owner the full rights and benefits of such warranties.

5. Affirmative Action/Equal Employment Opportunity

The Contractor is directed to comply with all applicable State Laws, Ordinances, Bylaws, and rules and regulations regarding affirmative action/equal employment opportunity requirements. Failure of the Contractor to comply with any such law, rule or regulation shall constitute grounds for the Owner to terminate the Agreement.

6. Site Information Not Guaranteed; Contractor's Investigation

All information given in the Contract Documents relating to subsurface and other conditions, natural phenomena, existing pipes, and other structures is from the best sources at present available to the Owner. All such information is furnished only for the information and convenience of the Contractor and is not guaranteed.

It is agreed and understood that the Owner does not warrant or guarantee that the subsurface or other conditions, natural phenomena, existing pipes, or other structures encountered during construction will be the same as those indicated in the Contract Documents.

Contractor has familiarized himself with the nature and extent of the Contract Documents, work, locality, and with all local conditions and federal, state, and local laws, rules, ordinances, and regulations that in any manner may affect costs, progress, or performance of the work. Contractor has made, or has caused to be made, examinations, investigations, and tests and studies of such reports and related data in addition to those referred to in the paragraph above as he deems necessary for the performance of the work at the Contract Price, within the Contract Time, and in accordance with the other Terms and Conditions of the Contract Documents; and no additional examinations, tests, investigations, reports, and similar data are or will be required by the Contractor for such purposes.

Contractor has correlated the results of all such observations, examinations, investigations, tests, reports, and data with the Contract Documents. Contractor has given the Owner written notice of all conflicts, errors, or discrepancies that he has discovered in the Contract Documents, and the resolution thereof by the Owner is acceptable to the Contractor.

It is further agreed and understood that the Contractor shall not use or be entitled to use any of the information made available to him or obtained in any examination made by him in any manner as a basis of or ground for any claim or demand against the Owner, arising from or by reason of any variance which may exist between the information made available and the actual subsurface conditions or other conditions or structures actually

encountered during the construction work, except as may otherwise be expressly provided for in the Contract Documents.

7. Project Architect or Engineer

There is a project architect-engineer for this project who is BSC Group. Except as otherwise indicated in the Contract Documents, the Architect/Engineer shall be a representative of the Owner and the Contractor shall direct all communications, questions and comments on the work and the performance thereof to the Architect/Engineer. Except as otherwise provided, the Architect/Engineer shall have all the authority of the Owner set forth in the Contract Documents. In general, the Architect/Engineer shall have the authority to review the performance of the work, reject work which is defective or otherwise does not comply with the Contract Documents and to order the Contractor to remedy defective work and take such actions which are necessary to make the work conform to the Contract Documents.

8. Wage Rates

Prevailing Wage Rates as determined by the Commissioner of the Department of Labor and Workforce Development under the provisions of Massachusetts General Laws, Chapter 149, Section 26 to 27G, as amended, apply to this project. It is the responsibility of the Contractor to provide the Town with certified payrolls and to comply with all requirements of the above-cited statutes.

The schedules of prevailing wage rates are included in the Contract Documents.

9. Payments to the Contractor

Within fifteen (15) days after receipt from the Contractor of a proper and satisfactory periodic estimate requesting payment of the amount due for the preceding month, the Owner shall have fifteen (15) days to make payment for:

- A. The work performed during the preceding month.
- B. 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 the Contractor to transfer title to the Owner.
- C. Less the following retention items:
  - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor.
  - 2. A retention for direct payments to Subcontractors, if any, based on demands for same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws.

3. A retention not exceeding five percent (5%) of the approved amount of the periodic payment.
- D. After the receipt of a periodic estimate requesting final payment and within sixty-five (65) days after the Contractor fully completes the Work, or substantially completes the Work so that the value of the Work remaining to be done is, on the estimate of the Owner, less than 1% of the original Contract Price, or substantially completes the Work and the Owner takes possession or occupancy, whichever occurs first, the Owner shall pay the Contractor the entire balance due on the Contract less:
1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor and of the cost of completing the incomplete and unsatisfactory items of work.
  2. A retention for direct payments to Subcontractors, if any, based on demands of same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws, 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 of Chapter 30 of the General Laws.

If the Owner fails to make payment as herein provided, there shall be added to each such payment, daily interest at the rate of 3 percentage points above the rediscount rate than charged by the Federal Reserve Bank of Boston, 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 of a periodic estimate for final payment until fifteen (15) days after receipt of such a periodic estimate by the Owner as provided in the first paragraph of this Article. The Contractor agrees to pay to each subcontractor a portion of any such interest paid in accordance with the amount due each subcontractor.

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, and such changes and any requirements 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 further, that the Owner may, within seven (7) days after receipt, return to the Contractor for correction, any periodic estimate which is not in acceptable form or which contains computations not arithmetically correct, and in that event, the date of receipt of such periodic estimate shall be the date of receipt of the corrected 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.

- E. Changes in the Work: No changes in the work covered by the approved Contract Documents shall be made without prior written approval of the Owner. Charges or credits for the work covered by the approved change shall be determined by one or more, or a combination of the following methods:
- (a) Unit bid prices previously approved.

- (b) An agreed lump sum.
- (c) The actual cost of:
  - (1) Labor.
  - (2) Materials entering permanently into the work.
  - (3) The ownership or rental cost of construction equipment during the time of use on the extra work.
  - (4) Power and consumable supplies for the operation of power equipment.
  - (5) Wages to be paid.

To the cost under (c) there shall be added a fixed fee to be agreed upon but not to exceed fifteen percent (15%) of the actual cost of work. The fee shall be compensation to cover the cost of supervision, overhead, bond, profit and any other general expenses.

- F. Claims for Additional Costs: If the Contractor wishes to make a claim for an increase in the Contract Sum, he shall give the Owner written notice thereof within twenty days after the occurrence of the event giving rise to such claim. This notice shall be given by the Contractor before proceeding to execute the Work, except in an emergency endangering life or property. No such claim shall be valid unless so made. Any change in the Contract Sum resulting from such claim shall be authorized by Change Order.

The Contractor hereby agrees that the Contractor shall have no claim for damages of any kind against the Town on account of any delay in the commencement or performance of the work and/or any hindrance, delay or suspension of any portion of the work including, but not limited to, any claims or damages on account of having to perform out of sequence work, claims for damages on account of loss of production or other interference with the work whether such delay is caused by the Town or otherwise, except as and to the extent expressly provided under G.L. c.30, §39O in the case of written orders by the Town. The Contractor acknowledges that the Contractor's sole remedy for any such claim will be an extension of time as provided herein.

#### 10. Final Payment, Effect

The acceptance of final payment by the Contractor shall constitute a waiver of all claims by the Contractor arising under the Agreement.

11. Contract Documents

The Contract Documents consist of the following, together with this Agreement:

Invitation to Bid  
Instructions to Bidders  
This Contract Form  
Bid Form  
Performance Bond  
Labor & Materials Payment Bond  
Non-Collusion Certificate  
Tax Compliance Certificate  
Clerk's Certificate of Corporate Vote  
Certificate of Insurance  
General Conditions  
Supplementary General Conditions  
General Requirements  
Specifications and Addenda  
Contract Drawings  
Schedule of Prevailing Wages  
(Strike out any inapplicable item)

12. Terms Required By Law

This Agreement shall be considered to include all terms required to be included in it by the Massachusetts General Laws, and all other laws, as though such terms were set forth in full herein.

13. Indemnification

The Contractor shall indemnify and hold harmless the Owner from and against any and all claims, damages, losses, and expenses, including attorney's fees, arising out of the performance of this Agreement when such claims, damages, losses, and expenses are caused, in whole or in part, by the acts, errors, or omissions of the Contractor or his employees, agents, subcontractors or representatives.

14. Insurance

The Contractor shall purchase and maintain such insurance as will protect both the Owner and the Contractor from claims which may arise under the Agreement, including operations performed for the named insured by independent contractors and general inspection thereof by the named insured. In addition, the Contractor shall require its subcontractors to maintain such insurance. Coverage shall be provided for:

- .1 claims under workers' or workmen's compensation, disability benefit and other applicable employee benefit acts;

- .2 claims for damages because of bodily injury, occupational sickness or disease, or death of Contractor's employees;
- .3 claims for damages because of bodily injury, sickness or disease, or death of any person other than Contractor's employees;
- .4 claims for damages insured by usual personal injury liability coverage which are sustained (1) by any person as a result of an offense directly or indirectly related to the employment of such person by the Contractor, or (2) by any other person;
- .5 claims for damages, including damages to the Work itself, because of injury to or destruction of tangible property, including loss of use resulting therefrom; and
- .6 claims for damages because of bodily injury or death of any person or property damage arising out of the ownership, maintenance or use of any motor vehicle.
- .7 claims involving contractual liability applicable to the Contractor's obligations under Article 13.

The limits of liability for coverage required under the preceding paragraph shall be as Specified in the Supplemental Conditions.

Except for Workmen's Compensation, all liability coverage shall name the Town as an additional insured and shall provide for 30 days prior written notice to the Town of any modification or termination of coverage provided thereby. The Contractor shall provide the Owner with appropriate certificate(s) of insurance evidencing compliance with this provision prior to the commencement of any work under this Agreement.

#### 15. Notice

All notices required to be given hereunder shall be in writing and delivered to, or mailed first class to, the parties' respective addresses stated above. In the event that immediate notice is required, it may be given by telephone or facsimile, but shall, to the extent possible, be followed by notice in writing in the manner set forth above.

#### 16. Termination

- A. Each party shall have the right to terminate this Agreement in the event of a failure of the other party to comply with the terms of the Agreement. Such termination shall be effective upon seven days' notice to the party in default and the failure within that time of said party to cure its default.
- B. The Owner shall have the right to terminate the Agreement without cause, upon ten (10) days' written notice to the Contractor. In the event that the Agreement is terminated pursuant to this subparagraph, the Contractor shall be reimbursed in accordance with the Contract Documents for all Work performed up to the termination date, and for all materials or equipment not incorporated in the Work, but delivered and suitably stored at

the site. Payment for material or equipment stored at the site shall be conditioned upon submission by the Contractor of bills of sale or such other evidence as is satisfactory to Owner to establish the Owner's title to such material or equipment or otherwise protect the Owner's interests.

17. Miscellaneous

- A. Royalties and Patents: The Contractor shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall save the Owner harmless from loss on account thereof, except that the Owner shall be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified; but if the Contractor believes or has reason to believe that the design, process or product specified is an infringement of a patent, he shall be responsible for such loss unless he promptly gives such information to the Owner, and thereafter the Owner insists on the use of the design, process or products specified.
- B. Assignment: The Contractor shall not assign or transfer any of its rights, duties or obligations under this Agreement without the written approval of the Owner.
- C. Governing Law: This Agreement shall be governed by and construed in accordance with the law of the Commonwealth of Massachusetts.
- D. By its signature hereon, the Contractor certifies, under the pains and penalties of perjury, that it has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

[Remainder of page intentionally blank.]

AGREED:

**TOWN OF DEDHAM, MASSACHUSETTS**  
(Owner)

By \_\_\_\_\_

\_\_\_\_\_  
(Name)

\_\_\_\_\_  
(Title)

**CONTRACTOR:** \_\_\_\_\_

By \_\_\_\_\_

\_\_\_\_\_  
(Name)

\_\_\_\_\_  
(Title)

\_\_\_\_\_  
(Address)

\_\_\_\_\_  
(City and State)

Approved as to Form:

By \_\_\_\_\_  
(Owner's Counsel)

In accordance with G.L. c.44, Section 31C, this is to certify that an appropriation in the amount of this contract is available therefor and that the \_\_\_\_\_ has been authorized to execute the contract and approve all requisitions and change orders.

By \_\_\_\_\_  
(Owner's Accountant)

\_\_\_\_\_  
(Name)

CERTIFICATE OF VOTE  
(to be filed if Contractor is a Corporation)

I, \_\_\_\_\_, hereby certify that I am the duly qualified  
(Secretary of the Corporation)

and acting Secretary of \_\_\_\_\_ and I further certify that a meeting of the  
(Name of Corporation)  
Directors of said Company, duly called and held on \_\_\_\_\_, at which  
(Date of Meeting)

all Directors were present and voting, the following vote was unanimously passed:

VOTED: To authorize and empower

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Anyone acting singly, to execute Forms of General Bid, Contracts or Bonds on behalf of the Corporation.

I further certify that the above vote is still in effect and has not been changed or modified in any respect.

