Town of Boxborough
29 Middle Road, Boxborough, MA 01719
Addendum #1 to
Restoration of the Steele Farm Barn Exterior

Bidder shall acknowledge, in writing, receipt of this addendum, which shall be included with bidder's quote. Receipt of this addendum shall be acknowledged by signature as follows: 1) if the bidder is an individual, by her/him personally; 2) if the bidder is a partnership, by the name of the partnership, followed by the signature of each general partner; and 3) if the bidder is a corporation, by the authorized officer, whose signature must be attested to by the Clerk/Secretary of the corporation and the corporate seal affixed.

A reminder that Bid shall be submitted to the Chief Procurement Officer, Boxborough Town Hall, 29 Middle Road, Boxborough, MA 01719 no later than **10 AM on Monday, August 10, 2015** in sealed envelope clearly marked "Sealed Bid – Restoration of the Steele Farm Barn Exterior" with the name of the bidder clearly marked on the outside of the bid envelope. Bids shall be accompanied by a 5% bid bond or deposit as well as *Certifications Required by Law for Public Construction Contracts.*

Correction to IFB - Bid Submission, third paragraph:

Delete the last line: ~~Subject to the requirements of Chapter 29 Section 8B of General Laws, each prospective bidder must be prequalified at the time of the bid opening by the Massachusetts Department of Transportation or have been granted a waiver by the prequalification committee.~~

Bidders responding to this IFB are NOT subject to prequalification by MassDoT.

Receipt Acknowledgement
Restoration of the Steele Farm Barn Exterior

This form shall be completed, signed and returned with the proposal.

I hereby acknowledge that I have read the foregoing addendum to the IFB entitled "Restoration of the Steele Farm barn Exterior"

Company Name: _____

Name of Bidder: _____

Address: _____

Authorized Signature Bidder:_____

Title: _____

Date: _____

Town of Boxborough
Invitation for Bids
Restoration of the Steele Farm Barn Exterior
Legal Notice

The Chief Procurement Officer of the Town of Boxborough is soliciting sealed bids for the restoration of the Steele Farm Barn exterior.

Bid specifications may be obtained from the Boxborough Police Department, 520 Massachusetts Ave., Boxborough, MA from 8:00 am – 4:00 pm, Monday through Friday commencing July 22, 2015, or online at http://www.boxborough-ma.gov/. Those downloading IFB must notify D. Monteiro by email to dmonteiro@boxborough-ma.gov to ensure notification of any addenda.

All bids, accompanied by a 5% bid bond or deposit, must be submitted to the Chief Procurement Officer, Boxborough Town Hall, 29 Middle Road, Boxborough MA 01719 in a sealed envelope clearly marked "Sealed Bid – Restoration of the Steele Farm Barn exterior" no later than August 10, 2015, at which time bids will be publicly opened and read. The Town will not accept late bids due to any type of mail or courier delay. All bids shall have the name of the bidder clearly marked on the outside of the bid envelope.

Although not mandatory, bidders are strongly encouraged to attend a pre-bid site meeting to be held at 10AM July 29, 2015 in the Morse-Hilberg meeting room, Town Hall, 29 Middle Road, Boxborough.

This contract is subject to the schedule of prevailing wage rates as determined by the Department of Labor and Industries as specified in MGL c149, §§26-27F inclusive.

The Town of Boxborough (Town) reserves the right to reject any or all bids that it deems are not in the best interest of the Town, amend the specifications after giving notice to all known bidders or cancel the procurement.

Per Order
Selina S. Shaw, MCPPO
Town Administrator, Chief Procurement Officer

Town of Boxborough
Invitation for Bids
Restoration of the Steele Farm Barn Exterior

1. GENERAL INFORMATION AND BID SUBMISSION REQUIREMENTS

Pursuant to MGL Chapter 30, sec. 39M, the Town of Boxborough through its Chief Procurement Officer is soliciting Sealed Bids for Restoration of the Steele Farm Barn exterior and labor associated thereto. The estimated cost of the project is $90,000.

Bid Submission. All bids shall be accompanied by a 5% bid bond or deposit, and shall be returned to the Chief Procurement Officer, Boxborough Town Hall, 29 Middle Road, Boxborough, MA 01719 in a sealed envelope clearly marked "Sealed Bid – Restoration of the Steele Farm Barn exterior" no later than August 10, 2015 at 10AM at which time bids will be publicly opened and read. The Town will not accept late bids on account of mail delays.

All bids shall have the name of the bidder clearly marked on the outside of the bid envelope. Bids, submitted in duplicate, shall be accompanied by *Certifications Required By law for Public Construction Projects*, which shall be signed by a duly authorized officer of the bidder's company, on forms which have been included in the bid packet.

Bids shall be signed as follows: 1) if the bidder is an individual, by her/him personally; 2) if the bidder is a partnership, by the name of the partnership, followed by the signature of each general partner; and 3) if the bidder is a corporation, by the authorized officer, whose signature must be attested to by the Clerk/Secretary of the corporation and the corporate seal affixed. Signatures from salesmen, or representatives of the company other than an authorized officer of the company, are unacceptable and will be grounds for the immediate rejection of the bid. Subject to the requirements of Chapter 29 Section 8B of General Laws, each prospective bidder must be prequalified at the time of the bid opening by the Massachusetts Department of Transportation or have been granted a waiver by the prequalification committee.

Pre-bid Site Visit. All bidders may attend a pre-bid site meeting to be held on July 29, 2015 at 10AM starting at Town Hall in the Morse/Hilberg Meeting Room, 29 Middle Road, then proceeding to the Steele Farm Barn, 484 Middle Road.

Downloading of bid documents. Bidders downloading information from the Town's website are solely responsible for obtaining any addenda prior to the bid opening. If Bidder notifies Denise Monteiro, Department Assistant by e-mail to dmonteiro@ boxborough-ma.gov (preferred), by phone to 978-264-1726, or by fax to 978-264-3127, the bidder will be placed on the bidder's list

and will be informed of any changes or items of clarification to this bid. Bidder shall provide the Building Department Assistant with the name of the company, street address, city, state, zip, phone fax and e-mail address.

Forms. Bidder shall use the Town of Boxborough Bid Forms, Letterhead, or plain paper only. Quotation forms listing any other terms & conditions different than specified herein shall not be accepted by the Town.

Addenda. If it becomes necessary to revise any part of the Invitation for Bid, or otherwise provide additional information, addenda will be mailed or faxed to all bidders on record as having picked up the Invitation for Bid.

Questions. Requests for approved equal status, clarification of specifications and protests of specifications must be made in writing to the Inspector of Buildings at the address listed above, and resolved prior to bid opening. Questions may be delivered, e-mailed (dlindberg@boxborough-ma.gov), or faxed (978-264-3127) and must be received no later than 8/4/2015 at 5PM. Written responses will be e-mailed or faxed to all bidders on record as having picked up the IFB.

Bid Modifications. Bidder may correct, modify, or withdraw a bid by written notice received by the Chief Procurement Officer at the aforementioned address, prior to the time and date set for the bid opening. Bid modifications shall be submitted in a sealed envelope clearly labeled "Modification No. __." Each modification must be numbered in sequence, and must reference the original IFB.

After the bid opening, a bidder shall not change any provision of the bid in a manner prejudicial to the interests of the Town or fair competition. Minor informalities will be waived or the bidder will be allowed to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, the mistake will be corrected to reflect the intended correct bid, and the bidder will be notified in writing; the bidder shall not withdraw the bid. A bidder may withdraw a bid if a mistake is clearly evident on the face of the bid document, but the intended correct bid is not similarly evident.

Unexpected Closures. If, at the time of the scheduled bid opening, Town Hall is closed due to uncontrolled events such as fire, weather-related, or building evacuation, the bid opening will be postponed until 10:00 a.m. on the next normal business day. Bids will be accepted until that date and time.

Right to Cancel or Reject. The Town of Boxborough reserves the right to cancel this IFB or reject in whole or in part any and all Bids if the Town determines that cancellation or rejection serves the best interests of the Town. If it becomes necessary to revise any part of the IFB, or otherwise provide additional information, addenda will be mailed or faxed to all bidders on record as having picked up the IFB.

2. PURCHASE DESCRIPTION

The Town of Boxborough is soliciting sealed Bids for the Restoration of the Steele Farm Barn Exterior as indicated on the accompanying bid forms. Work on this project must be completed no later than November 14, 2015.

2.1 Contract Terms

All bids may be held by the Town for review, for a period of 30 days. In making a bid the Contractor agrees and acknowledges the 30 day timeline and agrees to hold all prices and timelines as part of the bid for this time period, subject to the provisions of section 2.3, below. The Contractor proposes and agrees to execute an agreement in accordance with the terms of this bid within ten (10) business days after the mailing to him of notice that the bid has been accepted and that the aforesaid agreement is ready for signature.

The Contractor shall have ten (10) days from the date of notification of contract award to obtain a bid and material payment bond aggregating to 50% of the contract price. Simultaneously with the delivery of the executed contract, the successful bidder shall also be required to post a performance bond in an amount no less than 100% of the contract as security for the faithful performance of this contract. The form of the Performance and Payment Bond(s) is included in the form of contract, which has been provided in the bid packet.

The Contract shall be for a one-year period. Parties to the Contract shall be the Chief Procurement Officer for the Town and the authorized agent of the Contractor. The Contractor shall provide liability and other coverage as listed later in this IFB. The Contract may be terminated by the Town if the Contractor refuses to comply with the terms & conditions of the Bid Specifications or Contract. The Town prohibits any activity which would constitute a violation of the conflict of interest statue (MGL c. 268A). The Town prohibits the assignment of any interest in the Contract.

Successful bidders shall provide the Town with sufficient proof that they are able to perform in a timely manner and that they are sufficiently able to supply the labor & materials as specified.

2.2 Prevailing Wage

All work performed under this contract is subject to the schedule of prevailing wage rates as determined by the Department of Labor and Industries as specified in MGL c149, §§26-27F inclusive.

The Contractor shall keep payroll records for three years. In addition, the Department of Labor requires all contractors to file weekly payroll records with the awarding authority for all employees working on the project. The Contractor shall file a statement of compliance with the Department of Labor within 15 days of the completion of each project under this contract.

Project Board: The Contractor shall be responsible for erecting and maintaining a project board on site upon which prevailing wages and other required employer/employee notifications are required.

2.3 Quality Requirements

All work must be performed in accordance with 780CMR; The State Building Code.

In the event that the work performed under this contract fails to conform strictly to the standard specifications of the bid, the Town may, at its election, at any time thereafter, terminate its contract without waiving any of its rights and remedies against the Contractor. The Contractor shall be liable to the Town for reimbursement for any amount that the Town may be required to pay to another person or organization for such materials during the remainder of the period covered by contract, over and above the amount that would have been paid to the contractor during the balance of said term.

Bidders shall comply with all Bid Submission requirements listed in Section 1 as well as Section 6. Work Items.

2.4 Onsite Storage of Materials

The Contractor will have the use of the barn for storage of materials and equipment.

3. REFERENCES

Bidders shall submit on the attached reference forms the names of all customers, including contact names, phone and fax numbers, and addresses, for whom the bidder has supplied performed similar services within the past five years.

4. RULE FOR AWARD

The Contract will be awarded to the responsible and eligible bidder offering the lowest total price bid to complete the scope of work in the IFB.

At the bid opening, 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.

No award will be made to any bidder who cannot satisfy the Town that he has sufficient ability and experience in this class of work and sufficient capital and equipment to enable him to prosecute and complete the work successfully within the time stated. The Town may make such investigations as it deems necessary, and the bidder shall furnish to the Town, under oath if so required, all such information and data for this purpose as the Town may request. The Town's decision or judgment on these matters will be final, conclusive and binding.

Bid securities 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 checks will be returned promptly after the Town and the accepted bidder have executed the Contract, or upon demand of the bidder if no notice of intent to award has been presented to the selected contractor within 30 days, Saturdays, Sundays and legal holidays excluded, after the opening of bids.

