

Town of Boxborough
LEGAL NOTICE - INVITATION FOR BIDS
Re-bid December 2019

Veterans' Tribute Stonework and Bronze Plaques

The Chief Procurement Officer of the Town of Boxborough is soliciting sealed bids for a project to supply and install granite stonework and bronze plaques, and all labor associated therewith, for the Town's new Veterans' Tribute. This is a rebid of an earlier solicitation made in October 2019. A full Invitation for Bids package, including revised contract documents, may be obtained by download from the Town of Boxborough's website at <https://www.boxborough-ma.gov/home/bulletins/bids-and-proposals>, commencing Wednesday, December 18, 2019. Those downloading the revised Invitation for Bid package must register with Cheryl Mahoney, Administrative Assistant to the Town Administrator, by e-mail at cmahoney@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 – Veterans' Tribute Project" and with the name of the bidder on the outside of the bid envelope, no later than 10:00 A.M. on Thursday, January 23rd, 2020, at which time bids will be publicly opened and read. The Town will not accept late bids for any reason.

An optional pre-bid conference will be held at 2:00 PM on Thursday, January 16th, 2020, in the large meeting room at the Sargent Memorial Library, 427 Massachusetts Ave, Boxborough, MA 01719, adjacent to the project site.

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, §§26-27D inclusive, as may be amended.

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

Per Order
Ryan Ferrara, MCPPO
Town Administrator, Chief Procurement Officer
Town of Boxborough



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INVITATION FOR BIDS
Re-bid December 2019

Veterans' Tribute Stonework and Bronze Plaques

BOXBOROUGH VETERANS TRIBUTE
TO HONOR BOXBOROUGH VETERANS WHO HAVE SERVED OUR COUNTRY



Town of Boxborough
INVITATION FOR BIDS

Veterans' Tribute Stonework and Bronze Plaques

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Per Order
Ryan Ferrara, MCPPO
Town Administrator, Chief Procurement Officer
Town of Boxborough



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INVITATION FOR BIDS
Re-bid December 2019

(NOTE: throughout this Invitation for Bids package, any changes made for this re-bid are noted in red text, or on the Construction Drawings with revision clouds.)

Veterans' Tribute Stonework and Bronze Plaques

1. GENERAL INFORMATION AND BID SUBMISSION REQUIREMENTS

Project Description: Pursuant to MGL c.30 §39M, the Town of Boxborough (the "Town"), through its Chief Procurement Officer Ryan Ferrara, Town Administrator ("TA", or "CPO"), is soliciting Sealed Bids with this Invitation for Bids ("IFB") for a project to supply and install granite stonework and bronze plaques, and all labor associated therewith, for the Town's new Veterans' Tribute to be located on the grounds of the Sargent Memorial Library at 427 Mass Ave, Boxborough, MA, 01719. (Please note that library staff are not involved in this project and will not be able to assist bidders in any way.)

Estimated Contract Value: The estimated cost of this work is \$55,000.00.

Contract Documents: The term "Contract Documents" as used herein refers to the set of documents listed in the included "Agreement Between the Town of Boxborough and [successful bidder]".

Documents Availability: Bid and Contract Documents, and any Addenda as may be necessary, may only be obtained by download from the Town's website at <https://www.boxborough-ma.gov/home/bulletins/bids-and-proposals>, commencing Wednesday, December 18, 2019.

Bidder Registration: Prospective bidders are **required** to register with the Town by email notification to Cheryl Mahoney, Administrative Assistant to Town Administrator at cmahoney@boxborough-ma.gov. Bidders shall include in their notification the following information: the project title "Veterans' Tribute", company name, name and title of the point of contact, company address, e-mail address, telephone and fax numbers. Such registrations will be accepted **up to noon on January 20, 2020**. Bidders who have successfully registered ("Registered Bidders") will be sent an acknowledgement confirming this fact. Registration shall only be accepted by e-mail. The Town shall not be responsible for any failed registration or acknowledgement deliveries. If bidder's attempt to register is not acknowledged, call Ms. Mahoney at (978) 264-1714 to ensure proper delivery.

Pre-bid Conference: Registered Bidders are encouraged to attend an optional pre-bid conference to be held in the large meeting room at the Sargent Memorial Library at 427 Mass Ave, Boxborough, MA,

01719, starting at **2:00 PM on Thursday, January 16th, 2020**. This will include a short walk to view the Site. Bidders not having previously registered must register at the pre-bid conference.

Addenda: If it becomes necessary to revise the Contract Documents or any part of this IFB, or to otherwise provide additional information to bidders, the Town will post online addenda for bidders to download. Bidders shall acknowledge receipt of all addenda in their bid submissions. A Bid will not be accepted if it fails to acknowledge all addenda. The town will send out e-mail notifications to all Registered Bidders when a new addendum is available for download. Unregistered bidders must check the document download location frequently to ensure they are aware of any available addenda.

Forms: Bidders shall use only the bidding forms provided in this IFB. Forms provided by the bidder listing any other terms & conditions than those specified herein shall not be accepted by the Town and will disqualify a bid.