By: \_\_\_\_\_  
(Secretary of Corporation)

A True Copy:

Attest: \_\_\_\_\_  
(Notary Public)

My Commission Expires: \_\_\_\_\_  
(Date)

**CERTIFICATIONS REQUIRED BY LAW  
FOR PUBLIC CONSTRUCTION CONTRACTS**

**You must COMPLETE and SIGN the following certifications. You must also print, at the bottom of this page, the name of the contractor for whom these certifications are submitted.**

**TAX COMPLIANCE**

Pursuant to Chapter 62C of the Massachusetts General Laws, Section 49A(b), I, the undersigned, authorized signatory for the below named contractor, do hereby certify under the pains and penalties of perjury that said contractor has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

---

**NON-COLLUSION**

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

---

**PUBLIC CONTRACTOR DEBARMENT**

The undersigned certifies under penalty of perjury that the below named contractor is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

---

**OSHA TRAINING**

Pursuant to G.L. c. 30, §39S, the Contractor hereby certifies under penalties of perjury as follows:

- (1) Contractor is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work;
- (2) All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and they shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and
- (3) All employees to be employed in the work subject to this contract have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

**COMPLETE AND SIGN BELOW:**

\_\_\_\_\_  
Authorized Person's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name & Title of Signatory

\_\_\_\_\_  
Name of Contractor

SECTION 00610

PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS: That we \_\_\_\_\_  
(Name of Contractor)

a \_\_\_\_\_ hereinafter called "Principal" and  
(Corporation, Partnership, Joint Venture or Individual)

\_\_\_\_\_ of \_\_\_\_\_, State of \_\_\_\_\_  
(Surety) (City & State)

\_\_\_\_\_ hereinafter called the "Surety" and licensed by the State  
Division of Insurance to do business under the laws of the Commonwealth of Massachusetts, are  
held and firmly bound to the City/Town of \_\_\_\_\_, Massachusetts, 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 the \_\_\_\_\_ day of \_\_\_\_\_,  
20\_\_ (the "Construction Contract"), for the construction described as follows: \_\_\_\_\_

**Howe Lot Fence Restoration**

NOW, THEREFORE, if the Principal shall well, truly and faithfully perform its duties,  
all the undertakings, covenants, terms, conditions, and agreements of the Construction 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  
the Construction 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 Surety's obligation under this Bond shall arise after (1)  
the Owner has declared the Principal in default of the Construction Contract or any provision  
thereof or (2) has declared that the Principal has failed, or is otherwise unable or unwilling, to  
execute the work consistent with, and in conformance to, the Construction Contract (collectively  
referred to as a "Contractor Default"). The determination of a Contractor Default shall be made  
solely by the Owner. The Owner need not terminate the Construction Contract to declare a  
Contractor Default or to invoke its rights under this Bond.

When the Surety's obligation under this Bond arises, the Surety, at its sole expense and at the consent and election of the Owner, shall promptly take one of the following steps: (1) arrange for the Principal to perform and complete the work of the Construction Contract; (2) arrange for a contractor other than the Principal to perform and complete the work of the Construction Contract; (3) reimburse the Owner, in a manner and at such time as the Owner shall decide, for all costs and expenses incurred by the Owner in performing and completing the work of the Construction Contract. Surety will keep Owner reasonably informed of the progress, status and results of any investigation of any claim of the Owner.

If the Surety does not proceed as provided in this Bond with due diligence and all deliberate speed, the Surety shall be deemed to be in default of this Bond, and the Owner shall be entitled to enforce any remedy available to the Owner.

After the Surety's obligation under this Bond arises, the Surety is obligated, to the limit of the amounts of this Bond, for (1) the correction of defective work and completion of the Construction Contract; (2) additional design, professional services, and legal costs, including attorneys' fees, resulting from the Contractor Default or from the default of the Surety under this Bond; (3) any additional work beyond the Construction Contract made necessary by the Contractor Default or default of the Surety under this Bond; (4) indemnification obligation of the Principal, if any, as provided in the Construction Contract; and (5) liquidated damages as provided in the Construction Contract, or if none are so specified, actual and foreseeable consequential damages resulting from the Contractor Default or default of the Surety under this Bond.

Any proceeding, legal or equitable, under this Bond shall be instituted in any court of competent jurisdiction in the Commonwealth of Massachusetts.

The Surety, for value received, hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the Construction Contract or to the work to be performed thereunder or the specifications accompanying the same shall in any way 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 Construction Contract or to the work or to the specifications.



SECTION 00620

PAYMENT BOND

KNOW ALL MEN BY THESE PRESENTS: That we \_\_\_\_\_

\_\_\_\_\_ a \_\_\_\_\_  
(Name of Contractor) (Corporation, Partnership, Joint Venture or Individual)

hereinafter called "Principal" and \_\_\_\_\_ of \_\_\_\_\_,  
(Surety)

State of \_\_\_\_\_ hereinafter called the "Surety" and licensed by the State  
(City and State)

Division of Insurance to do business under the laws of the Commonwealth of Massachusetts, are held and firmly bound to the City/Town of \_\_\_\_\_, Massachusetts, 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 the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, for the construction described as follows:

**Howe Lot Fence Restoration**

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 way 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 this contract or to the work or to the specifications.



**SECTION 00800**

**SUPPLEMENTAL CONDITIONS**

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SECTION 00850 - Incorporation of Applicable Provisions of the Massachusetts General Laws

Attachment A - Wage Rates and Certificate  
of Compliance

**§ SC 1.1 INTRODUCTION**

The following provisions modify, change, delete from or add to Section 00500 Agreement. Where any Subsection of the Agreement is modified or any Article Paragraph, Subparagraph or Clause thereof is modified or deleted by these Supplemental Conditions, the unaltered provisions of that Article, Paragraph, Subparagraph or Clause shall remain in effect.

**§ SC 2.1 PREVAILING WAGE**

In accordance with General Laws Chapter 149, Section 26 through 27D, the Contractor is obligated to comply with the prevailing wage rates established by the Commissioner of the Department of Labor and Workforce Development for mechanics, apprentices, chauffeurs, teamsters and laborers employed on the Project. The schedule of applicable prevailing wage rates for the Project, together with a Certificate of Compliance therewith, are set forth in Attachment A herein.

**§ SC 3.1 CONTRACTOR'S LIABILITY INSURANCE**

The Contractor shall provide certificates of insurance acceptable to the OWNER prior to the commencement of the work. The minimum coverage to be provided shall be as follows:

|   | Occurrence  | Aggregate    |
|---|-------------|--------------|
| <hr/>   |             |              |
| A. Owners Protective Liability:   |             |              |
| Bodily Injury   | \$1,000,000 | \$1,000,000  |
| Property Damage   | \$1,000,000 | \$1,000,000  |
| <hr/>   |             |              |
| B. Comprehensive General Liability  |             |              |
| Bodily Injury   | \$1,000,000 | \$2,000,000  |
| Property Damage   | \$1,000,000 | \$2,000,000  |
| Including: 1. Operations/Premises 2. XCU 3. Products/Completed Operations<br>4. Contractual as Below 5. Independent Contractors<br>6. Broad Form Property Damage 7. Personal Injury |             |              |
| <hr/>   |             |              |
| C. Auto Liability   | Per Person  | Per Accident |
| Bodily Injury   | \$1,000,000 | \$1,000,000  |
| Property Damage   |             | \$1,000,000  |
| Including: 1. All Owned<br>2. Hired<br>3. Non-owned   |             |              |
| <hr/>   |             |              |
| D. Workman's Compensation<br>Compensation Statutory State(s)<br>Coverage B Limit \$1,000,000 if Applicable  |             |              |
| <hr/>   |             |              |
| E. Umbrella Liability<br>\$2,000,000 Aggregate  |             |              |
| <hr/>   |             |              |
| F. Builder's Risk Insurance - "All Risk" Completed Value Form   |             | \$0.00       |
| As Specified in Contract or Agreement   |             |              |
| <hr/>   |             |              |
| G. Pollution Liability Insurance  | \$1,000,000 | \$1,000,000  |

## SECTION 00850

### Excerpts from Chapter 149 and Chapter 30 of the Massachusetts General Laws

Certain excerpts from the Massachusetts General Laws are applicable to Construction contracts. Attention is directed to the following Sections of Chapter 149 as amended:

**Section 25.** "Every employee in public work shall lodge, board, and trade where and with whom he elects; and no person or his agents or employees under contract with the commonwealth, a county, city or town, or with a department, board, commission or officer acting therefor, for the doing of public work shall directly or indirectly require, as a condition of employment therein, that the employee shall lodge, board or trade at a particular place or with a particular person. This section shall be made a part of the contract for such employment."

**Section 26.** "In the employment of mechanics and apprentices, teamsters, chauffeurs and laborers in the construction of public works by the commonwealth, or by a county, town or district, or by persons contracting or subcontracting for such works, preference shall first be given to citizens of the commonwealth who have been residents of the commonwealth for at least six months at the commencement of their employment who are male veterans as defined in clause Forty-third of section seven of chapter four, and who are qualified to perform the work to which the employment relates; and secondly, to citizens of the commonwealth generally who have been residents of the commonwealth for at least six months at the commencement of their employment, and if they cannot be obtained in sufficient numbers, then to citizens of the United States, and every contract for such work shall contain a provisions to this effect..."

**Section 34.** "Every contract, except for the purchase of material or supplies, involving the employment of laborers workmen, mechanics, foremen or inspectors, to which the commonwealth or any county or any town, subject to section thirty, is a party, shall contain a stipulation that 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 the 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, or in case any town subject to section thirty-one is a party to such a contract, more than eight hours in any one-day except as aforesaid..."

**Section 34A.** "Every contract for the construction, alteration, maintenance, repair or demolition of or addition to, any public building or other public works for the commonwealth or any political subdivision thereof shall contain stipulations requiring that the contractor shall, before commencing performance of such contract, provide by insurance for the payment of compensation and the furnishing of other benefits under chapter one hundred and fifty-two to all persons to be employed under the contract, and that the contractor shall continue such insurance in full force and effect during the term of the contract. No officer or agent contracting in behalf of the commonwealth or any political subdivision thereof shall award such a contract until he has been furnished with

sufficient proof of compliance with the aforesaid stipulations. Failure to provide and continue in force such insurance as aforesaid shall be deemed a material breach of the contract and shall operate as an immediate termination thereof. No cancellation of such insurance, whether by the insurer or by the insured, shall be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the officer or agent who awarded the contract at least fifteen-days prior to the intended effective date thereof, which date shall be expressed in said notice. Notice of cancellation sent by the party proposing cancellation by registered mail, postage prepaid, with a return receipt of the addressee requested, shall be a sufficient notice..."

**Section 34B.** "Every contract for the construction, alteration, maintenance, repair or demolition of, or addition to, any public works for the commonwealth or any political subdivision thereof shall contain stipulations requiring that the contractor shall pay to any reserve police officer employed by him in any city or town the prevailing rate of wage paid to regular police officers employed by him in such city or town."

Attention is directed to the following sections of Chapter 30 of the General Laws of Massachusetts as amended to date:

**Section 39F.** "(1) Every contract awarded pursuant to sections forty-four A to L inclusive, of chapter one hundred and forty-nine shall contain the following subparagraphs (a) through (i) and every contract awarded pursuant to section thirty-nine M of chapter thirty shall contain the following subparagraphs (a) through (h) and in each case those subparagraphs shall be binding between the general contractor and each subcontractor."

- "(a)           Forthwith after the general contractor receives payment on account of a periodic estimate, the general contractor shall pay to each subcontractor the amount paid for the labor performed and the materials furnished by that subcontractor, 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.
  
- "(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 awarding authority as the estimated cost of completing the incomplete and unsatisfactory items of work, shall be due the subcontractor; and the awarding authority shall pay that amount to the general contractor. The general contractor shall forthwith pay to the subcontractor the full amount received from the awarding authority 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 awarding authority to the general contractor 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 the account of that subcontractor; and the awarding authority shall take reasonable steps to compel the general

contractor to make each such payment to each such subcontractor. If the awarding authority 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 or which is to be included in a payment to the general contractor for payment to the subcontractor as provided in subparagraphs (a) and (b), the awarding authority shall act upon the 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 awarding authority as the estimated cost of completing the incomplete and unsatisfactory items of work, the subcontractor may demand direct payment of that balance from the awarding authority. The demand shall be by a sworn statement delivered to or sent by certified mail to the awarding authority, and a copy shall be delivered 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 awarding authority and delivered or so mailed a copy to the general contractor, the general contractor may reply to the demand. The reply shall be by a sworn statement delivered to or sent by certified mail to the awarding authority 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 awarding authority, 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 including any amount due for extra labor and materials furnished to the general contractor, less any amount (i) retained by the awarding authority 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 awarding authority 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 by subparagraph (d). The awarding authority 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 awarding authority 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 awarding authority or agreed upon by the general contractor and the subcontractor and shall notify the general contractor and the subcontractor of the date of the deposit and the bank receiving the deposit. The bank shall pay the amount in 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 which later become payable to the general contractor and in the order of receipt of such demands from subcontractors. All direct payments shall discharge the obligation of the awarding authority to the general contractor to the extent of such payment.
- "(h) The awarding authority 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) If the subcontractor does not receive payment as provided in subparagraph (a) or if the general contractor does not submit a periodic estimate for the value of the labor or materials performed or furnished by the subcontractor and the subcontractor does not receive payment for same when due less the deductions provided for in subparagraph (a), the subcontractor may demand direct payment by following the procedure in subparagraph (d) and the general contractor may file a sworn replay as provided in that same subparagraph. A demand made after the first-day of the month following that for which the subcontractor performed or furnished the labor and materials for which the subcontractor seeks payment shall be valid even if delivered or mailed prior to the time payment was due on a periodic estimate from the general contractor. Thereafter the awarding authority shall proceed as provided in subparagraph (e), (f), (g), and (h)."