Notice of award of contract to the successful bidder will be made in writing. Simultaneously with the delivery of the executed contract, the Contractor shall furnish a Performance Bond in an amount not less than one hundred percent (100%) of the Contract for the faithful performance of the Contract and also a Payment Bond in an amount not less than fifty percent (50%) of the Contract as security for the payment of all persons performing labor on the project under this Contract and furnishing materials in connection with this Contract. The Performance Bond and Payment Bond may be in one or in separate instruments in accordance with local law, and shall remain in effect through the term of the contract. The form of the Performance and Payment Bond(s) are included in the form of contract, which has been provided with the bid packet. Payment and Performance Bonds shall only be issued by a Surety company qualified to do business under the laws of the Commonwealth of Massachusetts.

5. ADDITIONAL TERMS AND CONDITIONS

5.1 Equal Employment Opportunity

The Contractor shall comply with all applicable Equal Employment Opportunity laws and regulations.

5.2 Ineligible Contractors

The Contractor shall certify that the company is not on the Commonwealth of Massachusetts Comptroller's General List of Ineligible Contractors or has been otherwise dis-barred from Public Work construction in Massachusetts.

5.3 Licensure

The Contractor must possess a valid and current Construction Supervisor License issued by the Commonwealth of Massachusetts.

5.4 Insurance and Indemnification

Wherever the Contract shall require the application of any of the aforesaid materials in place, the Contractor shall provide liability and other coverage as required by law and shall meet the minimum requirements as specified:

A commercial general liability insurance policy with the following limits of coverage: Bodily injury and property damage, One Million Dollars ($1,000,000) each occurrence, One Million

Dollars ($1,000,000) each individual claim per occurrence, Three Million Dollars ($3,000,000) annual aggregate of all claims per occurrence, to include Products/Completed Operations Liability. The MUNICIPALITY shall be named as Additional Insured.

A comprehensive automobile insurance policy with a combined single limit, bodily injury and property damage of at least of One Million Dollars ($1,000,000) to include Liability coverage for all owned, non-owned and hired vehicles. The MUNICIPALITY shall be named as Additional Insured.

An Umbrella or Excess Liability coverage in the amount of at least Two Million Dollars ($2,000,000) per occurrence, Two Million Dollars ($2,000,000) aggregate. The MUNICIPALITY shall be named as Additional Insured.

Workers' Compensation Insurance as required by the then current laws of the Commonwealth of Massachusetts and Employer's Liability Insurance with limits of One Million Dollars ($1,000,000) /One Million Dollars ($1,000,000) / One Million Dollars ($1,000,000).

The Contractor shall be solely responsible for any and all actions of his subcontractor(s) and will be responsible for all material and equipment furnished during execution of the contract and until such time as it is completed to the satisfaction of the Town. Evidence of insurance shall be provided to the Town prior to the award of the contract.

5.5 Pre-Construction

5.5.1 Building Permit The Contractor must apply for and receive a building permit from the Boxborough Building Department. The permit fee will be waived.

5.5.2 Trash Removal At their own expense, the Contractor must supply an enclosed container for the trash. All construction debris shall be cleaned up at the end of each day. The area around the driveway and parking spaces must remain accessible for use by the residents of Boxborough.

5.5.3 Portable Toilets The Contractor must supply a portable toilet for use by his crew. The Contractor shall be responsible for delivery, cleaning and removal of the portable toilet.

6. SCOPE OF WORK

6.1 General In general, the scope of work is the restoration of the exterior of the Steele Farm Barn. The work entails removal and replacement of all the wood, siding, trim, windows and doors. Upon completion of the carpentry work the entire building is to be painted as specified below.

6.2 Carpentry To be completed as specified in Exhibit 1and below.

6.2.1 Replace all windows, sills and casings. Two double hung in gables and 10-32"x30" (overall frame) true divided 6 lite barn sash with 1 1/16"x 3 ¾" composite flat casing and 1 5/8" composite sill by BROSCO or equivalent (approval required).

6.2.2 Replace large barn doors, door hardware, and cover as per attached drawings and specifications.

6.2.3 Replace door on northeast side with a flush door as per attached drawings, hung in new BROSCO or equivalent (approval required) framesaver jamb with exterior aluminum threshold, new hasp and thumb latch.

6.2.4 Replace 48”x7’6” 8 lite sliding door on northwest side with 6 lite flush sliding door similar to large barn doors as per attached drawings.

6.2.5 Replace manure manure door on south side with flush door as per attached drawings, hung in new BROSCO or equivalent (approval required) framesaver jamb with exterior aluminum threshold, and hasp and hook and eye on interior side.

6.2.6 Replace all siding and corner boards and door trim. Use actual measure 7/8” thick solid wood and ½”x6” pre-primed red cedar clapboards attached with 2 ½” stainless steel ring shanked nails into barn framing all installed over Tyvec or equivalent (approval required) after nailing existing board sheathing as needed.

6.2.7 Repair or replace as necessary upon consultation with Inspector of Buildings, rotted sills on northeast and northwest corners of the barn (specify allowance).

6.2.8 Solid wood for door casings and corner boards to be approved wood for exterior applications such as cedar, redwood, fir, mahogany, cypress, white oak or approved substitute.

6.3 PAINTING

6.3.1 Contractors must comply with applicable lead paint regulations.

6.3.2 All new or raw wood shall be primed with Benjamin Moore Primer (094) or equivalent (approval required).

6.3.3 Prepare rake and fascia boards for primer and prime with Benjamin Moore Exterior Wood Primer (094) or equivalent (approval required).

6.3.4 Use Dap Dynaflex 230 white caulking or equivalent (approval required) where necessary.

6.3.5 Paint complete exterior with 2 coats Benjamin Moore Aura Waterborne Exterior paint or equivalent (approval required).

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

6.5 The Contractor shall, by submitting a bid, confirm that he/she has visited the site to become familiar with the site, its environs and the anticipated scope of work. The Contractor may conduct his/her own site investigations at his/her own costs to confirm that the scope of work is accurately represented and understood. Queries regarding the above shall be made prior to the submittal of the bid, pursuant to section 1 of this IFB.

7. WORKMANSHIP

The Contractor shall be properly licensed pursuant to the Massachusetts Building Code and shall provide sufficiently qualified workmen and supervisors who shall be present at all times during execution of their part of the work. All workmen shall be thoroughly familiar with the type of project and specified materials and techniques. No allowances shall be made in accepting or rejecting work for lack of proper supervision or workmen's lack of skill.

8. COMPLETION, CLOSE-OUT

8.1 The Contract shall not be considered complete and the project not be considered "Closed" regardless of the work effort put forth, unless it meets the following:

1. All construction as required has been fully completed in a professional, workmanlike manner and in a manner meeting the above referenced standards.
2. All un-used products from the work shall be removed from the work area and returned for credit to the Town or disposed of as required by law, regulation or contract.
3. All earth disturbed by the construction shall be restored to its previous condition.
4. All permitting conditions shall be fully met and final inspection completed.

8.2 Punch List: Before release of final payment, a punch list, created by the Inspector of Buildings or his agent, shall be completed by the Contractor and signed off by the Inspector of Buildings or his agent.

9. WARRANTY

Contractor shall provide a written warranty for all materials and labor for a period of three (3) years from the date of completion.

INVITATION FOR BID
Restoration of the Steele Farm Barn Exterior

ADDITIONAL INFORMATION

IF A CORPORATION, this bidder is duly organized and existing under the laws of the State of _____ and has a usual place of business at_____, and in the Commonwealth of Massachusetts at_____. The names and addresses of its officers are as follows:

_____	_____
President	Address
_____	_____
Treasurer	Address
_____	_____
Clerk	Address

If the bidder is a Foreign Corporation, also state the following:

(1) The Power of Attorney required by General Laws, c. 181, s. 3 was filed on: _____

(2) The Certificate and copy of its Charter, Articles or Certificate of Incorporation required by Generals Laws, c. 181, s. 5, were filed on: _____.

IF A PARTNERSHIP, the bidder has a usual place of business at: _____.

The names and addresses of the partners are as follows:

_____
Address

_____
Address

_____
Address

_____
Address

INVITATION FOR BID
Restoration of the Steele Farm Barn Exterior

IF AN INDIVIDUAL OWNER, state the full name and address of the owner. If business is carried on in any name other than that of the Owner, state such name and address:

_____

If the business is conducted under any name other than the real name of the owner, set forth when and where the certificate required by MGL c. 110, s. 5 was filed:

_____

The full names and addresses of all persons interested in this bid, as principals, are as follows:

_____

_____

_____

SUPPLEMENTARY INFORMATION

The following is a brief description of bidder's experience, organization and equipment available to undertake the work should this Bid be accepted and a contract be awarded to it:

_____

_____

_____

_____

REFERENCE FORM
Renovation of the Steele Farm Barn Exterior

Bidder: _____

Municipality: _____ Contact: _____

Address: _____ Phone: _____

_____ Fax: _____

Municipality:_____ Contact: _____

Address: _____ Phone: _____

_____ Fax: _____

Municipality:_____ Contact: _____

Address: _____ Phone: _____

_____ Fax: _____

Municipality:_____ Contact: _____

Address: _____ Phone: _____

_____ Fax: _____

Municipality:_____ Contact: _____

Address: _____ Phone: _____

_____ Fax: _____

Attach additional sheets if necessary

Restoration of the Steele Farm Barn Exterior
Invitation for Bids

QUOTE FORM

The undersigned proposes to furnish all labor and materials required for the repairs detailed in this Invitation for Bids, in accordance with the specifications listed herein, for the contact price specified below.

This response includes Addenda numbered _____

The proposed contract price is:

_____ **$** _____
(Written Words) **(Figures)**

The undersigned certifies under the penalties of perjury that the project information contained in the response is accurate and complete and that he has never defaulted on any **project.**

The undersigned agrees that, if he is selected as contractor, he shall within ten (10) calendar days after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this Invitation for Bid.

The Contractor hereby offers the Town of Boxborough a discount of_____ based on payment within 30 days.

Date _____ _____
(Signed name of bidder)

Corporate Seal _____
(Printed name of bidder)

_____
(Title)

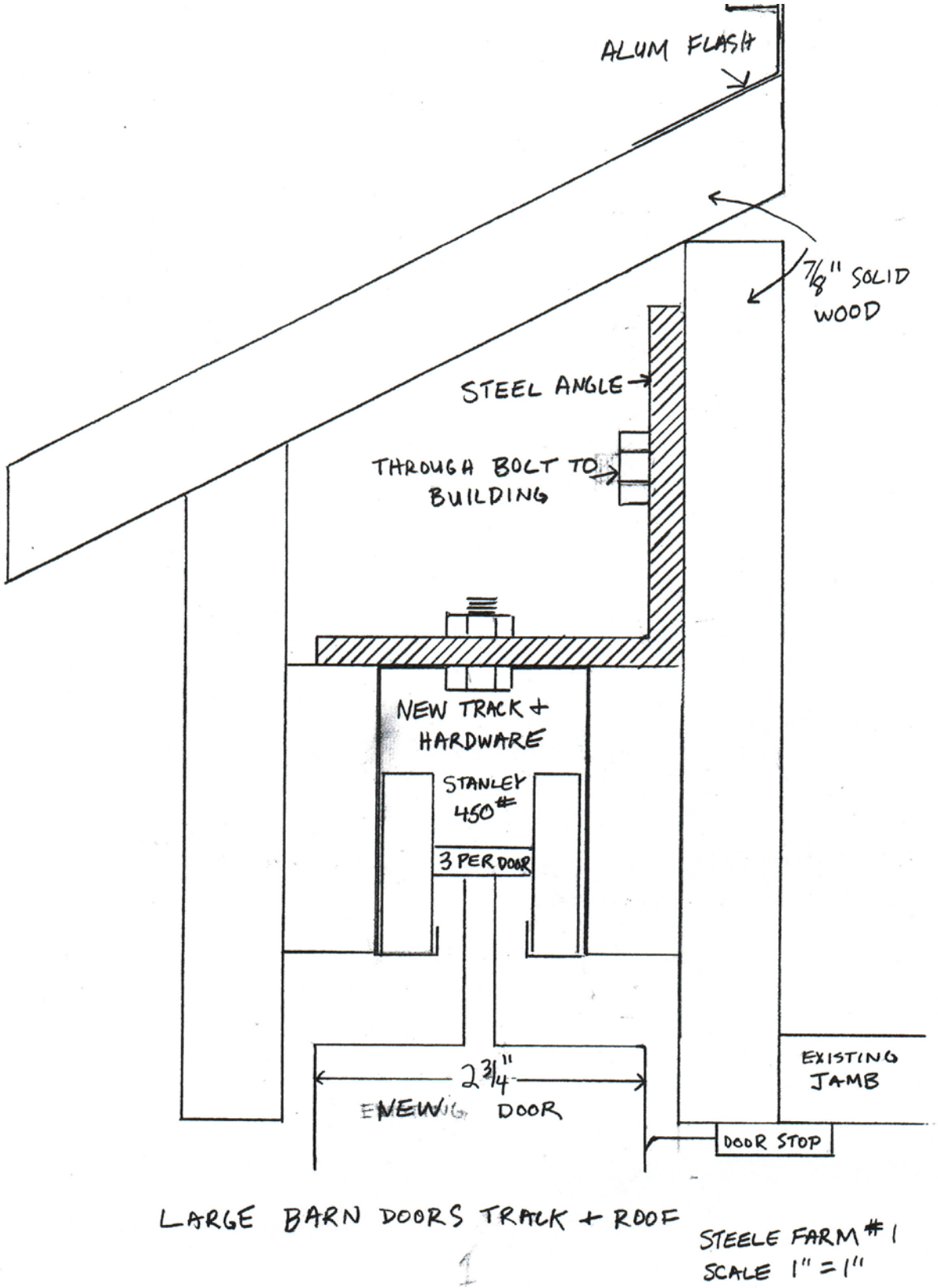
_____
(Company name)