**Section 39G.** "Upon substantial completion of the work required by a contract with the commonwealth, or any agency or political subdivision thereof, for the construction, reconstruction, alteration, remodeling, repair or improvement of public ways, including bridges and other highway structures, sewers and water mains, airports and other public works, the contractor shall present in writing to the awarding authority its certification

that the work has been substantially completed. Within twenty-one-days thereafter, the awarding authority shall present to the contractor either a written declaration that the work has been substantially completed or an itemized list of incomplete or unsatisfactory work items required by the contract sufficient to demonstrate that the work has not been substantially completed. The awarding authority may include with such list a notice setting forth a reasonable time, which shall not in any even be prior to the contract completion date, within which the contractor must achieve substantial completion of the work. In the event that the awarding authority fails to respond by presentation of a written declaration or itemized list as aforesaid, to the contractor's certificate within the twenty-one-day period, the contractor's certification shall take effect as the awarding authority's declaration that the work has been substantially completed.

"Within sixty-five-days after the effective date of a declaration of substantial completion, the awarding authority shall prepare and forthwith send to the contractor for acceptance a substantial completion estimate for the quantity and price of the work done and all but one percent retainage on that work, including the quantity, price and all but one percent retainage for the undisputed part of each work item and extra work item in dispute but excluding the disputed part thereof, less the estimated cost of completing all incomplete and unsatisfactory work items and less the total periodic payments made to date for the work. The awarding authority also shall deduct from the substantial completion estimate an amount equal to the sum of all demands for direct payment filed by subcontractors and not yet paid to subcontractors or deposited in joint accounts pursuant to section thirty-nine F, but no contract subject to said section thirty-nine F shall contain any other provisions authorizing the awarding authority to deduct any amount by virtue of claims asserted against the contract by subcontractors, material suppliers or other.

"If the awarding authority fails to prepare and send to the contractor any substantial completion estimate required by this section on or before the date hereinabove set forth, the awarding authority shall pay to the contractor interest on the amount which would have been due to the contractor pursuant to such substantial completion estimate at the rate of three percentage points above the rediscount rate then charged by the Federal Reserve Bank of Boston from such date to the date on which the awarding authority sends that substantial completion estimate to the contractor for acceptance or to the date of payment therefor, whichever occurs first. The awarding authority shall include the amount of such interest in the substantial completion estimate.

"Within fifteen-days after the effective date of the declaration of substantial completion, the awarding authority shall send to the contractor by certified mail, return receipt requested, a complete list of all incomplete or unsatisfactory work items, and, unless delayed by causes beyond his control, the contractor shall complete all such work items within forty-five-days after the receipt of such list or before the then contract completion date, whichever is later. If the contractor fails to complete such work within such time, the awarding authority may, subsequent to seven-days' written notice to the contractor by certified mail, return receipt requested, terminate the contract and complete the incomplete or unsatisfactory work items and charge the cost of same to the contractor.

"Within thirty-days after receipt by the awarding authority of a notice from the contractor stating that all of the work required by the contract has been completed, the awarding authority shall prepare and forthwith send to the contractor for acceptance a final estimate

for the quantity and price of the work done and all retainage on that work less all payments made to date, unless the awarding authority's inspection shows that work items required by the contract remain incomplete or unsatisfactory, or that documentation required by the contract has not been completed. If the awarding authority fails to prepare and send to the contractor the final estimate within thirty-days after receipt of notice of completion, the awarding authority shall pay to the contractor interest on the amount which would have been due to the contractor pursuant to such final estimate at the rate hereinabove provided from the thirtieth-day after such completion until the date on which the awarding authority sends the final estimate to the contractor for acceptance or the date of payment therefor, whichever occurs first, provided that the awarding authority's inspection shows that not work items required by the contract remain incomplete or unsatisfactory. Interest shall not be paid hereunder on amounts for which interest is required to be paid in connection with the substantial completion estimate as hereinabove provided. The awarding authority shall include the amount of the interest required to be paid hereunder in the final estimate.

"The awarding authority shall pay the amount due pursuant to any periodic, substantial completion or final estimate within thirty-five-days after receipt of written acceptance for such estimate from the contractor and shall pay interest on the amount due pursuant to such estimate at the rate hereinabove provided from that thirty-fifth-day to the date of payment. In the case of periodic payment, the contracting authority may deduct from its payment a retention based on its estimate of the fair value of its claim against the contractor, a retention for direct payments to subcontractors based on demands for same in accordance with the provisions of section thirty-nine F, and a retention to secure satisfactory performance of the contractual work not exceeding five percent of the approved amount of any periodic payments, and the same right to retention shall apply to bonded subcontractors entitled to direct payment under section thirty-nine F of chapter thirty; provided that a five percent value of all items that are planted in the ground shall be deducted from the periodic payments until final acceptance.

"No periodic, substantial completion or final estimate or acceptance or payment thereof shall bar a contractor from reserving all rights to dispute the quantity and amount of, or the failure of the awarding authority to approve a quantity and amount of, all or part of any work item or extra work item.

"Substantial completion, for the purposes of this section, shall mean either that the work required by the contract has been completed except for work having a contract price of less than one percent of the then adjusted total contract price, or substantially all of the work has been completed and opened to public use except for minor incomplete or unsatisfactory work items that do not materially impair the usefulness of the work required by the contract."

**Section 39K.** "Every contract for the construction, reconstruction, alteration, remodeling, repair or demolition of any public building by the commonwealth, or by any county, city, town, district, board, commission or other public body, when the amount is more than five thousand dollars in the case of the commonwealth and more than two thousand dollars in the case of any county, city, town, district, board, commission or public body, shall contain the following paragraph: Within fifteen-days (twenty-four-days in the case of the commonwealth) after receipt from the contractor, at the place

designated by the awarding authority if such a place is so designated, of a periodic estimate requesting payment of the amount due for the preceding month, the awarding authority 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 the contractor to transfer title to the awarding authority, 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 thirty-nine F, 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 is, in the estimate of the awarding authority, less than one percent of the original contract price, or (b) the contractor substantially completes the work and the awarding authority takes possession for occupancy, whichever occurs first, the awarding authority 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 claims against the contractor and of the cost of completing the incomplete and unsatisfactory items of work less (2) a retention for direct payments to subcontractors based on demand for same in accordance with the provisions of section thirty-nine F, 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 thirty-nine F. If the awarding authority fails to make payment as herein provided, there shall be added to each such payment daily interest at the rate of three percentage points above the rediscount rate then charged by the Federal Reserve Bank of Boston 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 (twenty-four-days in the case of the commonwealth) after receipt of such a periodic estimate from the contractor, at the place designated by the awarding authority 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.

"The awarding authority 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 awarding authority 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 corrected and, in that event, the date of receipt of such periodic estimate shall be the date of receipt of the corrected periodic estimate in proper form 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 thirty-nine G shall not apply to any contract for the construction, reconstruction, alteration, remodeling, repair or demolition of any public building to which this section applies.

"All periodic estimates shall be submitted to the awarding authority, or to its designee as set forth in writing to the contractor, and the date of receipt by the awarding authority or its designee shall be marked on the estimate. All periodic estimates shall contain a separate item for each filed subtrade and each subtrade listed in sub-bid form as required by specifications and a column listing the amount paid to each filed subcontractor and Sub-subcontractor as of the date the periodic estimate is filed. The person making payment for the awarding authority shall add the daily interest provided for herein to each payment for each day beyond the due date based on the date of receipt marked on the estimate.

"A certificate of the architect to the effect that the contractor has fully or substantially completed the work shall, subject to the provisions of section thirty-nine J, be conclusive for the purposes of this section."

**Section 39L.** "Public Construction work by foreign corporations; restrictions and reports." The Commonwealth and every county, city, town, district, board, commission or other public body which, as the awarding authority, request proposals, bids or sub-bids for any work in the construction, reconstruction, alteration, remodeling, repair or demolition of any public building or other public works (1) shall not enter into a contract for such work with, and shall not approve as a subcontractor furnishing labor and materials for a part of any such work, a foreign corporation which has not filed with such awarding authority a certificate of the state secretary stating that such corporation has complied with sections three and five of chapter one hundred and eighty-one and the date of such compliance, and (2) shall report to the state secretary and to the department of corporations and taxation any foreign corporation performing work under such contract or subcontract, and any person, other than a corporation, performing work under such contract or subcontract, and residing or having a principal place of business outside the commonwealth.

**Section 39M(b).** "Specifications for such contracts, and specifications for contracts awarded pursuant to the provisions of said sections forty-four A to forty-four L of said chapter one hundred and forty-nine, shall be written to provide for full competition for each item of material to be furnished under the contract; except, however, that said specifications may be otherwise written for sound reasons in the public interest stated in writing in the public records of the awarding authority or promptly given in writing by the awarding authority to anyone making a written request therefor, in either instance such writing to be prepared after reasonable investigation. Every such contract shall provide that an item equal to that named or described in the said specifications may be furnished; and an item shall be considered equal to the item so named or described if (1) it is at least equal in quality, durability, appearance, strength and design, (2) it will perform at least equally the function imposed by the general design for or the public work being contracted for or the material being purchased, and (3) it conforms substantially, even with deviations, to the detailed requirements for the item in the said specifications.

"For each item of material the specifications shall provide for either a minimum of three named brands of material or a description of material which can be met by a minimum of three manufacturers or producers, and for the equal of any one of said named or described materials."

**Section 39N.** "Every contract subject to section forty-four A of Chapter one hundred and forty-nine or subject to section thirty-nine M of chapter thirty shall contain the following paragraph in its entirety and an awarding authority may adopt reasonable rules or regulations in conformity with that paragraph concerning the filing, investigation and settlement of such claims:

"If, during the progress of the work, the contractor or the awarding authority discovers that the actual subsurface or latent physical conditions encountered at the site differ substantially or materially from those shown on the plans or indicated in the contract documents either the contractor or the contracting authority may request an equitable adjustment in the contract price of the contract applying to work affected by the differing site conditions. A request for such an adjustment shall be in writing and shall be delivered by the party making such claim to the other party as soon as possible after such conditions are discovered. Upon receipt of such a claim from a contractor, or upon its own initiative, the contracting authority shall make an investigation of such physical conditions, and, if they differ substantially or materially from those shown on the plans or indicated in the contract documents or from those ordinarily encountered and generally recognized as inherent in work of the character provided for in the plans and contract documents and are of such a nature as to cause an increase or decrease in the cost of performance of the work or a change in the construction methods required for the performance of the work which results in an increase or decrease in the cost of the work, the contracting authority shall make an equitable adjustment in the contract price and the contract shall be modified in writing accordingly."

**Section 39O.** "Every contract subject to the provisions of section thirty-nine M of this chapter or subject to section forty-four A of chapter one hundred forty-nine shall contain the following provisions (a) and (b) in their entirety....

"(a) The awarding authority may order the general contractor in writing to suspend, delay, or interrupt all or any part of the work for such period of time as it may determine to be appropriate for the convenience of the awarding authority; provided however, that if there is a suspension, delay or interruption for fifteen-days or more due to a failure of the awarding authority to act within the time specified in this contract, the awarding authority shall make an adjustment in the contract price for any increase in the cost of performance of this contract but shall not include any profit to the general contractor on such increase; and provided further, that the awarding authority shall not make any adjustment in the contract price under this provision for any suspension, delay, interruption or failure to act to the extent that such is due to any cause for which this contract provides for an equitable adjustment of the contract price under any other contract provisions.

"(b) The general contractor must submit the amount of a claim under provision (a) to the awarding authority in writing as soon as practicable after the end of the suspension, delay, interruption or failure to act and, in any event, not later than the date of final payment under this contract and, except for costs due to a suspension order, the awarding authority shall not approve

any costs in the claim incurred more than twenty-days before the general contractor notified the awarding authority in writing of the act or failure to act involved in the claim.

**Section 39P.** "Every contract subject to section thirty-nine M of this chapter or section forty-four A of chapter one hundred forty-nine which requires the awarding authority, or any official, its architect or engineer to make a decision on interpretation of the specifications, approval of equipment, material or any other approval, or progress of the work, shall require that the decision be made promptly and, in any event, no later than thirty-days after the written submission for decision; but if such decision requires extended investigation and study, the awarding authority, the official, architect or engineer shall, within thirty-days after the receipt of the submission, give the party making the submission written notice of the reasons why the decision cannot be made within the thirty-day period and the date by which the decision will be made."

**Section 39R(a).** "The words defined herein shall have the meaning stated below whenever they appear in this section:

- (1) "Contractor" means any person, corporation, partnership, joint venture, sole proprietorship, or other entity awarded a contract pursuant to section thirty-nine M of chapter thirty, sections forty-four A through H, inclusive, of chapter one hundred and forty-nine and sections thirty B through thirty P, inclusive, of chapter seven.
- (2) "Contract" means any contract awarded or executed pursuant to sections thirty B through thirty P, inclusive, of chapter seven and any contract awarded or executed pursuant to section thirty-nine M of chapter thirty, or sections forty-four A through H, inclusive, of chapter one hundred and forty-nine, which is for an amount or estimated amount greater than one hundred thousand dollars.
- (3) "Records" means books of original entry, accounts, checks, bank statements and all other banking documents, correspondence, memoranda, invoices, computer printouts, tapes, discs, papers and other documents or transcribed information of any type, whether expressed in ordinary or machine language.
- (4) "Independent Certified Public Accountant" means a person duly registered in good standing and entitled to practice as a certified public accountant under the laws of the place of his/her residence or principal office and who is in fact independent. In determining whether an accountant is independent with respect to a particular person, appropriate consideration should be given to all relationships between the accountant and that person or any affiliate thereof. Determination of an accountant's independence shall not be confined to the relationships existing in connection with the filing of reports with the awarding authority.
- (5) "Audit," when used in regard to financial statements, means an examination of records by an independent certified public accountant in

accordance with generally accepted accounting principles and auditing standards for the purpose of expressing a certified opinion thereon, or, in the alternative, a qualified opinion or a declination to express an opinion for stated reasons.

- (6) "Accountant's Report," when used in regard to financial statements, means a document in which an independent certified public accountant indicates the scope of the audit which he/she has made and sets forth his/her opinion regarding the financial statements taken as a whole with a listing of noted exceptions and qualifications, or an assertion to the effect that an overall opinion cannot be expressed. When an overall opinion cannot be expressed the reason therefor shall be stated. An accountant's report shall include as a part thereof a signed statement by the responsible corporate officer attesting that management has fully disclosed all material facts to the independent certified public accountant, and that the audited financial statement is a true and complete statement of the financial condition of the contractor.
- (7) "Management," when used herein, means the chief executive officer, partners, principals or other person or persons primarily responsible for the financial and operational policies and practices of the contractor.
- (8) Accounting terms, unless otherwise defined herein, shall have a meaning in accordance with generally accepted accounting principles and auditing standards.
  - (b) Subsection (a)(2) hereof notwithstanding, every agreement or contract awarded or executed pursuant to sections thirty B through thirty P, inclusive, of chapter seven, and pursuant to section thirty-nine M of chapter thirty or to section forth-five A through H, inclusive, of chapter one hundred and forty-nine, shall provide that:
    - (1) The contractor shall make, and keep for at least six years after final payment, books, records, and accounts which in reasonable detail accurately and fairly reflect the transactions and dispositions of the contractor, and
    - (2) Until the expiration of six years after final payment, the awarding authority, office of inspector general, and the deputy commissioner of capital planning and operations shall have the right to examine any books, documents, papers or records of the contractor or of his/her subcontractors that directly pertain to, and involve transactions relating to, the contractor or his/her subcontractors, and
    - (3) If the agreement is a contract as defined herein, the contractor shall describe any change in the method of maintaining records or recording transactions which materially affect any statements filed with the awarding authority, including in his/her description the date of the change

and reasons therefor, and shall accompany said descriptions with a letter from the contractor's independent certified public accountant approving or otherwise commenting on the changes, and

- (4) If the agreement is a contract as defined herein, the contractor has filed a statement of management on internal accounting controls as set forth in paragraph (c) below prior to the execution of the contract, and
- (5) If the agreement is a contract as defined herein, the contractor has filed prior to the execution of the contracts and will continue to file annually, an audited financial statement for the most recent completed fiscal year as set forth in paragraph (d) below.

(c) Every contractor awarded a contract shall file with the awarding authority a statement of management as to whether the system of internal accounting controls of the contractor and subsidiaries reasonably assures that:

- (1) Transactions are executed in accordance with management's general and specific authorization;
- (2) Transactions are recorded as necessary:
  - i. To permit preparation of financial statements in conformity with generally accepted accounting principles, and
  - ii. To maintain accountability for assets;
- (3) Access to assets is permitted only in accordance with management's general or specific authorization; and
- (4) The recorded accountability for assets is compared with the existing assets at reasonable intervals and appropriate action was taken with respect to any difference.

Every contractor awarded a contract shall also file with the awarding authority a statement prepared and signed by an independent certified public accountant, stating that he/she has examined the statement of management on internal accounting controls, and expressing an opinion as to:

- (1) Whether the representations of management in response to this paragraph, and paragraph (b) above are consistent with the result of management's evaluation of the system of internal accounting controls; and
- (2) Whether such representations of management are, in addition, reasonable with respect to transactions and assets in amounts which would be material when measured in relation to the applicant's financial statements.

- (d) Every contractor awarded a contract by the commonwealth or by any political subdivision thereof shall annually file with the awarding authority and the deputy commissioner of capital planning and operations during the term of the contract a financial statement prepared by an independent certified public accountant on the basis of an audit by such accountant. The final statement filed shall include the date of final payment. All statements shall be accompanied by an accountant's report. Such statements shall be made available to the awarding authority upon request.
- (e) The office of inspector general, the deputy commissioner for capital planning and operations and any other awarding authority shall enforce the provisions of this section. The deputy commissioner of capital planning and operations may after providing an opportunity for the inspector general and other interested parties to comment, promulgate pursuant to the provisions of chapter thirty A such rules, regulations and guidelines as are necessary to effectuate the purposes of this section. Such rules, regulations and guidelines may be applicable to all awarding authorities. A contractor's failure to satisfy any of the requirements of this section may be grounds for debarment pursuant to section forty-four C of chapter one hundred and forty-nine."
- (f) Records and statements required to be made, kept or filed under the provisions of this section shall not be public records as defined in section seven of chapter four and shall not be open to public inspection; provided, however, that such records and statements shall be made available pursuant to the provisions of clause (2) of paragraph (b).

**Section 40.** "Bonds give to the commonwealth, any county, city, town or political subdivision to secure the performance of contracts for the construction or repair of public buildings or other public works may be discharged or released by the awarding authority, upon such terms as it deems expedient, after the expiration of one year from the time of completion, subject to section thirty-nine K, of the work contracted to be done; provided that no claim filed under said bond is pending, and provided further, that no such bonds shall be discharged or released prior to the expiration of all special guarantees provided for in the contract unless new bonds in substitution therefor specifically relating to the unexpired guarantees shall be taken.

#### EQUAL EMPLOYMENT OPPORTUNITIES

The Contractor and each Subcontractor shall comply with the provisions of the Governor's "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; with the Fair Employment Practices Law of Massachusetts, as amended; with the Rules and Regulations of the Massachusetts Commission Against Discrimination, as

in force at the date hereof; and with all other applicable municipal, state and federal laws and regulation regarding equal employment opportunity.

SECTION 01000

SITE PREPARATION AND DISMANTLING

PART 1 GENERAL

1.01 DESCRIPTION

- A. This Section specifies requirements for site preparation and removal of existing fence.
- B. The site is a historic site requiring extra protection. It is also visited by tourists. Precautions must be taken to protect the public from the work.
- C. The site is adjacent to a public way and most assess for equipment is expected to be from the street site. Coordination with the police department signage will be required and areas shall be cordoned off whenever any work occurs in proximity to the traveled way.
- C. The work includes:
  - 1. Protection of existing trees (if any) and nearby head stones.
  - 2. Dismantling of the existing fence and loading and transporting to off-site location for restoration.

1.02 RELATED SECTIONS

- A. Other specification Sections that directly relate to the work of this Section include:
  - 1. Section 01300 - Fencing Restoration
  - 2. Section 01200 - Painting

1.03 GENERAL

- A. All activities shall be prohibited outside the limits of work, unless otherwise approved by the Engineer.
- B. Special notice is made as to the possible presence of possible underground tombs in the vicinity of the fence. Under no circumstances is heavy equipment to be placed on or operated on the cemetery grounds.

1.04 SITE CONDITIONS

- A. The Owner will maintain, insofar as practical, site conditions existing during the bidding period.
- B. Actual site condition variations that differ from those of the bidding period that affect site preparation operations shall be brought to the attention of the Owner prior to the commencement of any site work.

1.05 SUBMITTALS - NONE REQUIRED

PART 2 PRODUCTS - NONE

PART 3 EXECUTION

3.01 PROTECTION

- A. The Contractor shall fence off and cover all headstones within 15 feet of the work area with either canvas, burlap or bubble wrap. Cover shall be secured in place using twine.
- B. With the permission of the Town, head stones near the work may be removed and replaced provided such work is completed by a qualified conservator.
- D. The Contractor shall be liable for all damage and/or disturbance to existing lawns. When the Contractor's operations damage vegetation, comparable replacement shall be performed as approved by the Engineer at full replacement cost to the Contractor.
- F. When traversing lawns, walkways or driveways with limited equipment or material, the contractor shall take whatever precautions are required to prevent damage to the site. This may include the placement of plywood or fiberglass mats in areas of travel to prevent damage to lawns or graves.

3.02 UTILITIES

- A. Notify all corporations, companies, individuals or local authorities owning, or having jurisdiction over, utilities running to, through or across areas to be affected by dismantling operations.

- B. Locate and identify existing utilities that are to remain and protect them from damage.

### 3.03 DISMANTLING

- A. Materials survey: A survey shall be undertaken prior to restoration construction by the contractor with observation by the town's representative. The survey will determine the total length of existing fencing on site. Number each item. Upon agreement of the inventory the contractor will take responsibility and control of all iron fence components.
- B. Remove and disassemble fencing including posts and rails to the extent required. The contractor shall replace any components due to breakage.
- C. All work shall be completed in a careful and workmanlike manner protecting fence to be dismantled to allow reuse. Cold weather hazards apply to any dismantling conducted in cool temperatures.
- D. Cutting of the original fence is not allowed without approval of the Owner (town).
- E. Existing granite support base posts are to remain and may warrant cutting (to correct for broken posts) to produce a level base for the fence. The granite posts will be replaced by the town to match the existing posts..

### 3.04 REPAIR OF DAMAGE

- A. At the completion of the project, the contractor shall repair any damaged areas of lawn, walkways, landscaping, fences or other site elements to the condition prior to the work. The contractor is on notice that this site is of significant historic value. Extreme caution is required for the work.

## PART 4 – MEASUREMENT AND PAYMENT

### 4.01 GENERAL

- A. Payment for this work will be made as part of the Lump Sum for the work item stated.

END OF SECTION

SECTION 01100

MISCELLANEOUS METALS

PART 1 GENERAL

1.01 RELATED DOCUMENTS

- A. The general provisions of the Contract, including General and Supplementary Conditions, and relevant sections of these Specifications, apply to the work specified in this Section.
  - 1. Section 01000-Site Preparation & Dismantling
  - 2. Section 01200 - Painting
  - 3. Section 01300 - Fencing Restoration

1.02 SCOPE OF WORK

- A. Provide and install shop restoration of fencing, and gates.
- B. Provide replacement for all missing and damaged cast iron elements as identified on the drawings and unit prices
- C. Provide all stainless-steel connections, fabrications, nuts, bolts, threaded rod and lugs.
- D. Coordinate with painting and material prep to de-lead all existing fencing and gate components to be reused prior to the restoration of the fence.

1.02 QUALIFICATIONS

- A. All cast iron work shall be performed by a "specialist" or "specialty contractor as defined herein, and who can demonstrate previous trade restoration experience on buildings or structures that are listed on the National Register of Historic Places (either individually or as part of a district) or are designated as National Historic Landmarks.
- B. Further, this "Specialist" or "Specialty Contractor" shall demonstrate that they have done substantial cast iron restoration, repair on "monumental" buildings or "site work projects". "Monumental" buildings would include Museums, Libraries, Courthouses, Town and City Halls, and historic office buildings; site work projects include cemeteries and parks.

Substantial shall be minimum of 3 projects with a value exceeding \$100,000 of historic cast iron restoration work.