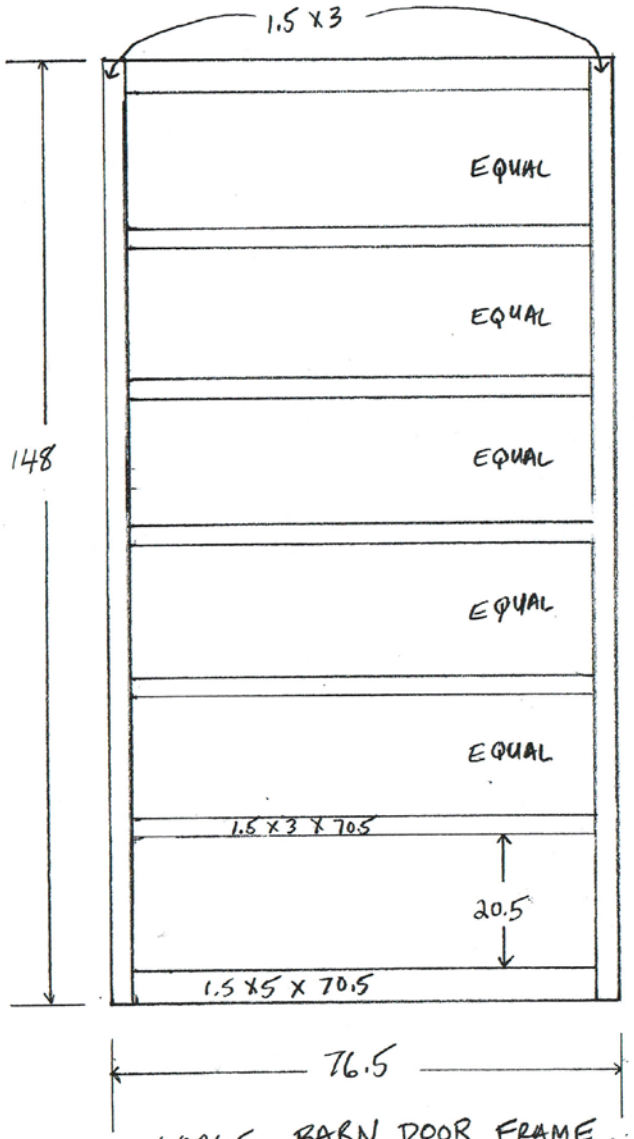
_____
(Address)

_____
(City, State, Zip Code)

_____
(Phone)

Exhibit 1


ALUM FLASH
7/8" SOLID WOOD
STEEL ANGLE
THROUGH BOLT TO BUILDING
NEW TRACK + HARDWARE
STANLEY 450#
3 PER DOOR
2 3/4"
NEW DOOR
EXISTING JAMB
DOOR STOP
LARGE BARN DOORS TRACK + ROOF
STEELE FARM #1
SCALE 1" = 1"



LARGE BARN DOOR FRAME
SPANISH CEDAR..

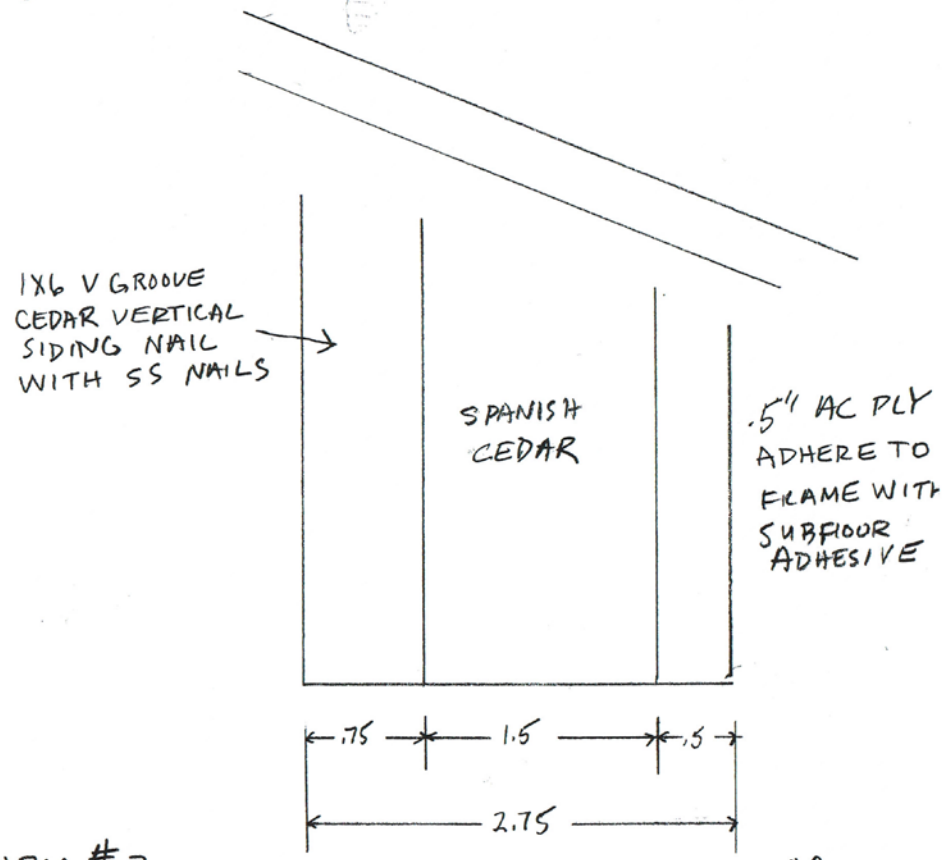
STEELE FARM #2

Double biscuit and glue all joints with Tite bond III

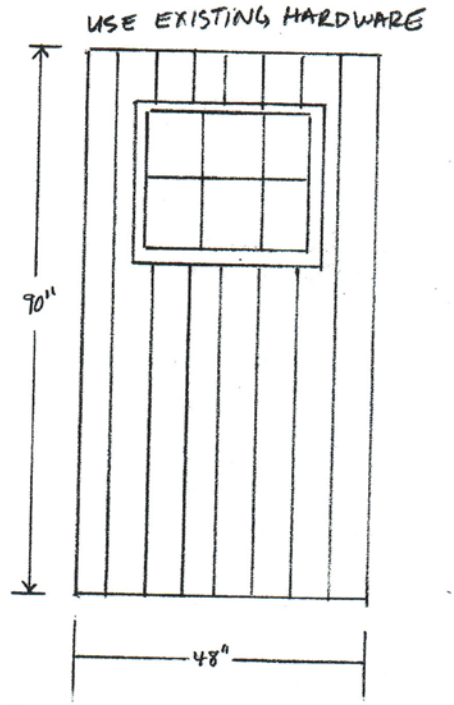
ADD .75 x 2.75 SOLIDWOOD ON VERTICAL EDGES OF DOOR

FINISHED DOORS — 78" WIDE x 148" HIGH

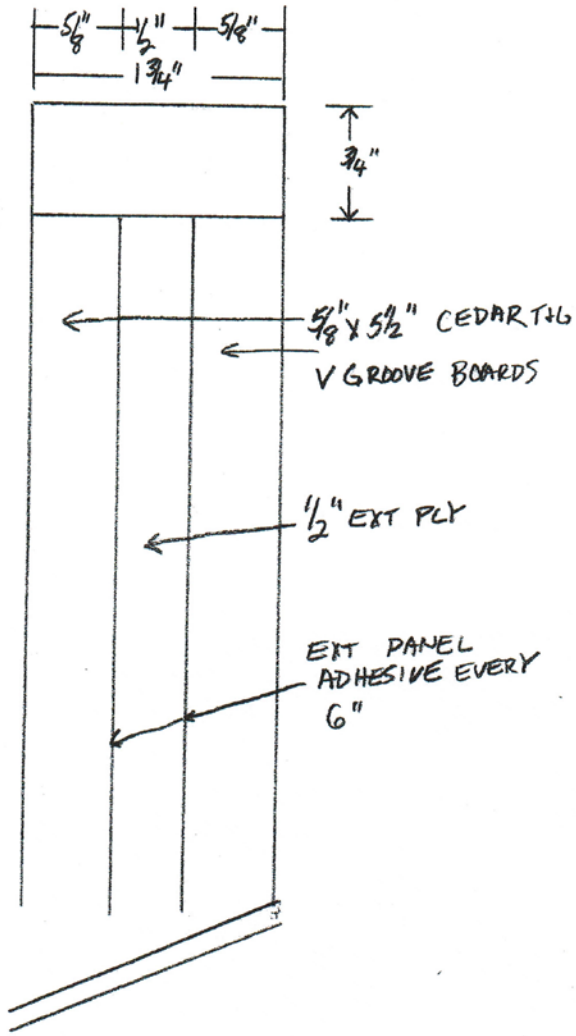
3" ASTRAGAL WHERE DOORS MEET



SECTION THRU DOOR AT BOTTOM
TOP SIMILAR



SLIDING DOOR NW CORNER
NE CORNER DOOR + MANURE
DOOR SIMILAR LOOK – NO SASH
+ 36" X 6'8" DOORS
SCALE ½" = 1"



CORE DETAIL OF DOORS
SCALE 1" = 1"

STEELE FARM #3

CERTIFICATIONS REQUIRED BY LAW
FOR PUBLIC CONSTRUCTION CONTRACTS

You must COMPLETE and SIGN the following certifications. You must also print, on the following 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.

LABOR HARMONY

The undersigned certifies under the penalties of perjury the below named contractor shall be able to furnish labor that can work in harmony with all other elements of labor employed or to nbe employed in the work.

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

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

Prevailing Wage Rates

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

RONALD L. WALKER, II
Secretary

JEAN ZEILER
Acting Director

Awarding Authority: Town of Boxborough

Contract Number:

City/Town: BOXBOROUGH

Description of Work: Scope of work includes removing and replacing all the windows, doors, wood siding, and trim with new materials and then painting the exterior of the Steele Farm Barn.

Job Location: 484 Middle Road Boxborough, MA

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 Division of Apprentice Standards (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. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice 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.