#### 1.03 SUBMITTALS

- A. Shop Drawings: Provide large scale shop drawings for fabrication, installation, and erection of all parts of the work. Provide plans, elevations, and details of anchorages, connections, and accessory items. Provide installation templates for work installed by others.
- B. Field Measurements: Take accurate field measurements before preparation of shop drawings and fabrication. Do not delay job progress; allow for field cutting and fitting where taking field measurements before fabrication is not possible. Do not field cut or tit items that have been hot dip galvanized after fabrication.

#### 1.04 REFERENCE STANDARDS

- A. Comply with the following standard material specifications:
  - 1. AISC- Code of Standard Practice- Manual of Steel Construction - Allowable Stress Design (ASD).
  - 2. ASTM A 123- Zinc (Hot Dipped Galvanized) Coatings on Iron and Steel Products. ASTM A563 - Carbon and Alloy Steel Nuts.
  - 3. ASTM A588 -High Strength Low Alloy Structural Steel (Corrosion Resistant) ASTM A992- Structural Steel
  - 4. ASTM A276, Type 304- Threaded Round Stainless-Steel Bar Stock. ASTM A240, Type 304- Stainless Steel Plate Stock.
  - 5. A WS A2.4- Symbols for Welding, Brazing, and Nondestructive Examination. A WS D 1.1 -Structural Welding Code.

#### 1.05 QUALITY ASSURANCE

- A. Shop-fabricate work to the greatest extent possible. Clearly label pieces in shop to facilitate field assembly.
- B. Perform welding in compliance with American Welding Society Code.
- C. Comply with NAAMM's "Metal Finishes Manual for Architectural and Metal Products" for application of finishes.

1.06 DELIVERY, STORAGE, AND HANDLING

- A. Store work off the ground and under cover. Protect from damage. Protect and maintain shop applied coatings. Sequence deliveries to avoid delays but minimize on-site storage.

1.07 PROJECT CONDITIONS

- A. Do not permit overloading of any miscellaneous metal system.

PART 2 PRODUCTS

2.01 MATERIALS AND PRODUCTS

- A. Steel Shapes: ASTM A36
- B. Steel Tubing: ASTM A500 or A501, hot or cold rolled.
- C. Steel Sheet: ASTM A366, A570 or A611, of grade required for design loading.
- D. Steel Pipe: ASTM A53, black schedule 40, unless indicated otherwise. Type and grade as required for design loading.
- E. Grout: Pre-mixed, non-staining, non-corrosive, non-shrink, non-metallic complying with CE CRD-C588, type D.
- F. Bolts and Fasteners: ASTM A307 and other types as appropriate and approved by the Architect.
- G. New Castings:  
New cast iron shall be ductile iron and shall meet requirements of ASTM A536. The castings shall be free of all typical foundry defects, such as warpage, cold shuts, porosity, and all fins at sand joints are to be removed and ground flush to match adjacent surfaces.
- H. Welding, Brazing, Electrodes and Filler Metal: Comply with AWS Code.

PART 3- EXECUTION

3.1 DISMANTLING

- A. Dismantling of the railing system shall be performed by the same contractor that is performing the restoration. Dismantling shall follow the reverse order of construction. Each piece shall be numbered and keyed to inventory drawings and labeled as, "to be refurbished", "to be repaired", or "to be replicated." When work must be carried out in cold weather, care

shall be taken to avoid fracturing the iron elements by uneven heating of the members. All elements shall be labeled to their exact location and shall be reassembled in the same location from where they were dismantled.

### 3.2 FABRICATION

- A. General Fabrication: Fabricate work to be truly straight, plumb level and square and to sizes, shapes, and profiles indicated on approved shop drawings. Ease exposed edges. Cut, reinforce, drill, and tap metalwork as necessary for proper assembly and use.
1. Fabricate all miscellaneous metal supports, brackets, braces, and the like required to fully complete the work of this project.
  2. Coordinate miscellaneous metal requirements with other specification sections to ensure proper interface of various parts of the work.
  3. Mill joints to a tight, hairline fit. Cope or miter corner joints. Form joints exposed to weather to exclude water penetration.
  4. Remove mill scale, dirt, grease, and other foreign matter prior to welding. Protect adjacent surfaces from damage due to weld sparks, spatter, or tramp metal.
  5. Comply with AWS for recommended practices in shop welding and brazing. Lamp members and alternate welds to prevent warping or misalignment. Provide welds and brazes behind finished surfaces without distortion or discoloration or exposed side. Fully weld continuously and ground flush and smooth connections in a uniform manner.
  6. Use mechanical connections whenever possible. Match all existing connections. The foundry patternmaker shall look at the entire piece (i.e., a railing/balustrade) before attempting to replicate any missing portions of the Ornamental Cemetery Lot Rail and adhere to the following:
  7. Use a two-part mold for a solid casting with relief on both sides, or an open top mold for casting; in this type of casting, the parts

are bolted, brazed, or welded together; "Green sand" shall be used for all new castings.

8. Form ornamental metal work to the required shapes and sizes, with true curves, lines, and angles. Provide necessary rebates, lugs, and brackets for assembly of units. Use concealed fasteners wherever possible.
  9. Design components to allow for expansion and contraction for a minimum ambient temperature range of 100 F (37.8 C) without causing buckling, excessive opening of joint or over stressing of welds and fasteners.
  10. Comply with AWS D 1.5 for recommended practices in shop welding. Provide welds behind finished surfaces without distortion or discoloration of the exposed side. Clean exposed welded joints of all welding flux, and dress on all exposed and contact surfaces.
  11. Mill joints to a tight, hairline fit. Cope or miter corner joints. Form joints exposed to weather to exclude water penetration.
  12. Provide castings that are sound and free of warp or defects which impair strength and appearance. Mill joints to a close fit and finish exposed surfaces to smooth, sharp, well-defined lines and arises.
  13. Comply with NAAMM "Metal Finishes Manual" for finish designations and application recommendations.
- B. Work Exposed to View: Take special care in choosing materials that are smooth and free of blemishes such as pits, roller marks, trade names, scale, and roughness. Fabricate work with uniform, hairline tight joints. Form welded joints and seams continuously and grind flush and smooth to be invisible after painting. For exposed fasteners, use hex head bolts or Phillips head machine screws.
- C. Rough Hardware: Provide standard and custom fabricated bolts, anchors, hangers, dowels, and other miscellaneous metal items as needed to properly complete the work of the project.

3.3 TOLERANCES

A. The following installed tolerances are allowable variations from locations and dimensions indicated by the Contract Document and shall not be added to allowable tolerances indicated for other work.

I. Allowable Variation from True Plumb, Level and Line:  $\pm 1/8$ " in 20'-0."

3.4 REPAIRING, CLEANING AND PROTECTION

A. Touch up damaged coatings and finishes to eliminate evidence of repair.

B. Repair minor damage to eliminate all evidence of repair. Remove and replace work that cannot be satisfactorily repaired.

PART 4: MEASUREMENT AND PAYMENT

4.01 GENERAL

A. Payment for this work will be made as part Lump Sum for the work item stated.

END OF SECTION

## SECTION 01200

### PAINTING

#### PART 1: GENERAL

##### 1.01 DESCRIPTION OF WORK

- A. Provide labor, materials and equipment necessary to:
  - a. Prepare the fencing for painting including via sandblasting (or approved equal) surfaces to a clean condition. The contractor shall complete the paint removal process in a controlled condition in accordance with all applicable rules and regulations for lead paint (presumed to exist).
  - b. Place primer paint coat and,
  - c. Place of final coats of black gloss paint.
  - d. Caulk all joints.
- B. All painting shall be completed by brush in a controlled environment (spray painting shall not be allowed).

##### 1.02 RELATED WORK SPECIFIED ELSEWHERE

- A. Section 01000 – Site Preparation & Dismantling
- B. Section 01300 - Fence Restoration

##### 1.03 QUALITY ASSURANCE

- A. Field Constructed Mock-Ups: Prior to painting the entire fence, complete one small area or sample to verify color and texture of paint and technique to be representative work required for project with respect to qualities of appearance, materials and construction

##### B. REFERENCES

1. American Society of Testing and Materials (ASTM)
2. D 16 Standard Terminology for Paint, Related Coatings, Materials and Applications

#### 1.04 SUBMITTALS

Provide the following information prior to commencement of work.

- A. Sandblasting / metal preparation technique narrative
- B. Primer Paint: catalog cut to be part of technique narrative
- C. Final Coat Paint: catalog cut and color swatch technique narrative.

#### 1.05 DELIVERY AND STORAGE

- A. Contractor is responsible for transporting and storing all materials and equipment necessary to complete the job. Other than staging required to complete the work, no material shall be stored on-site overnight or over weekends.

#### 1.06 JOB CONDITIONS

- A. Protection of Work: It is the responsibility of Contractor throughout the duration of the project until final acceptance. Any and all work deemed unacceptable by the Owner or Owner's Representative will be removed and repaired at no cost to the Owner. Any painted surface damaged during transportation to the site shall be repaired to the Owner's satisfaction.
- B. Cold Weather Protection: do not paint when the temperature of the surrounding air is or predicted for the next 48 hours to be below 40 degrees F.

#### 1.07 COORDINATION

- A. Refer to all Contract Documents for a full comprehension of the extent and detail of the work to be performed.

### PART 2: PRODUCTS

#### 2.01 MATERIALS

- A. All materials shall be cleaned of deteriorated, loose paint, damage and rust. All elements that can be removed from the site shall be lightly sandblasted to remove existing damaged paint. Touch up areas may be scraped with a wire brush.

- B. Primer shall be a zinc coating such as:
  - a. Zinc-Clad XI @3.0-5.0 mls by Sherman Williams
  - b. Series 1 Omnithane @ 2.5-2.5 mls by Tnemec
  - c. Or equivalent as approved by the Owner
- C. Intermediate coat shall be an epoxy-polyamide paint such as:
  - a. Macropoxy 656 High Solids @ 3.0-6.0 mls dft. by Sherman Williams
  - b. Series 27 Typoxy @3.0-5.0 mls, black, gloss, by Tnemec
  - c. Or equivalent as approved by the Owner
- D. Finish coat shall be a polyurethane topcoat paint such as:
  - a. Acrolon 218 High Solids Polyurethane @3.0-6.0 mls dft., black, gloss, by Sherman Williams
  - b. Series 1075 Endura-Shield @ 2.0-3.0 mls, black, gloss, by Tnemec
  - c. Or equivalent as approved by the Owner
- E. Paint shall be produced specifically fabricated for exterior use on metal such as a modified polyamidoamine epoxy. It shall be capable of high-build coating with superior wetting for marginally prepared rusty steel and tightly adhering old coatings.
  - a. Finish: Gloss
  - b. Color: Black

### PART 3: EXECUTION

#### 3.01 INSTALLATION

- A. Installer shall be thoroughly experienced (a minimum of 10 years), competent and proficient in the installation and knowledge of painting and approved by Owner and/or the Owner's representative.
- B. The areas to be repainted shall be cleaned thoroughly to a near white condition as described in SSPC-SP 10/NACE No. 2.

- C. Cleaning of fence to be painted shall be completed less than 5 days prior to painting if the fence is stored in a dry protected condition. The contractor shall make every effort to place the primer paint on the fence within 12 hours of cleaning to insure minimal oxidation occurs to the cleaned surface prior to painting.
- D. Significant (1/4) inch open joints shall be filled and beaded with elastomeric caulk suitable to accept the paint cover.
- E. Primer: Apply one spot prime coat to all cleaned to bare metal surfaces at 4.0-5.0 mils.
- F. Full Intermediate Coat: Apply one intermediate coat to all surfaces schedules for coating at 4.0-6.0 mils dft.
- G. Full Finish Coat: Apply one full finish coat to all surfaces scheduled for coating at 2.0-3.0 mils dft.
- H. All painting to be complete in accordance with manufactures written instructions.
- I. After complete installation touch up any scratched or chipped areas with 2 coats of brush applied finish paint.

### 3.02 CLEAN UP

- A. The Contractor shall be responsible for a total clean up of project on a daily basis. The Owner and/or Owner's Representative shall insist on the site being clean at the end of each working day.
- C. Final clean up shall consist of the Contractor removing all remaining equipment, material, debris and any other object created during construction off site.
- D. The Contractor is responsible for loam and seed all disturbed areas. This work shall include, but not limited to, leveling the work area to surrounding grade, placement of loam and seed around the wall.
- E. Remove any splattered paint from stone, concrete or brick surfaces using suitable commercial product for that purpose. Do not use muriatic acid.

3.03 INSPECTION AND GUARANTEE

- A. Contractor shall guarantee all work, including materials and workmanship, for a period of 5 years from the date of acceptance (as specified in writing to the Owner). The Contractor shall receive no additional compensation for maintenance and restoration under the guarantee.

PART 4: MEASUREMENT AND PAYMENT

4.01 GENERAL

- A. Payment for this work will be made as part of the Lump Sum for the work stated.

END OF SECTION

SECTION 01300

FENCING RESTORATION

PART 1: GENERAL

1.01 SUMMARY

A. Provide all labor, materials, equipment, services, and perform all operations necessary to complete the work of this section as indicated within the drawings and specified herein which shall include, but is not limited to, the following:

B. SUMMARY OF WORK

The work includes, without limiting the generality thereof, providing all labor, materials and equipment for the removal, repair, painting and replacement of approximately 52' 4 1/2" linear feet of fence at Old Village Cemetery in Dedham. In a general sense, this includes:

- A. Site preparation including arrangements to prevent parking in the work area and securing areas for storage or materials.
- B. Removal and preservation of existing fence including off-site storage/repair.
- C. Refurbishing of approximately 52' 4 1/2" lf. of cast iron fence, including repairing/ replacement of missing or damaged parts (finials, caps, piers and pickets as generally indicated on the drawings).
- D. Fabrication of molds and casting of replacement fence components.
- E. Creation of a working cast iron gate matching the general design of the fence.
- F. Painting of repaired fence.
- G. Clean up.

1.02 Related Sections: The following Sections contain requirements that relate to this Section.

1. 01000 - Site Preparation and Dismantling
2. 01200 - Painting

### 1.03 QUALITY ASSURANCE

#### **Contractor Minimum Experience**

Fencing shall be installed by a contractor specializing in the restoration of historic wrought iron for no less than 3 years. This contractor or subcontractor must submit references from five projects, similar in scope and scale, performed in the last 5 years. These references must be submitted with the Form for Bid.

All cast iron work shall be performed by a "specialist" or "specialty contractor as defined herein, and who can demonstrate previous trade restoration experience on buildings or structures that are listed on the National Register of Historic Places (either individually or as part of a district) or are designated as National Historic Landmarks.

Further, this "Specialist" or "Specialty Contractor" shall demonstrate that they have done substantial cast iron restoration, repair on "monumental" buildings or "site work projects". "Monumental" buildings would include Museums, Libraries, Courthouses, Town and City Halls, and historic office buildings; site work projects include cemeteries and parks. Substantial shall be minimum of 3 projects with a value exceeding \$100,000 of historic cast iron restoration work.

A. Use adequate numbers of skilled workmen who are thoroughly trained and experienced in the necessary crafts and who are completely familiar with the specified requirements and the methods needed for proper performance of the work of this Section.

B. The contractor shall verify all dimensions of the fence before fabrication.

#### PART 2: MATERIALS

A. Castings-All new casting shall be ductile iron castings with a minimum strength of 20,000 PSI conforming to ASTM 536 grade 64-45-12, domestically produced.

B. All castings shall be constructed using suitable new wood or plastic

archival grade patterns (*which shall be provided to the Owner at the completion of the work*). New castings shall match the original fence in size and appearance. Provide castings that are sound and free of defects which impair strength and appearance

- C. Make cast iron castings using patterns created by the Contractor. The Town of Dedham shall remain the sole Owner of the patterns. Unauthorized use of the patterns is prohibited.

Contractor shall be responsible for transportation of patterns to and from pattern fabricator and foundry, cleaning and restoration of patterns, and return of patterns to Town of Dedham.

- D. Payment for castings will be made to the Contractor only after patterns are returned to the possession of Town of Dedham and approved by the Owner's representative.
- E. Repair dents, chips, scratches, etc. in the surface of existing patterns. Retighten patterns to their mounting boards. Paint all epoxied and wood parts of patterns with an approved pattern paint, lacquer base.
- F. All welds to cast iron shall be made using suitable rods such as NIROD or Lincoln AWS ENI-CI. Preheating of entire casting may be required.
- G. If necessary, adhesive products for stone post repair: Bondstone, Edison, Akemi and Sikadur epoxy adhesive manufacturers have acceptable products for repairing stone. Provide technical data sheets and MSDS sheets for proposed adhesive.

### PART 3: EXECUTION

#### SHOP DRAWINGS

- A. The Contractor shall submit a written plan for dismantling/ restoration / installation of the fence as part of the shop drawing review phase. Once approved, the plan shall be followed. This plan shall identify those portions of the fence to be recast and replaced and those to be restored.

#### PREPARATION AND DISMANTLING

- A. Field Measurements: Take field measurements before preparation of shop drawings and disassemble in the field.

B. Before starting work, examine adjoining work on which work in any way will have an effect. Do such corrective work as necessary to prevent damage to adjoining work.

C. Number all components to allow removal and replacement in same locations.

D. Coordinate diagrams, instructions, and directions for installation of fence (including relocation of certain steel rails to less visible locations).

E. Dismantle existing fencing so as to prevent damage to granite posts or other features to remain. Fence sections to be restored shall be transported and stored off site in a secure location so as to prevent damage to individual components. Do not allow cast iron fence elements to come into contact with earth or other foreign materials or to be stored in such a manner that components are overstressed.

F. The fence shall be removed from site for sandblasting, restoration, priming and painting.

G. The fencing and components shall be cleaned to the extent necessary using sand blasting, scraping, needle gun or other method to insure the surface will bond permanently to the finished paint.

H. All new fabrication is to match the existing cast iron fencing to the extent possible.

### 3.01 DELIVERY STORAGE AND HANDLING

A. Deliver and store work under this section in a manner to prevent wrinkling

B. Dismantled fencing shall be secured on site at all times. Contractor will be responsible for any loss of materials.

C. Items which become damaged, rusted or stolen shall be cause for rejection and shall be replaced without additional cost to the owner.

D. Coordinate delivery of items to the job site.

### 3.02 LAYOUT AND DESIGN

- A. Contractor shall reinstall the fence in the same location as the existing fence while maintaining a uniform spacing between the lower portion of the fence and the existing ground surface.

### 3.03 INSTALLATION/PLACEMENT

- A. The Contractor shall submit a written plan for dismantling/ restoration / installation of the fence as part of the shop drawing review phase. Once, approved the plan shall be followed.
- B. The fencing shall be installed using qualified experienced workmen.
- C. All fencing components shall be fully painted before delivery to the site.
- D. The fence shall be re-installed in a plumb and thoroughly secure condition.
- E. Clean the entire fence after installation and provide touch up paint as required.
- F. Any excess damaged parts that cannot be re-used and have been replaced will become the property of the Contractor.

### 3.04 SPARE PARTS

None.

### 3.05 PHOTO DOCUMENTATION

- A. The contractor shall regularly photograph the work as it proceeds and provide a CD with approximately 100 digital images as a summary documentation of the work. Photos shall be labeled with a title to explain the subject of the photo.

## PART 4: MEASUREMENT AND PAYMENT

### 4.01 GENERAL

- A. Payment for this work will be made as part Lump Sum for the work item stated.

PART 5: WARRANTY

A. The contractor shall warrant the installed fence for manufacturing / restoration defects and painted surfaces for a period of five years from the date of acceptance.

END OF SECTION

# ATTACHMENT A



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 Dedham  
**Contract Number:** **City/Town:** DEDHAM  
**Description of Work:** Restoration of old iron fencing in Historic Cemetery  
**Job Location:** 30 Village Ave

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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 |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| <b>Construction</b>  |                |           |         |         |                           |            |
| (2 AXLE) DRIVER - EQUIPMENT<br><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<br><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<br><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<br><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<br><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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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.<br><i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i> | 12/01/2020     | \$38.10   | \$12.80 | \$9.45  | \$0.00                    | \$60.35    |
| ASPHALT RAKER<br><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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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<br><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<br><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<br><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<br><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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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<br><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)<br><i>BRICKLAYERS LOCAL 3 (FOXBORO)</i> | 08/01/2020     | \$53.61   | \$10.75 | \$21.45 | \$0.00                    | \$85.81    |
|  | 02/01/2021     | \$54.21   | \$10.75 | \$21.45 | \$0.00                    | \$86.41    |
|  | 08/01/2021     | \$55.61   | \$10.75 | \$21.61 | \$0.00                    | \$87.97    |
|  | 02/01/2022     | \$56.19   | \$10.75 | \$21.61 | \$0.00                    | \$88.55    |

**Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Foxboro**

**Effective Date - 08/01/2020**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$26.81              | \$10.75 | \$21.45 | \$0.00                    | \$59.01    |
| 2    | 60      | \$32.17              | \$10.75 | \$21.45 | \$0.00                    | \$64.37    |
| 3    | 70      | \$37.53              | \$10.75 | \$21.45 | \$0.00                    | \$69.73    |
| 4    | 80      | \$42.89              | \$10.75 | \$21.45 | \$0.00                    | \$75.09    |
| 5    | 90      | \$48.25              | \$10.75 | \$21.45 | \$0.00                    | \$80.45    |

**Effective Date - 02/01/2021**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$27.11              | \$10.75 | \$21.45 | \$0.00                    | \$59.31    |
| 2    | 60      | \$32.53              | \$10.75 | \$21.45 | \$0.00                    | \$64.73    |
| 3    | 70      | \$37.95              | \$10.75 | \$21.45 | \$0.00                    | \$70.15    |
| 4    | 80      | \$43.37              | \$10.75 | \$21.45 | \$0.00                    | \$75.57    |
| 5    | 90      | \$48.79              | \$10.75 | \$21.45 | \$0.00                    | \$80.99    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER<br><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<br><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<br><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<br><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<br><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<br><i>CARPENTERS -ZONE 1 (Metro Boston)</i> | 09/01/2020 | \$51.53 | \$9.40 | \$18.95 | \$0.00 | \$79.88 |
|   | 03/01/2021 | \$52.38 | \$9.40 | \$18.95 | \$0.00 | \$80.73 |
|   | 09/01/2021 | \$53.28 | \$9.40 | \$18.95 | \$0.00 | \$81.63 |
|   | 03/01/2022 | \$54.13 | \$9.40 | \$18.95 | \$0.00 | \$82.48 |
|   | 09/01/2022 | \$55.03 | \$9.40 | \$18.95 | \$0.00 | \$83.38 |
|   | 03/01/2023 | \$55.88 | \$9.40 | \$18.95 | \$0.00 | \$84.23 |

**Apprentice - CARPENTER - Zone 1 Metro Boston**

**Effective Date - 09/01/2020**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$25.77              | \$9.40 | \$1.73  | \$0.00                    | \$36.90    |
| 2    | 60      | \$30.92              | \$9.40 | \$1.73  | \$0.00                    | \$42.05    |
| 3    | 70      | \$36.07              | \$9.40 | \$13.76 | \$0.00                    | \$59.23    |
| 4    | 75      | \$38.65              | \$9.40 | \$13.76 | \$0.00                    | \$61.81    |
| 5    | 80      | \$41.22              | \$9.40 | \$15.49 | \$0.00                    | \$66.11    |
| 6    | 80      | \$41.22              | \$9.40 | \$15.49 | \$0.00                    | \$66.11    |
| 7    | 90      | \$46.38              | \$9.40 | \$17.22 | \$0.00                    | \$73.00    |
| 8    | 90      | \$46.38              | \$9.40 | \$17.22 | \$0.00                    | \$73.00    |

**Effective Date - 03/01/2021**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$26.19              | \$9.40 | \$1.73  | \$0.00                    | \$37.32    |
| 2    | 60      | \$31.43              | \$9.40 | \$1.73  | \$0.00                    | \$42.56    |
| 3    | 70      | \$36.67              | \$9.40 | \$13.76 | \$0.00                    | \$59.83    |
| 4    | 75      | \$39.29              | \$9.40 | \$13.76 | \$0.00                    | \$62.45    |
| 5    | 80      | \$41.90              | \$9.40 | \$15.49 | \$0.00                    | \$66.79    |
| 6    | 80      | \$41.90              | \$9.40 | \$15.49 | \$0.00                    | \$66.79    |
| 7    | 90      | \$47.14              | \$9.40 | \$17.22 | \$0.00                    | \$73.76    |
| 8    | 90      | \$47.14              | \$9.40 | \$17.22 | \$0.00                    | \$73.76    |

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$34.32/ 3&4 \$41.14/ 5&6 \$60.96/ 7&8 \$67.84

**Apprentice to Journeyworker Ratio:1:5**

|  |            |         |        |        |        |         |
|--|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME<br><i>CARPENTERS -ZONE 2 (Wood Frame)</i> | 04/01/2020 | \$27.12 | \$7.21 | \$5.80 | \$0.00 | \$40.13 |
|  | 04/01/2021 | \$27.87 | \$7.21 | \$5.80 | \$0.00 | \$40.88 |
|  | 04/01/2022 | \$28.62 | \$7.21 | \$5.80 | \$0.00 | \$41.63 |
|  | 04/01/2023 | \$28.97 | \$7.21 | \$5.80 | \$0.00 | \$41.98 |