Issue Date: 06/03/2015 **Wage Request Number:** 20150603-051

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	06/01/2015	$31.65	$9.91	$9.33	$0.00	$50.89
	08/01/2015	$31.65	$10.41	$9.33	$0.00	$51.39
	12/01/2015	$31.65	$10.41	$10.08	$0.00	$52.14
	06/01/2016	$32.15	$10.41	$10.08	$0.00	$52.64
	08/01/2016	$32.15	$10.91	$10.08	$0.00	$53.14
	12/01/2016	$32.15	$10.91	$10.89	$0.00	$53.95
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	06/01/2015	$31.72	$9.91	$9.33	$0.00	$50.96
	08/01/2015	$31.72	$10.41	$9.33	$0.00	$51.46
	12/01/2015	$31.72	$10.41	$10.08	$0.00	$52.21
	06/01/2016	$32.22	$10.41	$10.08	$0.00	$52.71
	08/01/2016	$32.22	$10.91	$10.08	$0.00	$53.21
	12/01/2016	$32.22	$10.91	$10.89	$0.00	$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	06/01/2015	$31.84	$9.91	$9.33	$0.00	$51.08
	08/01/2015	$31.84	$10.41	$9.33	$0.00	$51.58
	12/01/2015	$31.84	$10.41	$10.08	$0.00	$52.33
	06/01/2016	$32.34	$10.41	$10.08	$0.00	$52.83
	08/01/2016	$32.34	$10.91	$10.08	$0.00	$53.33
	12/01/2016	$32.34	$10.91	$10.89	$0.00	$54.14
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2014	$87.36	$9.80	$18.17	$0.00	$115.33
	08/01/2015	$90.51	$9.80	$18.17	$0.00	$118.48
AIR TRACK OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	06/01/2015	$33.43	$10.40	$5.95	$0.00	$49.78
	12/01/2015	$34.38	$10.40	$5.95	$0.00	$50.73
ASPHALT RAKER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 2*	06/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER *BOILERMAKERS LOCAL 29*	01/01/2010	$37.70	$6.97	$11.18	$0.00	$55.85

Apprentice - *BOILERMAKER - Local 29*

Effective Date - 01/01/2010

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	$24.51	$6.97	$11.18	$0.00	$42.66
2	65	$24.51	$6.97	$11.18	$0.00	$42.66
3	70	$26.39	$6.97	$11.18	$0.00	$44.54
4	75	$28.28	$6.97	$11.18	$0.00	$46.43
5	80	$30.16	$6.97	$11.18	$0.00	$48.31
6	85	$32.05	$6.97	$11.18	$0.00	$50.20
7	90	$33.93	$6.97	$11.18	$0.00	$52.08
8	95	$35.82	$6.97	$11.18	$0.00	$53.97

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) *BRICKLAYERS LOCAL 3 (LOWELL)*	03/01/2015	$46.86	$10.18	$17.90	$0.00	$74.94
	09/01/2015	$47.76	$10.18	$17.97	$0.00	$75.91
	03/01/2016	$48.33	$10.18	$17.97	$0.00	$76.48
	09/01/2016	$49.23	$10.18	$18.05	$0.00	$77.46
	03/01/2017	$49.80	$10.18	$18.05	$0.00	$78.03

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.43	$10.18	$17.90	$0.00	$51.51
2	60	$28.12	$10.18	$17.90	$0.00	$56.20
3	70	$32.80	$10.18	$17.90	$0.00	$60.88
4	80	$37.49	$10.18	$17.90	$0.00	$65.57
5	90	$42.17	$10.18	$17.90	$0.00	$70.25

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.88	$10.18	$17.97	$0.00	$52.03
2	60	$28.66	$10.18	$17.97	$0.00	$56.81
3	70	$33.43	$10.18	$17.97	$0.00	$61.58
4	80	$38.21	$10.18	$17.97	$0.00	$66.36
5	90	$42.98	$10.18	$17.97	$0.00	$71.13

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$36.45	$7.30	$13.15	$0.00	$56.90
	12/01/2015	$37.20	$7.30	$13.15	$0.00	$57.65
	06/01/2016	$37.95	$7.30	$13.15	$0.00	$58.40
	12/01/2016	$38.95	$7.30	$13.15	$0.00	$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$35.30	$7.30	$13.15	$0.00	$55.75
	12/01/2015	$36.05	$7.30	$13.15	$0.00	$56.50
	06/01/2016	$36.80	$7.30	$13.15	$0.00	$57.25
	12/01/2016	$37.80	$7.30	$13.15	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$35.30	$7.30	$13.15	$0.00	$55.75
	12/01/2015	$36.05	$7.30	$13.15	$0.00	$56.50
	06/01/2016	$36.80	$7.30	$13.15	$0.00	$57.25
	12/01/2016	$37.80	$7.30	$13.15	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER *CARPENTERS -ZONE 2 (Eastern Massachusetts)*	03/01/2015	$35.75	$9.80	$16.48	$0.00	$62.03

Apprentice - *CARPENTER - Zone 2 Eastern MA*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$17.88	$9.80	$1.63	$0.00	$29.31
2	60	$21.45	$9.80	$1.63	$0.00	$32.88
3	70	$25.03	$9.80	$11.59	$0.00	$46.42
4	75	$26.81	$9.80	$11.59	$0.00	$48.20
5	80	$28.60	$9.80	$13.22	$0.00	$51.62
6	80	$28.60	$9.80	$13.22	$0.00	$51.62
7	90	$32.18	$9.80	$14.85	$0.00	$56.83
8	90	$32.18	$9.80	$14.85	$0.00	$56.83

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING *BRICKLAYERS LOCAL 3 (LOWELL)*	01/01/2015	$41.98	$10.90	$18.71	$1.30	$72.89
	07/01/2015	$42.87	$10.90	$18.71	$1.30	$73.78
	01/01/2016	$43.51	$10.90	$18.71	$1.30	$74.42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CEMENT MASONRY/PLASTERING - Lowell*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.99	$10.90	$12.21	$0.00	$44.10
2	60	$25.19	$10.90	$13.71	$1.30	$51.10
3	65	$27.29	$10.90	$14.71	$1.30	$54.20
4	70	$29.39	$10.90	$15.71	$1.30	$57.30
5	75	$31.49	$10.90	$16.71	$1.30	$60.40
6	80	$33.58	$10.90	$17.71	$1.30	$63.49
7	90	$37.78	$10.90	$18.71	$1.30	$68.69

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.44	$10.90	$12.21	$0.00	$44.55
2	60	$25.72	$10.90	$13.71	$1.30	$51.63
3	65	$27.87	$10.90	$14.71	$1.30	$54.78
4	70	$30.01	$10.90	$15.71	$1.30	$57.92
5	75	$32.15	$10.90	$16.71	$1.30	$61.06
6	80	$34.30	$10.90	$17.71	$1.30	$64.21
7	90	$38.58	$10.90	$18.71	$1.30	$69.49

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$43.83	$10.00	$14.55	$0.00	$68.38
	12/01/2015	$45.08	$10.00	$14.55	$0.00	$69.63
	06/01/2016	$45.83	$10.00	$14.55	$0.00	$70.38
	12/01/2016	$47.08	$10.00	$14.55	$0.00	$71.63
	06/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
	12/01/2017	$49.08	$10.00	$14.55	$0.00	$73.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$29.61	$10.00	$14.55	$0.00	$54.16
	12/01/2015	$30.48	$10.00	$14.55	$0.00	$55.03
	06/01/2016	$31.00	$10.00	$14.55	$0.00	$55.55
	12/01/2016	$31.87	$10.00	$14.55	$0.00	$56.42
	06/01/2017	$32.56	$10.00	$14.55	$0.00	$57.11
	12/01/2017	$33.25	$10.00	$14.55	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2015	$47.66	$7.85	$16.10	$0.00	$71.61
	07/01/2015	$48.56	$7.85	$16.10	$0.00	$72.51
	01/01/2016	$49.51	$7.85	$16.10	$0.00	$73.46
	07/01/2016	$50.46	$7.85	$16.10	$0.00	$74.41
	01/01/2017	$51.41	$7.85	$16.10	$0.00	$75.36

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.83	$7.85	$0.00	$0.00	$31.68
2	55	$26.21	$7.85	$3.66	$0.00	$37.72
3	60	$28.60	$7.85	$3.99	$0.00	$40.44
4	65	$30.98	$7.85	$4.32	$0.00	$43.15
5	70	$33.36	$7.85	$14.11	$0.00	$55.32
6	75	$35.75	$7.85	$14.44	$0.00	$58.04
7	80	$38.13	$7.85	$14.77	$0.00	$60.75
8	90	$42.89	$7.85	$15.44	$0.00	$66.18

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.28	$7.85	$0.00	$0.00	$32.13
2	55	$26.71	$7.85	$3.66	$0.00	$38.22
3	60	$29.14	$7.85	$3.99	$0.00	$40.98
4	65	$31.56	$7.85	$4.32	$0.00	$43.73
5	70	$33.99	$7.85	$14.11	$0.00	$55.95
6	75	$36.42	$7.85	$14.44	$0.00	$58.71
7	80	$38.85	$7.85	$14.77	$0.00	$61.47
8	90	$43.70	$7.85	$15.44	$0.00	$66.99

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN *LABORERS - ZONE 2*	06/01/2015	$35.50	$7.30	$12.95	$0.00	$55.75
	12/01/2015	$36.25	$7.30	$12.95	$0.00	$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR *LABORERS - ZONE 2*	06/01/2015	$36.50	$7.30	$12.95	$0.00	$56.75
	12/01/2015	$37.25	$7.30	$12.95	$0.00	$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS *LABORERS - ZONE 2*	06/01/2015	$36.25	$7.30	$12.95	$0.00	$56.50
	12/01/2015	$37.00	$7.30	$12.95	$0.00	$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER *LABORERS - ZONE 2*	06/01/2015	$36.50	$7.30	$12.95	$0.00	$56.75
	12/01/2015	$37.25	$7.30	$12.95	$0.00	$57.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR *LABORERS - ZONE 2*	06/01/2015	$36.25	$7.30	$12.95	$0.00	$56.50
	12/01/2015	$37.00	$7.30	$12.95	$0.00	$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER *LABORERS - ZONE 2*	06/01/2015	$35.50	$7.30	$12.95	$0.00	$55.75
	12/01/2015	$36.25	$7.30	$12.95	$0.00	$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2014	$58.24	$9.80	$18.17	$0.00	$86.21
	08/01/2015	$60.34	$9.80	$18.17	$0.00	$88.31
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2014	$41.60	$9.80	$18.17	$0.00	$69.57
	08/01/2015	$43.10	$9.80	$18.17	$0.00	$71.07
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2014	$62.40	$9.80	$18.17	$0.00	$90.37
	08/01/2015	$64.65	$9.80	$18.17	$0.00	$92.62
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2014	$87.36	$9.80	$18.17	$0.00	$115.33
	08/01/2015	$90.51	$9.80	$18.17	$0.00	$118.48
DRAWBRIDGE OPERATOR (Construction) *ELECTRICIANS LOCAL 103*	03/01/2015	$45.17	$13.00	$15.40	$0.00	$73.57
	09/01/2015	$46.13	$13.00	$15.43	$0.00	$74.56
	03/01/2016	$47.08	$13.00	$15.46	$0.00	$75.54
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN *ELECTRICIANS LOCAL 103*	03/01/2015	$45.17	$13.00	$15.40	$0.00	$73.57
	09/01/2015	$46.13	$13.00	$15.43	$0.00	$74.56
	03/01/2016	$47.08	$13.00	$15.46	$0.00	$75.54

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.07	$13.00	$0.54	$0.00	$31.61
2	40	$18.07	$13.00	$0.54	$0.00	$31.61
3	45	$20.33	$13.00	$11.64	$0.00	$44.97
4	45	$20.33	$13.00	$11.64	$0.00	$44.97
5	50	$22.59	$13.00	$11.98	$0.00	$47.57
6	55	$24.84	$13.00	$12.33	$0.00	$50.17
7	60	$27.10	$13.00	$12.66	$0.00	$52.76
8	65	$29.36	$13.00	$13.01	$0.00	$55.37
9	70	$31.62	$13.00	$13.35	$0.00	$57.97
10	75	$33.88	$13.00	$13.70	$0.00	$60.58

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.45	$13.00	$0.55	$0.00	$32.00
2	40	$18.45	$13.00	$0.55	$0.00	$32.00
3	45	$20.76	$13.00	$11.65	$0.00	$45.41
4	45	$20.76	$13.00	$11.65	$0.00	$45.41
5	50	$23.07	$13.00	$11.99	$0.00	$48.06
6	55	$25.37	$13.00	$12.34	$0.00	$50.71
7	60	$27.68	$13.00	$12.68	$0.00	$53.36
8	65	$29.98	$13.00	$13.03	$0.00	$56.01
9	70	$32.29	$13.00	$13.37	$0.00	$58.66
10	75	$34.60	$13.00	$13.72	$0.00	$61.32