**Classification**

All Aspects of New Wood Frame Work

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

**Apprentice - CARPENTER (Wood Frame) - Zone 2**

**Effective Date - 04/01/2020**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$16.27              | \$7.21 | \$0.00  | \$0.00                    | \$23.48    |
| 2    | 60      | \$16.27              | \$7.21 | \$0.00  | \$0.00                    | \$23.48    |
| 3    | 65      | \$17.63              | \$7.21 | \$2.00  | \$0.00                    | \$26.84    |
| 4    | 70      | \$18.98              | \$7.21 | \$2.00  | \$0.00                    | \$28.19    |
| 5    | 75      | \$20.34              | \$7.21 | \$5.80  | \$0.00                    | \$33.35    |
| 6    | 80      | \$21.70              | \$7.21 | \$5.80  | \$0.00                    | \$34.71    |
| 7    | 85      | \$23.05              | \$7.21 | \$5.80  | \$0.00                    | \$36.06    |
| 8    | 90      | \$24.41              | \$7.21 | \$5.80  | \$0.00                    | \$37.42    |

**Effective Date - 04/01/2021**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$16.72              | \$7.21 | \$0.00  | \$0.00                    | \$23.93    |
| 2    | 60      | \$16.72              | \$7.21 | \$0.00  | \$0.00                    | \$23.93    |
| 3    | 65      | \$18.12              | \$7.21 | \$2.00  | \$0.00                    | \$27.33    |
| 4    | 70      | \$19.51              | \$7.21 | \$2.00  | \$0.00                    | \$28.72    |
| 5    | 75      | \$20.90              | \$7.21 | \$5.80  | \$0.00                    | \$33.91    |
| 6    | 80      | \$22.30              | \$7.21 | \$5.80  | \$0.00                    | \$35.31    |
| 7    | 85      | \$23.69              | \$7.21 | \$5.80  | \$0.00                    | \$36.70    |
| 8    | 90      | \$25.08              | \$7.21 | \$5.80  | \$0.00                    | \$38.09    |

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$19.41/ 3&4 \$24.13/ 5&6 \$31.99/ 7&8 \$34.71

**Apprentice to Journeyworker Ratio:1:5**

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING<br>BRICKLAYERS LOCAL 3 (FOXBORO) | 01/01/2020 | \$44.67 | \$12.75 | \$22.41 | \$0.62 | \$80.45 |
|--|------------|---------|---------|---------|--------|---------|

**Classification**

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

**Apprentice - CEMENT MASONRY/PLASTERING - Foxboro**

**Effective Date - 01/01/2020**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$22.34              | \$12.75 | \$15.41 | \$0.00                    | \$50.50    |
| 2    | 60      | \$26.80              | \$12.75 | \$17.41 | \$0.62                    | \$57.58    |
| 3    | 65      | \$29.04              | \$12.75 | \$18.41 | \$0.62                    | \$60.82    |
| 4    | 70      | \$31.27              | \$12.75 | \$19.41 | \$0.62                    | \$64.05    |
| 5    | 75      | \$33.50              | \$12.75 | \$20.41 | \$0.62                    | \$67.28    |
| 6    | 80      | \$35.74              | \$12.75 | \$21.41 | \$0.62                    | \$70.52    |
| 7    | 90      | \$40.20              | \$12.75 | \$22.41 | \$0.62                    | \$75.98    |

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

**Apprentice to Journeyworker Ratio:1:3**

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| <b>CHAIN SAW OPERATOR</b><br><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"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| <b>CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES</b><br><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"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| <b>COMPRESSOR OPERATOR</b><br><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"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| <b>DELEADER (BRIDGE)</b><br><i>PAINTERS LOCAL 35 - ZONE 1</i> | 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 - 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<br>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<br>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"

|                                    |            |         |        |         |        |         |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: BURNERS<br>LABORERS - ZONE 1 | 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"

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| DEMO: CONCRETE CUTTER/SAWYER<br><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<br><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<br><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<br><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<br><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<br><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)<br><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)<br><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"                       |                |           |         |         |                           |            |
| DRAWBRIDGE OPERATOR (Construction)<br><i>DRAWBRIDGE - SEIU LOCAL 888</i> | 07/01/2020     | \$26.77   | \$6.67  | \$3.93  | \$0.16                    | \$37.53    |
| ELECTRICIAN<br><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    |

**Classification**

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

**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          | 01/01/2021 | \$63.47 | \$15.88 | \$19.31 | \$0.00 | \$98.66  |
| ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |

**Apprentice - ELEVATOR CONSTRUCTOR - Local 4**

**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    |

**Effective Date - 01/01/2022**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$32.81              | \$16.03 | \$0.00  | \$0.00                    | \$48.84    |
| 2    | 55      | \$36.09              | \$16.03 | \$20.21 | \$0.00                    | \$72.33    |
| 3    | 65      | \$42.65              | \$16.03 | \$20.21 | \$0.00                    | \$78.89    |
| 4    | 70      | \$45.93              | \$16.03 | \$20.21 | \$0.00                    | \$82.17    |
| 5    | 80      | \$52.50              | \$16.03 | \$20.21 | \$0.00                    | \$88.74    |

**Notes:**

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

**Apprentice to Journeyworker Ratio:1:1**

|                               |            |         |         |         |        |         |
|-------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER   | 01/01/2021 | \$44.43 | \$15.88 | \$19.31 | \$0.00 | \$79.62 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2022 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

|                            |            |         |        |         |        |         |
|----------------------------|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| LABORERS - ZONE 1          | 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) | 12/01/2020 | \$40.15 | \$8.60 | \$17.32 | \$0.00 | \$66.07 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY)          | 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 | 11/01/2020 | \$45.23 | \$13.00 | \$15.70 | \$0.00 | \$73.93 |
| OPERATING ENGINEERS LOCAL 4             | 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"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY | 11/01/2020 | \$46.74 | \$13.00 | \$15.70 | \$0.00 | \$75.44 |
| OPERATING ENGINEERS LOCAL 4             | 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"

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY<br><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<br><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<br>/ COMMISSIONING<br><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    |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"                   |                |           |         |         |                           |            |
| FIREMAN (ASST. ENGINEER)<br><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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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<br><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<br><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<br><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)<br><i>GLAZIERS LOCAL 35 (ZONE 1)</i> | 01/01/2021 | \$47.35 | \$8.25  | \$22.75 | \$0.00 | \$78.35 |

**Classification**

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

**Apprentice - GLAZIER - Local 35 Zone 1**

**Effective Date - 01/01/2021**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$23.68              | \$8.25 | \$0.00  | \$0.00                    | \$31.93    |
| 2    | 55      | \$26.04              | \$8.25 | \$6.16  | \$0.00                    | \$40.45    |
| 3    | 60      | \$28.41              | \$8.25 | \$6.72  | \$0.00                    | \$43.38    |
| 4    | 65      | \$30.78              | \$8.25 | \$7.28  | \$0.00                    | \$46.31    |
| 5    | 70      | \$33.15              | \$8.25 | \$19.39 | \$0.00                    | \$60.79    |
| 6    | 75      | \$35.51              | \$8.25 | \$19.95 | \$0.00                    | \$63.71    |
| 7    | 80      | \$37.88              | \$8.25 | \$20.51 | \$0.00                    | \$66.64    |
| 8    | 90      | \$42.62              | \$8.25 | \$21.63 | \$0.00                    | \$72.50    |

**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)<br>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)<br>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)<br>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)<br><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<br><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<br><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    |
| For apprentice rates see "Apprentice- LABORER"                                       |                |           |         |         |                           |            |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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)<br><i>HEAT &amp; 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<br><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<br>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"

|                              |            |         |        |         |        |         |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER<br>LABORERS - ZONE 1 | 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 |

**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<br><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<br><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<br><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<br><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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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<br><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<br><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<br><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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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<br><i>BRICKLAYERS LOCAL 3 - MARBLE &amp; 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<br><i>BRICKLAYERS LOCAL 3 - MARBLE &amp; 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)<br><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<br><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)<br><i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 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 - 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<br>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)<br>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)<br>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<br>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)<br>PAINTERS LOCAL 35 - ZONE 1 | 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 - 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) * | 01/01/2021 | \$49.75 | \$8.25 | \$22.75 | \$0.00 | \$80.75 |
|-------------------------------------|------------|---------|--------|---------|--------|---------|

\* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1

**Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New**

**Effective Date - 01/01/2021**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$24.88              | \$8.25 | \$0.00  | \$0.00                    | \$33.13    |
| 2    | 55      | \$27.36              | \$8.25 | \$6.16  | \$0.00                    | \$41.77    |
| 3    | 60      | \$29.85              | \$8.25 | \$6.72  | \$0.00                    | \$44.82    |
| 4    | 65      | \$32.34              | \$8.25 | \$7.28  | \$0.00                    | \$47.87    |
| 5    | 70      | \$34.83              | \$8.25 | \$19.39 | \$0.00                    | \$62.47    |
| 6    | 75      | \$37.31              | \$8.25 | \$19.95 | \$0.00                    | \$65.51    |
| 7    | 80      | \$39.80              | \$8.25 | \$20.51 | \$0.00                    | \$68.56    |
| 8    | 90      | \$44.78              | \$8.25 | \$21.63 | \$0.00                    | \$74.66    |

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|                                       |            |         |        |         |        |         |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2021 | \$46.81 | \$8.25 | \$22.75 | \$0.00 | \$77.81 |
|---------------------------------------|------------|---------|--------|---------|--------|---------|

PAINTERS LOCAL 35 - ZONE 1

**Classification**

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

**Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint**

**Effective Date - 01/01/2021**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$23.41              | \$8.25 | \$0.00  | \$0.00                    | \$31.66    |
| 2    | 55      | \$25.75              | \$8.25 | \$6.16  | \$0.00                    | \$40.16    |
| 3    | 60      | \$28.09              | \$8.25 | \$6.72  | \$0.00                    | \$43.06    |
| 4    | 65      | \$30.43              | \$8.25 | \$7.28  | \$0.00                    | \$45.96    |
| 5    | 70      | \$32.77              | \$8.25 | \$19.39 | \$0.00                    | \$60.41    |
| 6    | 75      | \$35.11              | \$8.25 | \$19.95 | \$0.00                    | \$63.31    |
| 7    | 80      | \$37.45              | \$8.25 | \$20.51 | \$0.00                    | \$66.21    |
| 8    | 90      | \$42.13              | \$8.25 | \$21.63 | \$0.00                    | \$72.01    |

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|                                |            |         |        |         |        |         |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 01/01/2021 | \$47.35 | \$8.25 | \$22.75 | \$0.00 | \$78.35 |
|--------------------------------|------------|---------|--------|---------|--------|---------|

\* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1

**Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW**

**Effective Date - 01/01/2021**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$23.68              | \$8.25 | \$0.00  | \$0.00                    | \$31.93    |
| 2    | 55      | \$26.04              | \$8.25 | \$6.16  | \$0.00                    | \$40.45    |
| 3    | 60      | \$28.41              | \$8.25 | \$6.72  | \$0.00                    | \$43.38    |
| 4    | 65      | \$30.78              | \$8.25 | \$7.28  | \$0.00                    | \$46.31    |
| 5    | 70      | \$33.15              | \$8.25 | \$19.39 | \$0.00                    | \$60.79    |
| 6    | 75      | \$35.51              | \$8.25 | \$19.95 | \$0.00                    | \$63.71    |
| 7    | 80      | \$37.88              | \$8.25 | \$20.51 | \$0.00                    | \$66.64    |
| 8    | 90      | \$42.62              | \$8.25 | \$21.63 | \$0.00                    | \$72.50    |

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|                                  |            |         |        |         |        |         |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2021 | \$45.41 | \$8.25 | \$22.75 | \$0.00 | \$76.41 |
|----------------------------------|------------|---------|--------|---------|--------|---------|

PAINTERS LOCAL 35 - ZONE 1

**Classification**

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

**Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT**

**Effective Date - 01/01/2021**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$22.71              | \$8.25 | \$0.00  | \$0.00                    | \$30.96    |
| 2    | 55      | \$24.98              | \$8.25 | \$6.16  | \$0.00                    | \$39.39    |
| 3    | 60      | \$27.25              | \$8.25 | \$6.72  | \$0.00                    | \$42.22    |
| 4    | 65      | \$29.52              | \$8.25 | \$7.28  | \$0.00                    | \$45.05    |
| 5    | 70      | \$31.79              | \$8.25 | \$19.39 | \$0.00                    | \$59.43    |
| 6    | 75      | \$34.06              | \$8.25 | \$19.95 | \$0.00                    | \$62.26    |
| 7    | 80      | \$36.33              | \$8.25 | \$20.51 | \$0.00                    | \$65.09    |
| 8    | 90      | \$40.87              | \$8.25 | \$21.63 | \$0.00                    | \$70.75    |