Notes: :

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2015	$53.30	$13.58	$14.21	$0.00	$81.09
	01/01/2016	$54.53	$14.43	$14.96	$0.00	$83.92
	01/01/2017	$55.86	$15.28	$15.71	$0.00	$86.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELEVATOR CONSTRUCTOR - Local 4*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.65	$13.58	$0.00	$0.00	$40.23
2	55	$29.32	$13.58	$14.21	$0.00	$57.11
3	65	$34.65	$13.58	$14.21	$0.00	$62.44
4	70	$37.31	$13.58	$14.21	$0.00	$65.10
5	80	$42.64	$13.58	$14.21	$0.00	$70.43

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.27	$14.43	$0.00	$0.00	$41.70
2	55	$29.99	$14.43	$14.96	$0.00	$59.38
3	65	$35.44	$14.43	$14.96	$0.00	$64.83
4	70	$38.17	$14.43	$14.96	$0.00	$67.56
5	80	$43.62	$14.43	$14.96	$0.00	$73.01

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2015	$37.31	$13.58	$14.21	$0.00	$65.10
	01/01/2016	$38.17	$14.43	$14.96	$0.00	$67.56
	01/01/2017	$39.10	$15.28	$15.71	$0.00	$70.09
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2015	$40.22	$10.00	$14.30	$0.00	$64.52
	11/01/2015	$40.80	$10.00	$14.30	$0.00	$65.10
	05/01/2016	$41.69	$10.00	$14.30	$0.00	$65.99
	11/01/2016	$42.28	$10.00	$14.30	$0.00	$66.58
	05/01/2017	$43.16	$10.00	$14.30	$0.00	$67.46
	11/01/2017	$43.89	$10.00	$14.30	$0.00	$68.19
	05/01/2018	$44.60	$10.00	$14.30	$0.00	$68.90
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2015	$41.65	$10.00	$14.30	$0.00	$65.95
	11/01/2015	$42.24	$10.00	$14.30	$0.00	$66.54
	05/01/2016	$43.13	$10.00	$14.30	$0.00	$67.43
	11/01/2016	$43.73	$10.00	$14.30	$0.00	$68.03
	05/01/2017	$44.62	$10.00	$14.30	$0.00	$68.92
	11/01/2017	$45.35	$10.00	$14.30	$0.00	$69.65
	05/01/2018	$46.07	$10.00	$14.30	$0.00	$70.37
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 *OPERATING ENGINEERS LOCAL 4*	05/01/2015	$21.68	$10.00	$14.30	$0.00	$45.98
	11/01/2015	$22.02	$10.00	$14.30	$0.00	$46.32
	05/01/2016	$22.54	$10.00	$14.30	$0.00	$46.84
	11/01/2016	$22.89	$10.00	$14.30	$0.00	$47.19
	05/01/2017	$23.42	$10.00	$14.30	$0.00	$47.72
	11/01/2017	$23.84	$10.00	$14.30	$0.00	$48.14
	05/01/2018	$24.27	$10.00	$14.30	$0.00	$48.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 103*	03/01/2015	$45.17	$13.00	$15.40	$0.00	$73.57
	09/01/2015	$46.13	$13.00	$15.43	$0.00	$74.56
	03/01/2016	$47.08	$13.00	$15.46	$0.00	$75.54
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING*ELECTRICIANS LOCAL 103*	03/01/2015	$33.88	$13.00	$13.70	$0.00	$60.58
	09/01/2015	$34.60	$13.00	$13.72	$0.00	$61.32
	03/01/2016	$35.31	$13.00	$13.74	$0.00	$62.05
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$35.64	$10.00	$14.55	$0.00	$60.19
	12/01/2015	$36.69	$10.00	$14.55	$0.00	$61.24
	06/01/2016	$37.31	$10.00	$14.55	$0.00	$61.86
	12/01/2016	$38.35	$10.00	$14.55	$0.00	$62.90
	06/01/2017	$39.19	$10.00	$14.55	$0.00	$63.74
	12/01/2017	$40.02	$10.00	$14.55	$0.00	$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER *LABORERS - ZONE 2*	06/01/2015	$20.50	$7.30	$12.30	$0.00	$40.10
	12/01/2015	$20.50	$7.30	$12.30	$0.00	$40.10
	06/01/2016	$20.50	$7.30	$12.30	$0.00	$40.10
	12/01/2016	$20.50	$7.30	$12.30	$0.00	$40.10
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE I*	09/01/2014	$40.40	$9.80	$17.21	$0.00	$67.41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *FLOORCOVERER - Local 2168 Zone I*

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.20	$9.80	$1.79	$0.00	$31.79
2	55	$22.22	$9.80	$1.79	$0.00	$33.81
3	60	$24.24	$9.80	$11.84	$0.00	$45.88
4	65	$26.26	$9.80	$11.84	$0.00	$47.90
5	70	$28.28	$9.80	$13.63	$0.00	$51.71
6	75	$30.30	$9.80	$13.63	$0.00	$53.73
7	80	$32.32	$9.80	$15.42	$0.00	$57.54
8	85	$34.34	$9.80	$15.42	$0.00	$59.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$29.61	$10.00	$14.55	$0.00	$54.16
	12/01/2015	$30.48	$10.00	$14.55	$0.00	$55.03
	06/01/2016	$31.00	$10.00	$14.55	$0.00	$55.55
	12/01/2016	$31.87	$10.00	$14.55	$0.00	$56.42
	06/01/2017	$32.56	$10.00	$14.55	$0.00	$57.11
	12/01/2017	$33.25	$10.00	$14.55	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 35 (ZONE 2)*	01/01/2015	$37.16	$7.85	$16.10	$0.00	$61.11
	07/01/2015	$38.06	$7.85	$16.10	$0.00	$62.01
	01/01/2016	$39.01	$7.85	$16.10	$0.00	$62.96
	07/01/2016	$39.96	$7.85	$16.10	$0.00	$63.91
	01/01/2017	$40.91	$7.85	$16.10	$0.00	$64.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *GLAZIER - Local 35 Zone 2*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.58	$7.85	$0.00	$0.00	$26.43
2	55	$20.44	$7.85	$3.66	$0.00	$31.95
3	60	$22.30	$7.85	$3.99	$0.00	$34.14
4	65	$24.15	$7.85	$4.32	$0.00	$36.32
5	70	$26.01	$7.85	$14.11	$0.00	$47.97
6	75	$27.87	$7.85	$14.44	$0.00	$50.16
7	80	$29.73	$7.85	$14.77	$0.00	$52.35
8	90	$33.44	$7.85	$15.44	$0.00	$56.73

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.03	$7.85	$0.00	$0.00	$26.88
2	55	$20.93	$7.85	$3.66	$0.00	$32.44
3	60	$22.84	$7.85	$3.99	$0.00	$34.68
4	65	$24.74	$7.85	$4.32	$0.00	$36.91
5	70	$26.64	$7.85	$14.11	$0.00	$48.60
6	75	$28.55	$7.85	$14.44	$0.00	$50.84
7	80	$30.45	$7.85	$14.77	$0.00	$53.07
8	90	$34.25	$7.85	$15.44	$0.00	$57.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$23.56	$10.00	$0.00	$0.00	$33.56
2	60	$25.70	$10.00	$14.55	$0.00	$50.25
3	65	$27.84	$10.00	$14.55	$0.00	$52.39
4	70	$29.98	$10.00	$14.55	$0.00	$54.53
5	75	$32.12	$10.00	$14.55	$0.00	$56.67
6	80	$34.26	$10.00	$14.55	$0.00	$58.81
7	85	$36.41	$10.00	$14.55	$0.00	$60.96
8	90	$38.55	$10.00	$14.55	$0.00	$63.10

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.24	$10.00	$0.00	$0.00	$34.24
2	60	$26.45	$10.00	$14.55	$0.00	$51.00
3	65	$28.65	$10.00	$14.55	$0.00	$53.20
4	70	$30.86	$10.00	$14.55	$0.00	$55.41
5	75	$33.06	$10.00	$14.55	$0.00	$57.61
6	80	$35.26	$10.00	$14.55	$0.00	$59.81
7	85	$37.47	$10.00	$14.55	$0.00	$62.02
8	90	$39.67	$10.00	$14.55	$0.00	$64.22

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2015	$43.28	$10.20	$20.54	$2.22	$76.24
	08/01/2015	$44.28	$10.20	$20.54	$2.22	$77.24
	02/01/2016	$45.28	$10.20	$20.54	$2.22	$78.24
	08/01/2016	$46.43	$10.20	$20.54	$2.22	$79.39
	02/01/2017	$47.53	$10.20	$20.54	$2.22	$80.49
	08/01/2017	$48.63	$10.20	$20.54	$2.22	$81.59
	02/01/2018	$49.78	$10.20	$20.54	$2.22	$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 103*	03/01/2015	$45.17	$13.00	$15.40	$0.00	$73.57
	09/01/2015	$46.13	$13.00	$15.43	$0.00	$74.56
	03/01/2016	$47.08	$13.00	$15.46	$0.00	$75.54

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2015	$43.28	$10.20	$20.54	$2.22	$76.24
	08/01/2015	$44.28	$10.20	$20.54	$2.22	$77.24
	02/01/2016	$45.28	$10.20	$20.54	$2.22	$78.24
	08/01/2016	$46.43	$10.20	$20.54	$2.22	$79.39
	02/01/2017	$47.53	$10.20	$20.54	$2.22	$80.49
	08/01/2017	$48.63	$10.20	$20.54	$2.22	$81.59
	02/01/2018	$49.78	$10.20	$20.54	$2.22	$82.74
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) *PIPEFITTERS LOCAL 537*	03/01/2015	$48.69	$9.70	$16.89	$0.00	$75.28
	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC *PIPEFITTERS LOCAL 537*	03/01/2015	$48.69	$9.70	$16.89	$0.00	$75.28
	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS *LABORERS - ZONE 2*	06/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	09/01/2014	$43.31	$11.25	$12.60	$0.00	$67.16

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

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.66	$11.25	$9.35	$0.00	$42.26
2	60	$25.99	$11.25	$10.00	$0.00	$47.24
3	70	$30.32	$11.25	$10.65	$0.00	$52.22
4	80	$34.65	$11.25	$11.30	$0.00	$57.20

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (WORCESTER AREA)*	03/16/2015	$41.81	$7.70	$20.25	$0.00	$69.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *IRONWORKER - Local 7 Worcester*

Effective Date - 03/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$25.09	$7.70	$20.25	$0.00	$53.04
2	70	$29.27	$7.70	$20.25	$0.00	$57.22
3	75	$31.36	$7.70	$20.25	$0.00	$59.31
4	80	$33.45	$7.70	$20.25	$0.00	$61.40
5	85	$35.54	$7.70	$20.25	$0.00	$63.49
6	90	$37.63	$7.70	$20.25	$0.00	$65.58

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50

Apprentice - *LABORER - Zone 2*

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.69	$7.30	$12.30	$0.00	$38.29
2	70	$21.81	$7.30	$12.30	$0.00	$41.41
3	80	$24.92	$7.30	$12.30	$0.00	$44.52
4	90	$28.04	$7.30	$12.30	$0.00	$47.64

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.99	$7.30	$12.30	$0.00	$38.59
2	70	$22.16	$7.30	$12.30	$0.00	$41.76
3	80	$25.32	$7.30	$12.30	$0.00	$44.92
4	90	$28.49	$7.30	$12.30	$0.00	$48.09

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 2*	06/01/2015	$31.35	$7.30	$12.25	$0.00	$50.90
	12/01/2015	$31.85	$7.30	$12.25	$0.00	$51.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2015	$37.37	$10.18	$17.18	$0.00	$64.73
	08/01/2015	$38.08	$10.18	$17.25	$0.00	$65.51
	02/01/2016	$38.53	$10.18	$17.25	$0.00	$65.96
	08/01/2016	$39.23	$10.18	$17.33	$0.00	$66.74
	02/01/2017	$39.69	$10.18	$17.33	$0.00	$67.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.69	$10.18	$17.18	$0.00	$46.05
2	60	$22.42	$10.18	$17.18	$0.00	$49.78
3	70	$26.16	$10.18	$17.18	$0.00	$53.52
4	80	$29.90	$10.18	$17.18	$0.00	$57.26
5	90	$33.63	$10.18	$17.18	$0.00	$60.99

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.04	$10.18	$17.25	$0.00	$46.47
2	60	$22.85	$10.18	$17.25	$0.00	$50.28
3	70	$26.66	$10.18	$17.25	$0.00	$54.09
4	80	$30.46	$10.18	$17.25	$0.00	$57.89
5	90	$34.27	$10.18	$17.25	$0.00	$61.70

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2015	$49.00	$10.18	$18.50	$0.00	$77.68
	08/01/2015	$49.90	$10.18	$18.57	$0.00	$78.65
	02/01/2016	$50.47	$10.18	$18.57	$0.00	$79.22
	08/01/2016	$51.37	$10.18	$18.65	$0.00	$80.20
	02/01/2017	$51.94	$10.18	$18.65	$0.00	$80.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.50	$10.18	$18.50	$0.00	$53.18
2	60	$29.40	$10.18	$18.50	$0.00	$58.08
3	70	$34.30	$10.18	$18.50	$0.00	$62.98
4	80	$39.20	$10.18	$18.50	$0.00	$67.88
5	90	$44.10	$10.18	$18.50	$0.00	$72.78

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.95	$10.18	$18.57	$0.00	$53.70
2	60	$29.94	$10.18	$18.57	$0.00	$58.69
3	70	$34.93	$10.18	$18.57	$0.00	$63.68
4	80	$39.92	$10.18	$18.57	$0.00	$68.67
5	90	$44.91	$10.18	$18.57	$0.00	$73.66

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2) *MILLWRIGHTS LOCAL 1121 - Zone 2*	04/01/2015	$34.69	$9.80	$16.21	$0.00	$60.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 2*

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$19.08	$9.80	$4.48	$0.00	$33.36
2	65	$22.55	$9.80	$13.36	$0.00	$45.71
3	75	$26.02	$9.80	$14.18	$0.00	$50.00
4	85	$29.49	$9.80	$14.99	$0.00	$54.28

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MORTAR MIXER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$21.97	$10.00	$14.55	$0.00	$46.52
	12/01/2015	$22.62	$10.00	$14.55	$0.00	$47.17
	06/01/2016	$23.01	$10.00	$14.55	$0.00	$47.56
	12/01/2016	$23.66	$10.00	$14.55	$0.00	$48.21
	06/01/2017	$24.17	$10.00	$14.55	$0.00	$48.72
	12/01/2017	$24.69	$10.00	$14.55	$0.00	$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$25.68	$10.00	$14.55	$0.00	$50.23
	12/01/2015	$26.43	$10.00	$14.55	$0.00	$50.98
	06/01/2016	$26.89	$10.00	$14.55	$0.00	$51.44
	12/01/2016	$27.64	$10.00	$14.55	$0.00	$52.19
	06/01/2017	$28.24	$10.00	$14.55	$0.00	$52.79
	12/01/2017	$28.85	$10.00	$14.55	$0.00	$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2015	$47.66	$7.85	$16.10	$0.00	$71.61
	07/01/2015	$48.56	$7.85	$16.10	$0.00	$72.51
	01/01/2016	$49.51	$7.85	$16.10	$0.00	$73.46
	07/01/2016	$50.46	$7.85	$16.10	$0.00	$74.41
	01/01/2017	$51.41	$7.85	$16.10	$0.00	$75.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.83	$7.85	$0.00	$0.00	$31.68
2	55	$26.21	$7.85	$3.66	$0.00	$37.72
3	60	$28.60	$7.85	$3.99	$0.00	$40.44
4	65	$30.98	$7.85	$4.32	$0.00	$43.15
5	70	$33.36	$7.85	$14.11	$0.00	$55.32
6	75	$35.75	$7.85	$14.44	$0.00	$58.04
7	80	$38.13	$7.85	$14.77	$0.00	$60.75
8	90	$42.89	$7.85	$15.44	$0.00	$66.18

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.28	$7.85	$0.00	$0.00	$32.13
2	55	$26.71	$7.85	$3.66	$0.00	$38.22
3	60	$29.14	$7.85	$3.99	$0.00	$40.98
4	65	$31.56	$7.85	$4.32	$0.00	$43.73
5	70	$33.99	$7.85	$14.11	$0.00	$55.95
6	75	$36.42	$7.85	$14.44	$0.00	$58.71
7	80	$38.85	$7.85	$14.77	$0.00	$61.47
8	90	$43.70	$7.85	$15.44	$0.00	$66.99

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2015	$38.56	$7.85	$16.10	$0.00	$62.51
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$39.46	$7.85	$16.10	$0.00	$63.41
	01/01/2016	$40.41	$7.85	$16.10	$0.00	$64.36
	07/01/2016	$41.36	$7.85	$16.10	$0.00	$65.31
	01/01/2017	$42.31	$7.85	$16.10	$0.00	$66.26

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.28	$7.85	$0.00	$0.00	$27.13
2	55	$21.21	$7.85	$3.66	$0.00	$32.72
3	60	$23.14	$7.85	$3.99	$0.00	$34.98
4	65	$25.06	$7.85	$4.32	$0.00	$37.23
5	70	$26.99	$7.85	$14.11	$0.00	$48.95
6	75	$28.92	$7.85	$14.44	$0.00	$51.21
7	80	$30.85	$7.85	$14.77	$0.00	$53.47
8	90	$34.70	$7.85	$15.44	$0.00	$57.99

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.73	$7.85	$0.00	$0.00	$27.58
2	55	$21.70	$7.85	$3.66	$0.00	$33.21
3	60	$23.68	$7.85	$3.99	$0.00	$35.52
4	65	$25.65	$7.85	$4.32	$0.00	$37.82
5	70	$27.62	$7.85	$14.11	$0.00	$49.58
6	75	$29.60	$7.85	$14.44	$0.00	$51.89
7	80	$31.57	$7.85	$14.77	$0.00	$54.19
8	90	$35.51	$7.85	$15.44	$0.00	$58.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2015	$36.62	$7.85	$16.10	$0.00	$60.57
	07/01/2015	$37.52	$7.85	$16.10	$0.00	$61.47
	01/01/2016	$38.47	$7.85	$16.10	$0.00	$62.42
	07/01/2016	$39.42	$7.85	$16.10	$0.00	$63.37
	01/01/2017	$40.37	$7.85	$16.10	$0.00	$64.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.31	$7.85	$0.00	$0.00	$26.16
2	55	$20.14	$7.85	$3.66	$0.00	$31.65
3	60	$21.97	$7.85	$3.99	$0.00	$33.81
4	65	$23.80	$7.85	$4.32	$0.00	$35.97
5	70	$25.63	$7.85	$14.11	$0.00	$47.59
6	75	$27.47	$7.85	$14.44	$0.00	$49.76
7	80	$29.30	$7.85	$14.77	$0.00	$51.92
8	90	$32.96	$7.85	$15.44	$0.00	$56.25

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.76	$7.85	$0.00	$0.00	$26.61
2	55	$20.64	$7.85	$3.66	$0.00	$32.15
3	60	$22.51	$7.85	$3.99	$0.00	$34.35
4	65	$24.39	$7.85	$4.32	$0.00	$36.56
5	70	$26.26	$7.85	$14.11	$0.00	$48.22
6	75	$28.14	$7.85	$14.44	$0.00	$50.43
7	80	$30.02	$7.85	$14.77	$0.00	$52.64
8	90	$33.77	$7.85	$15.44	$0.00	$57.06

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	01/01/2015	$37.16	$7.85	$16.10	$0.00	$61.11
	07/01/2015	$38.06	$7.85	$16.10	$0.00	$62.01
	01/01/2016	$39.01	$7.85	$16.10	$0.00	$62.96
	07/01/2016	$39.96	$7.85	$16.10	$0.00	$63.91
	01/01/2017	$40.91	$7.85	$16.10	$0.00	$64.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER - Local 35 Zone 2 - BRUSH NEW*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.58	$7.85	$0.00	$0.00	$26.43
2	55	$20.44	$7.85	$3.66	$0.00	$31.95
3	60	$22.30	$7.85	$3.99	$0.00	$34.14
4	65	$24.15	$7.85	$4.32	$0.00	$36.32
5	70	$26.01	$7.85	$14.11	$0.00	$47.97
6	75	$27.87	$7.85	$14.44	$0.00	$50.16
7	80	$29.73	$7.85	$14.77	$0.00	$52.35
8	90	$33.44	$7.85	$15.44	$0.00	$56.73

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.03	$7.85	$0.00	$0.00	$26.88
2	55	$20.93	$7.85	$3.66	$0.00	$32.44
3	60	$22.84	$7.85	$3.99	$0.00	$34.68
4	65	$24.74	$7.85	$4.32	$0.00	$36.91
5	70	$26.64	$7.85	$14.11	$0.00	$48.60
6	75	$28.55	$7.85	$14.44	$0.00	$50.84
7	80	$30.45	$7.85	$14.77	$0.00	$53.07
8	90	$34.25	$7.85	$15.44	$0.00	$57.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2015	$35.22	$7.85	$16.10	$0.00	$59.17
	07/01/2015	$36.12	$7.85	$16.10	$0.00	$60.07
	01/01/2016	$37.07	$7.85	$16.10	$0.00	$61.02
	07/01/2016	$38.02	$7.85	$16.10	$0.00	$61.97
	01/01/2017	$38.97	$7.85	$16.10	$0.00	$62.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 Zone 2 - BRUSH REPAINT*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$17.61	$7.85	$0.00	$0.00	$25.46
2	55	$19.37	$7.85	$3.66	$0.00	$30.88
3	60	$21.13	$7.85	$3.99	$0.00	$32.97
4	65	$22.89	$7.85	$4.32	$0.00	$35.06
5	70	$24.65	$7.85	$14.11	$0.00	$46.61
6	75	$26.42	$7.85	$14.44	$0.00	$48.71
7	80	$28.18	$7.85	$14.77	$0.00	$50.80
8	90	$31.70	$7.85	$15.44	$0.00	$54.99

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.06	$7.85	$0.00	$0.00	$25.91
2	55	$19.87	$7.85	$3.66	$0.00	$31.38
3	60	$21.67	$7.85	$3.99	$0.00	$33.51
4	65	$23.48	$7.85	$4.32	$0.00	$35.65
5	70	$25.28	$7.85	$14.11	$0.00	$47.24
6	75	$27.09	$7.85	$14.44	$0.00	$49.38
7	80	$28.90	$7.85	$14.77	$0.00	$51.52
8	90	$32.51	$7.85	$15.44	$0.00	$55.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2012	$30.28	$9.07	$8.00	$0.00	$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2014	$41.60	$9.80	$18.17	$0.00	$69.57
	08/01/2015	$43.10	$9.80	$18.17	$0.00	$71.07
PILE DRIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2014	$41.60	$9.80	$18.17	$0.00	$69.57
	08/01/2015	$43.10	$9.80	$18.17	$0.00	$71.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 1*

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.80	$9.80	$18.17	$0.00	$48.77
2	60	$24.96	$9.80	$18.17	$0.00	$52.93
3	70	$29.12	$9.80	$18.17	$0.00	$57.09
4	75	$31.20	$9.80	$18.17	$0.00	$59.17
5	80	$33.28	$9.80	$18.17	$0.00	$61.25
6	80	$33.28	$9.80	$18.17	$0.00	$61.25
7	90	$37.44	$9.80	$18.17	$0.00	$65.41
8	90	$37.44	$9.80	$18.17	$0.00	$65.41

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.55	$9.80	$18.17	$0.00	$49.52
2	60	$25.86	$9.80	$18.17	$0.00	$53.83
3	70	$30.17	$9.80	$18.17	$0.00	$58.14
4	75	$32.33	$9.80	$18.17	$0.00	$60.30
5	80	$34.48	$9.80	$18.17	$0.00	$62.45
6	80	$34.48	$9.80	$18.17	$0.00	$62.45
7	90	$38.79	$9.80	$18.17	$0.00	$66.76
8	90	$38.79	$9.80	$18.17	$0.00	$66.76