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| Painter Traffic Markings (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 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) |            |         |         |         |        |         |
| PANEL & PICKUP TRUCKS DRIVER                                      | 12/01/2020 | \$36.08 | \$12.91 | \$14.82 | \$0.00 | \$63.81 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A                             | 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)                 | 08/01/2020 | \$49.07 | \$9.40  | \$23.12 | \$0.00 | \$81.59 |
| PILE DRIVER LOCAL 56 (ZONE 1)                                     |            |         |         |         |        |         |
| For apprentice rates see "Apprentice- PILE DRIVER"                |            |         |         |         |        |         |
| PILE DRIVER   | 08/01/2020 | \$49.07 | \$9.40  | \$23.12 | \$0.00 | \$81.59 |
| PILE DRIVER LOCAL 56 (ZONE 1)                                     |            |         |         |         |        |         |

**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<br><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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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<br><i>PLUMBERS &amp; 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.)<br><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<br><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 &amp; 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 &amp; 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 DRIVER  | 01/01/2021     | \$23.50   | \$11.51 | \$8.00  | \$0.00                    | \$43.01    |
| <i>TEAMSTERS 170 - Rosenfeld (Walpole)</i>                         |                |           |         |         |                           |            |
| 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"         |                |           |         |         |                           |            |
| RIDE-ON MOTORIZED BUGGY 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"                     |                |           |         |         |                           |            |
| ROLLER/SPREADER/MULCHING MACHINE                                   | 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 |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)<br>ROOFERS LOCAL 33 | 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<br>ROOFERS LOCAL 33 | 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"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| SHEETMETAL WORKER<br>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 |

**Classification**

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

**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<br><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<br><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 |
| SPRINKLER FITTER<br><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 |

**Classification**

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

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

**Effective Date - 01/01/2021**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 35      | \$21.51              | \$10.00 | \$11.81 | \$0.00                    | \$43.32    |
| 2    | 40      | \$24.58              | \$10.00 | \$12.50 | \$0.00                    | \$47.08    |
| 3    | 45      | \$27.65              | \$10.00 | \$13.19 | \$0.00                    | \$50.84    |
| 4    | 50      | \$30.73              | \$10.00 | \$13.93 | \$0.00                    | \$54.66    |
| 5    | 55      | \$33.80              | \$10.00 | \$14.56 | \$0.00                    | \$58.36    |
| 6    | 60      | \$36.87              | \$10.00 | \$15.25 | \$0.00                    | \$62.12    |
| 7    | 65      | \$39.94              | \$10.00 | \$15.94 | \$0.00                    | \$65.88    |
| 8    | 70      | \$43.02              | \$10.00 | \$16.63 | \$0.00                    | \$69.65    |
| 9    | 75      | \$46.09              | \$10.00 | \$17.31 | \$0.00                    | \$73.40    |
| 10   | 80      | \$49.16              | \$10.00 | \$18.00 | \$0.00                    | \$77.16    |

**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<br><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"                     |            |         |         |         |        |         |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN<br><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"                     |            |         |         |         |        |         |
| TELECOMMUNICATION TECHNICIAN<br><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                  | 08/01/2020 | \$54.69 | \$10.75 | \$22.09 | \$0.00 | \$87.53 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 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 |

**Classification**

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

**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**

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| <b>TEST BORING DRILLER</b><br><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"   |            |         |         |         |        |         |
| <b>TEST BORING DRILLER HELPER</b><br><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"   |            |         |         |         |        |         |
| <b>TEST BORING LABORER</b><br><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"   |            |         |         |         |        |         |
| <b>TRACTORS/PORTABLE STEAM GENERATORS</b><br><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"                                 |            |         |         |         |        |         |
| <b>TRAILERS FOR EARTH MOVING EQUIPMENT</b><br><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 |
| <b>TUNNEL WORK - COMPRESSED AIR</b><br><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)<br><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<br><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)<br><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<br><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<br><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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; 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<br><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<br><i>PLUMBERS &amp; 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"         |                |           |         |         |                           |            |

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.)

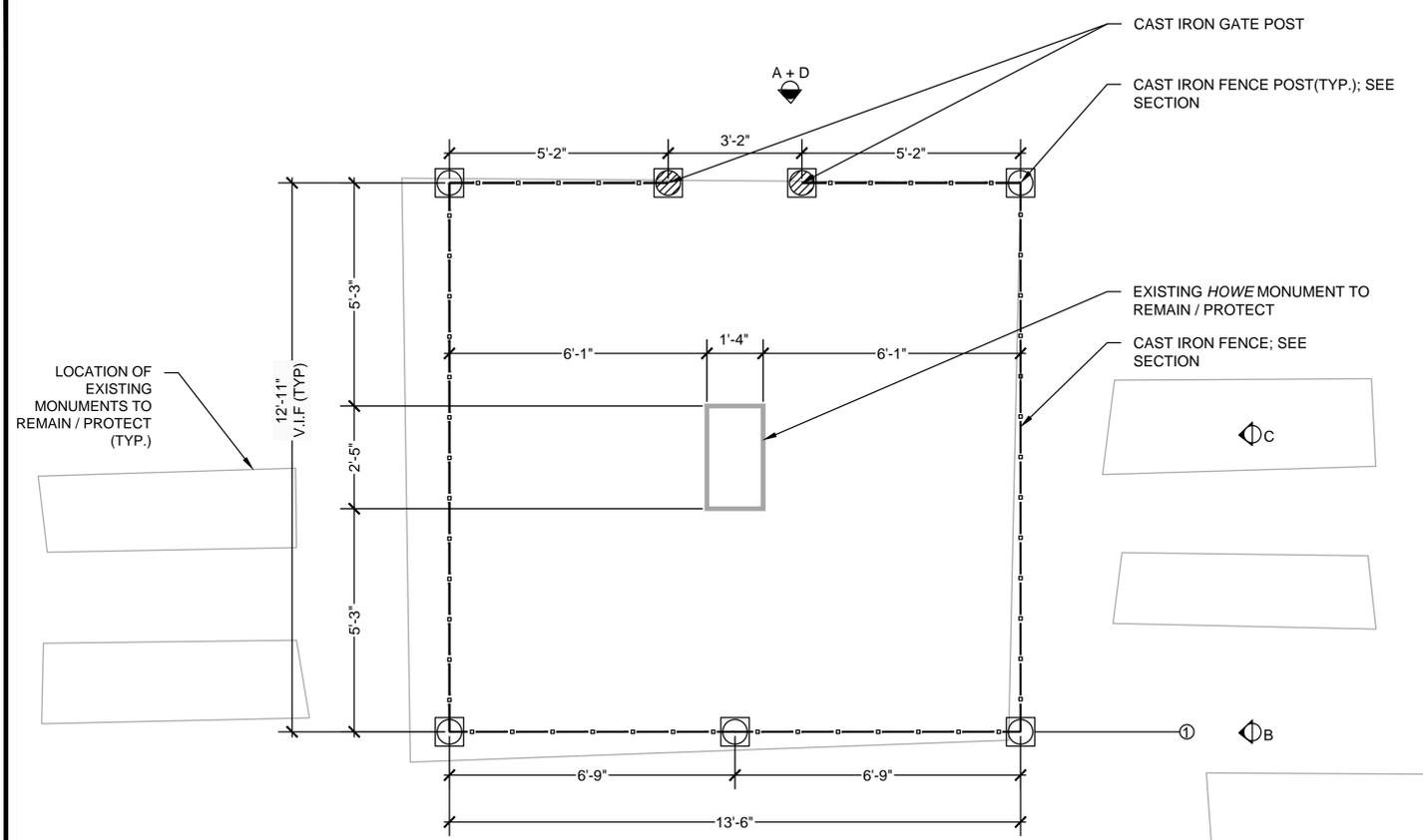
Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

\*\* Multiple ratios are listed in the comment field.

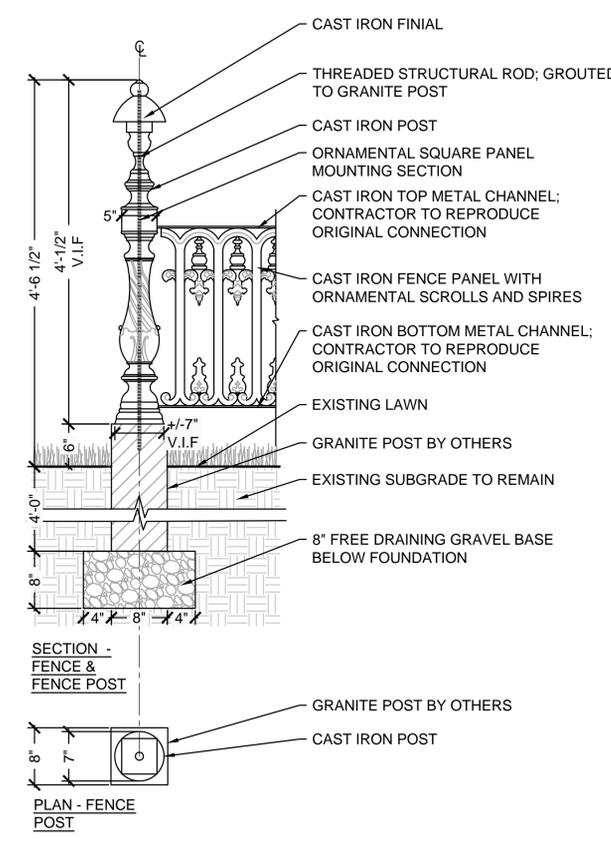
\*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

\*\*\*\* 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.

## ATTACHMENT B



**HOWE LOT (PLAN)**  
SCALE: 1/2" = 1'-0"



**1 CAST IRON FENCE AND POST (SECTION)**  
SCALE: 1" = 1'-0"

**NOTES:**

- SUBMIT CONSTRUCTION STAGING AND WORK PLAN PER SITE PREPARATION AND DISMANTLING SPECIFICATION (02 10 00) FOR APPROVAL PRIOR TO COMMENCEMENT OF SITE WORK (INCLUDING DISMANTLING). WORK PLAN SHALL INCLUDE PROTECTION OF TREES, LANDSCAPE AND HEADSTONES WITHIN 15 FEET OF THE WORK AREA AND CONSTRUCTION ACCESS ROUTES.
- TAKE ACCURATE FIELD MEASUREMENTS BEFORE PREPARATION OF SHOP DRAWINGS AND FABRICATION.
- SUBMIT LARGE SCALE SHOP DRAWINGS FOR FABRICATION, INSTALLATION, AND ERECTION OF ALL PARTS OF THE WORK PER FENCING RESTORATION SPECIFICATION (32 31 19).
- PROVIDE INSTALLATION TEMPLATES FOR WORK INSTALLED BY OTHERS.
- PROVIDE 3-PART PAINT FINISH PER PAINTING SPECIFICATION (09 91 13). PAINT FINISH TO INCLUDE ZINC-RICH BASE COAT.
- SUBMIT MOCKUP OF 1 POST AND A (5' MINIMUM FENCE) PANEL SECTION. MOCKUP TO INCLUDE POST TO PANEL CONNECTIONS.
- APPROVED MOCKUP MAY REMAIN AS PART OF THE FINISHED WORK.



A - CAST IRON GATE POST



B - CAST IRON FENCE POST & FENCE

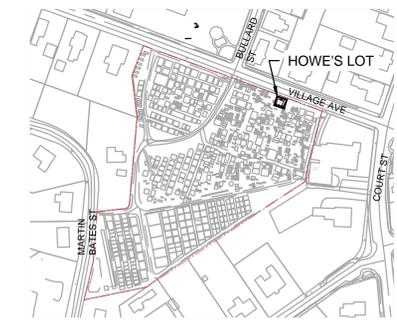


D - CAST IRON FENCE POST TOP



C - CAST IRON FENCE

**REFERENCE IMAGES**  
SCALE: N.T.S.



**KEY PLAN**

**FOR COORDINATION PURPOSES  
-NOT FOR CONSTRUCTION**

LANDSCAPE ARCHITECT DATE

**OLD VILLAGE CEMETERY**

VILLAGE AVE  
IN  
DEDHAM  
MASSACHUSETTS

**HOWE LOT FENCE RESTORATION**

JANUARY 22, 2021

**REVISIONS:**

| NO. | DATE | DESC. |
|-----|------|-------|
|     |      |       |
|     |      |       |
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PREPARED FOR:  
TOWN OF DEDHAM  
DEDHAM, MA

**BSC GROUP**  
Landscape Architecture + Planning  
803 Summer Street  
Boston, Massachusetts  
02127  
617 896 4300

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SCALE AS NOTED

FILE: 2343410/LANDSCAPE/DRAWINGS  
DWG. NO:  
JOB. NO: 23434.10 SHEET **L-101**