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER *PIPEFITTERS LOCAL 537*	03/01/2015	$48.69	$9.70	$16.89	$0.00	$75.28
	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PIPEFITTER - Local 537*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$19.48	$9.70	$7.50	$0.00	$36.68
2	45	$21.91	$9.70	$16.89	$0.00	$48.50
3	60	$29.21	$9.70	$16.89	$0.00	$55.80
4	70	$34.08	$9.70	$16.89	$0.00	$60.67
5	80	$38.95	$9.70	$16.89	$0.00	$65.54

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$19.88	$9.70	$7.50	$0.00	$37.08
2	45	$22.36	$9.70	$16.89	$0.00	$48.95
3	60	$29.81	$9.70	$16.89	$0.00	$56.40
4	70	$34.78	$9.70	$16.89	$0.00	$61.37
5	80	$39.75	$9.70	$16.89	$0.00	$66.34

Notes:

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

Apprentice to Journeyworker Ratio:**

PIPELAYER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
PLUMBERS & GASFITTERS *PLUMBERS & GASFITTERS LOCAL 12*	03/01/2015	$50.21	$10.32	$14.89	$0.00	$75.42
	09/01/2015	$51.21	$10.32	$14.89	$0.00	$76.42
	03/01/2016	$52.36	$10.32	$14.89	$0.00	$77.57
	09/01/2016	$53.41	$10.32	$14.89	$0.00	$78.62
	03/01/2017	$54.41	$10.32	$14.89	$0.00	$79.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PLUMBER/GASFITTER - Local 12*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$17.57	$10.32	$5.54	$0.00	$33.43
2	40	$20.08	$10.32	$6.27	$0.00	$36.67
3	55	$27.62	$10.32	$8.42	$0.00	$46.36
4	65	$32.64	$10.32	$9.87	$0.00	$52.83
5	75	$37.66	$10.32	$11.30	$0.00	$59.28

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$17.92	$10.32	$5.54	$0.00	$33.78
2	40	$20.48	$10.32	$6.27	$0.00	$37.07
3	55	$28.17	$10.32	$8.42	$0.00	$46.91
4	65	$33.29	$10.32	$9.87	$0.00	$53.48
5	75	$38.41	$10.32	$11.30	$0.00	$60.03

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic$56.05 Step5 with lic$62.48

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) *PIPEFITTERS LOCAL 537*	03/01/2015	$48.69	$9.70	$16.89	$0.00	$75.28
	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER *LABORERS - ZONE 2*	06/01/2015	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2015	$32.65	$7.30	$12.30	$0.00	$52.25
	06/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
	12/01/2016	$33.90	$7.30	$12.30	$0.00	$53.50
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$29.61	$10.00	$14.55	$0.00	$54.16
	12/01/2015	$30.48	$10.00	$14.55	$0.00	$55.03
	06/01/2016	$31.00	$10.00	$14.55	$0.00	$55.55
	12/01/2016	$31.87	$10.00	$14.55	$0.00	$56.42
	06/01/2017	$32.56	$10.00	$14.55	$0.00	$57.11
	12/01/2017	$33.25	$10.00	$14.55	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER *TEAMSTERS LOCAL 170*	05/01/2010	$22.04	$6.50	$5.44	$0.00	$33.98
RECLAIMERS *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) *CARPENTERS -ZONE 2 (Residential Wood)*	04/01/2011	$24.24	$8.67	$15.51	$0.00	$48.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. *CARPENTERS -ZONE 2 (Residential Wood)*	05/01/2011	$24.24	$6.34	$6.23	$0.00	$36.81

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

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

Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$14.54	$6.34	$0.00	$0.00	$20.88
2	60	$14.54	$6.34	$6.23	$0.00	$27.11
3	65	$15.76	$6.34	$6.23	$0.00	$28.33
4	70	$16.97	$6.34	$6.23	$0.00	$29.54
5	75	$18.18	$6.34	$6.23	$0.00	$30.75
6	80	$19.39	$6.34	$6.23	$0.00	$31.96
7	85	$20.60	$6.34	$6.23	$0.00	$33.17
8	90	$21.82	$6.34	$6.23	$0.00	$34.39

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 33*	02/01/2015	$40.11	$10.50	$11.60	$0.00	$62.21
	08/01/2015	$41.01	$10.50	$11.60	$0.00	$63.11
	02/01/2016	$41.91	$10.50	$11.60	$0.00	$64.01

Apprentice - *ROOFER - Local 33*

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.06	$10.50	$3.38	$0.00	$33.94
2	60	$24.07	$10.50	$11.60	$0.00	$46.17
3	65	$26.07	$10.50	$11.60	$0.00	$48.17
4	75	$30.08	$10.50	$11.60	$0.00	$52.18
5	85	$34.09	$10.50	$11.60	$0.00	$56.19

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.51	$10.50	$3.38	$0.00	$34.39
2	60	$24.61	$10.50	$11.60	$0.00	$46.71
3	65	$26.66	$10.50	$11.60	$0.00	$48.76
4	75	$30.76	$10.50	$11.60	$0.00	$52.86
5	85	$34.86	$10.50	$11.60	$0.00	$56.96

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.

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE *ROOFERS LOCAL 33*	02/01/2015	$40.36	$10.50	$11.60	$0.00	$62.46
	08/01/2015	$41.26	$10.50	$11.60	$0.00	$63.36
	02/01/2016	$42.16	$10.50	$11.60	$0.00	$64.26
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2015	$43.28	$10.20	$20.54	$2.22	$76.24
	08/01/2015	$44.28	$10.20	$20.54	$2.22	$77.24
	02/01/2016	$45.28	$10.20	$20.54	$2.22	$78.24
	08/01/2016	$46.43	$10.20	$20.54	$2.22	$79.39
	02/01/2017	$47.53	$10.20	$20.54	$2.22	$80.49
	08/01/2017	$48.63	$10.20	$20.54	$2.22	$81.59
	02/01/2018	$49.78	$10.20	$20.54	$2.22	$82.74

Apprentice - *SHEET METAL WORKER - Local 17-A*

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.31	$10.20	$4.58	$0.00	$32.09
2	40	$17.31	$10.20	$4.58	$0.00	$32.09
3	45	$19.48	$10.20	$9.09	$1.16	$39.93
4	45	$19.48	$10.20	$9.09	$1.16	$39.93
5	50	$21.64	$10.20	$9.91	$1.25	$43.00
6	50	$21.64	$10.20	$10.16	$1.26	$43.26
7	60	$25.97	$10.20	$11.55	$1.43	$49.15
8	65	$28.13	$10.20	$12.38	$1.52	$52.23
9	75	$32.46	$10.20	$14.02	$1.70	$58.38
10	85	$36.79	$10.20	$15.16	$1.86	$64.01

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.71	$10.20	$4.58	$0.00	$32.49
2	40	$17.71	$10.20	$4.58	$0.00	$32.49
3	45	$19.93	$10.20	$9.09	$1.18	$40.40
4	45	$19.93	$10.20	$9.09	$1.18	$40.40
5	50	$22.14	$10.20	$9.91	$1.27	$43.52
6	50	$22.14	$10.20	$10.16	$1.28	$43.78
7	60	$26.57	$10.20	$11.55	$1.45	$49.77
8	65	$28.78	$10.20	$12.38	$1.54	$52.90
9	75	$33.21	$10.20	$14.02	$1.72	$59.15
10	85	$37.64	$10.20	$15.16	$1.89	$64.89

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SIGN ERECTOR - Local 35 Zone 2*

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	06/01/2015	$31.94	$9.91	$9.33	$0.00	$51.18
	08/01/2015	$31.94	$10.41	$9.33	$0.00	$51.68
	12/01/2015	$31.94	$10.41	$10.08	$0.00	$52.43
	06/01/2016	$32.44	$10.41	$10.08	$0.00	$52.93
	08/01/2016	$32.44	$10.91	$10.08	$0.00	$53.43
	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	06/01/2015	$32.23	$9.91	$9.33	$0.00	$51.47
	08/01/2015	$32.23	$10.41	$9.33	$0.00	$51.97
	12/01/2015	$32.23	$10.41	$10.08	$0.00	$52.72
	06/01/2016	$32.73	$10.41	$10.08	$0.00	$53.22
	08/01/2016	$32.73	$10.91	$10.08	$0.00	$53.72
	12/01/2016	$32.73	$10.91	$10.89	$0.00	$54.53
SPRINKLER FITTER *SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1*	03/01/2015	$54.43	$8.42	$14.90	$0.00	$77.75
	10/01/2015	$55.58	$8.42	$14.90	$0.00	$78.90
	01/01/2016	$55.58	$8.67	$15.05	$0.00	$79.30
	03/01/2016	$56.58	$8.67	$15.05	$0.00	$80.30
	10/01/2016	$57.73	$8.67	$15.05	$0.00	$81.45
	03/01/2017	$58.73	$8.67	$15.05	$0.00	$82.45

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$19.05	$8.42	$8.40	$0.00	$35.87
2	40	$21.77	$8.42	$8.40	$0.00	$38.59
3	45	$24.49	$8.42	$8.40	$0.00	$41.31
4	50	$27.22	$8.42	$8.40	$0.00	$44.04
5	55	$29.94	$8.42	$8.40	$0.00	$46.76
6	60	$32.66	$8.42	$8.40	$0.00	$49.48
7	65	$35.38	$8.42	$8.40	$0.00	$52.20
8	70	$38.10	$8.42	$8.40	$0.00	$54.92
9	75	$40.82	$8.42	$8.40	$0.00	$57.64
10	80	$43.54	$8.42	$8.40	$0.00	$60.36

Effective Date - 10/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$19.45	$8.42	$8.40	$0.00	$36.27
2	40	$22.23	$8.42	$8.40	$0.00	$39.05
3	45	$25.01	$8.42	$8.40	$0.00	$41.83
4	50	$27.79	$8.42	$8.40	$0.00	$44.61
5	55	$30.57	$8.42	$8.40	$0.00	$47.39
6	60	$33.35	$8.42	$8.40	$0.00	$50.17
7	65	$36.13	$8.42	$8.40	$0.00	$52.95
8	70	$38.91	$8.42	$8.40	$0.00	$55.73
9	75	$41.69	$8.42	$8.40	$0.00	$58.51
10	80	$44.46	$8.42	$8.40	$0.00	$61.28

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN *ELECTRICIANS LOCAL 103*	03/01/2015	$33.88	$13.00	$13.70	$0.00	$60.58
	09/01/2015	$34.60	$13.00	$13.72	$0.00	$61.32
	03/01/2016	$35.31	$13.00	$13.74	$0.00	$62.05

Apprentice - *TELECOMMUNICATION TECHNICIAN - Local 103*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$13.55	$13.00	$0.41	$0.00	$26.96
2	40	$13.55	$13.00	$0.41	$0.00	$26.96
3	45	$15.25	$13.00	$10.87	$0.00	$39.12
4	45	$15.25	$13.00	$10.87	$0.00	$39.12
5	50	$16.94	$13.00	$11.11	$0.00	$41.05
6	55	$18.63	$13.00	$11.38	$0.00	$43.01
7	60	$20.33	$13.00	$11.64	$0.00	$44.97
8	65	$22.02	$13.00	$11.89	$0.00	$46.91
9	70	$23.72	$13.00	$12.15	$0.00	$48.87
10	75	$25.41	$13.00	$12.41	$0.00	$50.82

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$13.84	$13.00	$0.42	$0.00	$27.26
2	40	$13.84	$13.00	$0.42	$0.00	$27.26
3	45	$15.57	$13.00	$10.88	$0.00	$39.45
4	45	$15.57	$13.00	$10.88	$0.00	$39.45
5	50	$17.30	$13.00	$11.14	$0.00	$41.44
6	55	$19.03	$13.00	$11.39	$0.00	$43.42
7	60	$20.76	$13.00	$11.65	$0.00	$45.41
8	65	$22.49	$13.00	$11.90	$0.00	$47.39
9	70	$24.22	$13.00	$12.17	$0.00	$49.39
10	75	$25.95	$13.00	$12.43	$0.00	$51.38

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2015	$47.90	$10.18	$18.50	$0.00	$76.58
	08/01/2015	$48.80	$10.18	$18.57	$0.00	$77.55
	02/01/2016	$49.37	$10.18	$18.57	$0.00	$78.12
	08/01/2016	$50.27	$10.18	$18.65	$0.00	$79.10
	02/01/2017	$50.84	$10.18	$18.65	$0.00	$79.67

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TERRAZZO FINISHER - Local 3 Marble & Tile*

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.95	$10.18	$18.50	$0.00	$52.63
2	60	$28.74	$10.18	$18.50	$0.00	$57.42
3	70	$33.53	$10.18	$18.50	$0.00	$62.21
4	80	$38.32	$10.18	$18.50	$0.00	$67.00
5	90	$43.11	$10.18	$18.50	$0.00	$71.79

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.40	$10.18	$18.57	$0.00	$53.15
2	60	$29.28	$10.18	$18.57	$0.00	$58.03
3	70	$34.16	$10.18	$18.57	$0.00	$62.91
4	80	$39.04	$10.18	$18.57	$0.00	$67.79
5	90	$43.92	$10.18	$18.57	$0.00	$72.67

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$36.70	$7.30	$13.15	$0.00	$57.15
	12/01/2015	$37.45	$7.30	$13.15	$0.00	$57.90
	06/01/2016	$38.20	$7.30	$13.15	$0.00	$58.65
	12/01/2016	$39.20	$7.30	$13.15	$0.00	$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$35.42	$7.30	$13.15	$0.00	$55.87
	12/01/2015	$36.17	$7.30	$13.15	$0.00	$56.62
	06/01/2016	$36.92	$7.30	$13.15	$0.00	$57.37
	12/01/2016	$37.92	$7.30	$13.15	$0.00	$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$35.30	$7.30	$13.15	$0.00	$55.75
	12/01/2015	$36.05	$7.30	$13.15	$0.00	$56.50
	06/01/2016	$36.80	$7.30	$13.15	$0.00	$57.25
	12/01/2016	$37.80	$7.30	$13.15	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	06/01/2015	$32.52	$9.91	$9.33	$0.00	$51.76
	08/01/2015	$32.52	$10.41	$9.33	$0.00	$52.26
	12/01/2015	$32.52	$10.41	$10.08	$0.00	$53.01
	06/01/2016	$33.02	$10.41	$10.08	$0.00	$53.51
	08/01/2016	$33.02	$10.91	$10.08	$0.00	$54.01
	12/01/2016	$33.02	$10.91	$10.89	$0.00	$54.82
TUNNEL WORK - COMPRESSED AIR *LABORERS (COMPRESSED AIR)*	06/01/2015	$47.58	$7.30	$13.55	$0.00	$68.43
	12/01/2015	$48.33	$7.30	$13.55	$0.00	$69.18
	06/01/2016	$49.08	$7.30	$13.55	$0.00	$69.93
	12/01/2016	$50.08	$7.30	$13.55	$0.00	$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) *LABORERS (COMPRESSED AIR)*	06/01/2015	$49.58	$7.30	$13.55	$0.00	$70.43
	12/01/2015	$50.33	$7.30	$13.55	$0.00	$71.18
	06/01/2016	$51.08	$7.30	$13.55	$0.00	$71.93
	12/01/2016	$52.08	$7.30	$13.55	$0.00	$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR *LABORERS (FREE AIR TUNNEL)*	06/01/2015	$39.65	$7.30	$13.55	$0.00	$60.50
	12/01/2015	$40.40	$7.30	$13.55	$0.00	$61.25
	06/01/2016	$41.15	$7.30	$13.55	$0.00	$62.00
	12/01/2016	$42.15	$7.30	$13.55	$0.00	$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	06/01/2015	$41.65	$7.30	$13.55	$0.00	$62.50
	12/01/2015	$42.40	$7.30	$13.55	$0.00	$63.25
	06/01/2016	$43.15	$7.30	$13.55	$0.00	$64.00
	12/01/2016	$44.15	$7.30	$13.55	$0.00	$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	06/01/2015	$31.94	$9.91	$9.33	$0.00	$51.18
	08/01/2015	$31.94	$10.41	$9.33	$0.00	$51.68
	12/01/2015	$31.94	$10.41	$10.08	$0.00	$52.43
	06/01/2016	$32.44	$10.41	$10.08	$0.00	$52.93
	08/01/2016	$32.44	$10.91	$10.08	$0.00	$53.43
	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
WAGON DRILL OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER *PLUMBERS & GASFITTERS LOCAL 12*	03/01/2015	$50.21	$10.32	$14.89	$0.00	$75.42
	09/01/2015	$51.21	$10.32	$14.89	$0.00	$76.42
	03/01/2016	$52.36	$10.32	$14.89	$0.00	$77.57
	09/01/2016	$53.41	$10.32	$14.89	$0.00	$78.62
	03/01/2017	$54.41	$10.32	$14.89	$0.00	$79.62

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.

OWNER-CONTRACTOR AGREEMENT
by and between

The Town of Boxborough

and

_____

THIS AGREEMENT made this _____day of _____in the year 2015, between _____with a usual place of business at_____, hereinafter called the CONTRACTOR, and the Town of Boxborough, a municipal corporation duly organized and existing under the laws of the Commonwealth of Massachusetts, acting by and through its Town Administrator, on behalf of Board of Selectmen with a usual place of business at 29 Middle Road, Boxborough, MA 01719, 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, services, materials, equipment, machinery, apparatus, appliances, tools and supplies necessary to perform all work required for the completion of each item of the Work specified in the IFB for the Restoration of the Steele Farm Barn Exterior. 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 14, 2015, unless mutually agreed to extend. A time extension may be granted due to permitting delays, access to town buildings or other situations not in control of the Contractor.

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 $750 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. 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 therefore 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.

(5) Conflict of Interest: Contractor agrees that, to the extent that such law is applicable to the duties Contractor is to perform hereunder, Contractor shall comply with the provisions of Chapter 268A of the General Laws concerning conflict of interest and that Contractor presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the services required to be performed under this agreement.

D. 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.

E. 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.

F. Drawings, Specifications and Submittals (as applicable):

(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.

G. 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.

H. 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 three (3) years after the date of final acceptance, and to restore to full compliance with the requirements set forth herein any part of the work constructed hereunder, which during said three (3) 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.

K. Payment and Performance Bonds: The Contractor shall post a payment bond, in the amount of 50% of the contract price. This payment bond shall be in the form of surety issued by an insurance company licensed by the State Division of Insurance. This payment bond is mandatory on all construction projects for all political subdivisions and ensures payment of all workers and vendors used for the contract.

Simultaneously with the delivery of the executed contract, the Contractor shall also be required to post a performance bond in an amount acceptable to the Owner as security for the faithful performance of this Contract.

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 _X_ **is not** a project architect-engineer for this project who is _____. 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

A. The Owner will make payment to the Contractor in accordance with the provisions of Sections 39F and 39G of Chapter 30 of the General Laws of the Commonwealth of Massachusetts. The Contractor shall submit requisitions for payment as required by said provisions and the directions of the Owner. The Owner will remit payment within 30 days of receipt of invoice.

B. The Contractor's applications for payment shall be subject to approval by the Inspector of Buildings.

C. 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 and 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, bonds, profit and any other general expenses.

D. 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.

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
Certifications Required by Law (Tax Compliance, Non-Collusion, Public Contractor Debarment, OSHA Training, Labor Harmony Certification)
Evidence of Licensure as Massachusetts Construction Supervisor
Clerk's Certificate of Corporate Vote
Certificates of Insurance
General Conditions
General Requirements
Scope of Work
Additional Terms and Conditions
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, applicable to the work required under this Agreement 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 workmens' 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;

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; and

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 required by the Owner.

Except for Workmen's Compensation, all liability coverage shall name the Town of Boxborough 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. Independent Contractor

Nothing herein contained shall be construed as creating the relationship of employer and employee or principal and agent between the Town and Contractor. Contractor shall not have any authority to represent, commit or bind the Town to any other person, firm, association or corporation or to submit proposals or make any representation on behalf of the Town without the express prior authorization of the Town Administrator.

16. 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.

17. 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.

18. 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. Enforceability: In the event any provision of this Agreement is found to be legally unenforceable, such unenforceability shall not prevent the enforcement of any other provision of this Agreement, all of which shall remain in full force and effect as though the unenforceable provision had never appeared herein. No waiver by either the Town or Consultant of a breach hereof or a default hereunder shall be deemed a waiver by such party of a subsequent breach or default of like or similar nature. If, moreover, any one or more of the provisions of this Agreement shall for any reason be held to be excessively broad as to

duration, geographical scope, activity of subject, it shall be construed by limiting or reducing it so as to be enforceable to the extent compatible with applicable law.

E. 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.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals, the Owner by its authorized representatives who, however, incur no personal liability by reason of the execution hereof or of anything herein contained, as of the day and year first above written.

CONTRACTOR:	OWNER:
	Town of Boxborough
By its	By its Town Administrator/Chief Procurement Officer
_____	_____
	Selina S. Shaw

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

By: _____
Jennifer Barrett, Town Accountant

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, on the following 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.

LABOR HARMONY

The undersigned certifies under the penalties of perjury the below named contractor shall be able to furnish labor that can work in harmony with all other elements of labor employed or to nbe employed in the work.

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

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: _____
_____.

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.

IN WITNESS WHEREOF, this instrument is executed in _____ ( ) counterparts, each one of which shall be deemed an original, this the _____ day of _____, 20___.

ATTEST:

_____
Principal

_____ By _____
(Principal Secretary)

_____

_____

_____
(Address-Zip Code)

_____ (SEAL)
Witness as to Principal

_____

_____
(Address-Zip Code)

ATTEST:

_____
Surety

_____ By _____
(Attorney-in-Fact)

_____

_____
(Address-Zip Code)

_____ (SEAL)
Witness as to Surety

_____

_____
(Address-Zip Code)

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

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:

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.

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

IN WITNESS WHEREOF, this instrument is executed in ____ ( ) counterparts, each one of which shall be deemed an original, this the _____ day of _____, 20__.

ATTEST:

_____
Surety

_____ By _____
(Attorney-in-Fact)

_____

_____
(Address-Zip Code)

_____ (SEAL)
Witness as to Surety

_____

_____
(Address-Zip Code)

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

SUPPLEMENTAL CONDITIONS

		Page
1.	Introduction	2
2.	Prevailing Wage Rates	2
3.	Insurance Requirements	2

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 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

In no case shall the limits of liability be less than the following:

1. Contractor's Liability Insurance

a. Workers' Compensation:

1. State: Statutory

2. Employer Liability:

$1,000,000 Bodily Injury by Accident
$1,000,000 Bodily Injury by Disease - policy limit
$1,000,000 Bodily Injury by Disease - each

b. Comprehensive General Liability (including Premises-Operations; Independent Contractor's Protective; Products and Completed Operations; Broad Form Property Damage):

1. Bodily Injury:
$1,000,000 Each Occurrence
$1,000,000 Each Individual Claim per Occurrence
$3,000,000 Aggregate All Claims per Occurrence

2. Products and Completed Operations
$1,000,000 Each Occurrence (bodily injury and property damage)
$3,000,000 Aggregate All Claims per Occurrence

3. Property Damage Liability (including coverage for XCU hazards).
$1,000,000 Each Occurrence
$1,000,000 Each Individual Claim per Occurrence
$3,000,000 Aggregate All Claims per Occurrence

4. Products and Completed Operations insurance shall be maintained for a minimum period of 2 years after final payment and Contractor shall continue to provide evidence of such coverage to Owner on an annual basis during the aforementioned.

c. Comprehensive Automobile Liability (owned, non-owned, hired):

Bodily Injury & Property Damage
$1,000,000 Combined Single Limit

d. Umbrella Liability Coverage
$2,000,000 Each Occurrence
$2,000,000 Aggregate

Incorporation of Applicable Provisions of the Massachusetts General Laws

Certain provisions of the Massachusetts General Laws are applicable to Construction contracts including, but not limited to, those contained in Chapter 30 and Chapter 149. All applicable provisions of the Massachusetts General Laws are incorporated into the Contract as if fully set forth herein, and shall prevail over any conflicting provisions of the General or Supplemental General Conditions.

SPECIFICATIONS

"ATTACHMENT A"

[Wage Rates]