Questions: Bidder questions, such as requests for approved equal status, clarification of specifications, protests of specifications, and etc., will only be accepted from Registered Bidders and must be made via e-mail to the CPO, Ryan Ferrara at rferrara@boxborough-ma.gov no later than **the time of the pre-bid conference**. Written responses will be issued in the form of Addenda which will be made available for download. The Town will notify all Registered Bidders by e-mail.

Qualified Bid: Bids that contain language qualifying any provision in the Contract Documents may be rejected as non-responsive, at the Town's discretion.

Bid Requirements: All bids shall have the name of the bidder clearly marked on the outside of the bid envelope. Bids shall be submitted in duplicate (two identical copies, each with original "wet" signatures), and shall be accompanied by "*Certifications Required by Law for Public Construction Contracts*" comprising the required individual certifications, which shall each be signed by a duly authorized officer of the bidder's company on the form provided herein which bidders shall include in their bid packet.

Signatures: 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 designees of the company other than an authorized officer of the company, are unacceptable and will be grounds for the immediate rejection of the bid.

Bid Price or Contract Price: This is a lump sum price contract. The bid price (the "Bid Price" or "Contract Price") is that dollar amount stipulated by the bidder in the Bid Price Form included in this IFB package.

Bid Deposit: Bids shall be accompanied by a 5% bid bond, or by a 5% bid deposit in the form of a cashier's check made out to The Town of Boxborough.

Bid Submission Deadline and Bid Opening: Bids shall be delivered or mailed to the office of Mr. Ryan Ferrara, Chief Procurement Officer, Boxborough Town Hall, 29 Middle Road, Boxborough, MA 01719 in a sealed envelopes clearly marked "**Sealed Bid – Veterans' Tribute Project**" no later than **10:00 a.m. on Thursday, January 23rd, 2020**, (the "Bid Deadline") at which time bids will be publicly opened and read in the Morse-Hilberg Room on the second floor of Boxborough Town Hall, 29 Middle Road, Boxborough, MA 01719. The Town will not accept any bid received after the Bid Deadline for any reason.

Bid Modifications or Withdrawal: Bidders may correct, modify, or withdraw a bid by written notice received by the Chief Procurement Officer at the aforementioned address, prior to the Bid Deadline. Bid modifications intending to correct, modify or withdraw a previous bid submission or modification shall only be accepted by the Town if signed by the individual having signed the original Bid Price Form or an authorized officer or Agent of the bidding entity. Any bid modification shall be submitted in a sealed envelope clearly labeled with the information required for the corresponding bid package, and also labeled "Modification No. ___." Each modification must be numbered in sequence.

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. The Town may waive minor informalities in the bid submission, or the Town may allow the bidder to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, in the sole judgement of the CPO, the CPO will correct the mistake, 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, in the sole opinion of the CPO.

Unexpected Closures: If, at the time of the scheduled bid opening, Town Hall is closed due to uncontrolled events such as fire, weather, or building evacuation, the bid opening will be postponed until 10:00 a.m. on the next business day that Town Hall is open to the public. Bids will be accepted until that later date and time. In the event that a closure of Town Hall is likely to last several days, the Town will issue an addenda announcing a different venue with new date and time for bid opening.

Right to Cancel or Reject: The Town 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, the Town will issue an addendum.

30-day Price Hold: All bidders are required to hold all term of their bids, including the bid price, for thirty (30) calendar days after Bid Opening.

Bid Acceptance and Contract Award: The Town will notify the successful bidder in writing within thirty (30) calendar days of the Bid Opening that it will be awarded the contract ("Contract Award", or "Notice of Award").

2. PURCHASE DESCRIPTION

2.1 Description of the Project: The work of this project generally involves supplying and installing granite stonework and bronze plaques, and all labor associated therewith, for the Town's new Veterans' Tribute as described more fully in the Scope of Work and in the Contract Documents.

2.2 Contract Execution

Form of Agreement and Time for Execution: The successful bidder ("Contractor") agrees to execute an agreement ("Agreement" or "Contract") in the form included in this IFB that complies with the terms of its bid and this IFB within ten (10) business days after Contract Award.

Performance and Payment Bonds: No performance bond is required for this contract. The Contractor is required to obtain a labor and material payment bond aggregating to 50% of the contract price. Refer to paragraph 4.6 of this IFB for more on the requirements for a payment bond.

Parties to the Contract: Parties to the Contract shall be the Chief Procurement Officer for the Town and the authorized agent of the Contractor. Prior to Contract execution, each party shall inform the other in writing of the personnel assigned to the project with day-to-day management responsibilities.

Certificates of Insurance: The Contractor shall provide certificates of all insurance coverage as detailed in the Agreement attached hereto.

Compliance with Terms and Conditions: The Contract may be terminated by the Town if the Contractor refuses to comply with the terms & conditions of this IFB or Contract.

Conflict and Assignment of Interest: The Town prohibits any activity which would constitute a violation of the conflict of interest statute (MGL c.268A). The Town prohibits the assignment of any interest in the Contract.

2.3 Prevailing Wage

All work performed under this contract is subject to the schedule of Prevailing Wage Rates (PWR) as determined by the Department of Labor and Industries. (See specific requirements detailed in the Agreement.)

3. BIDDER QUALIFICATIONS

3.1 Experience

Bidder must have a minimum of five (5) years of satisfactory performance under at least seven (7) different contracts similar in size and in the nature of the work to the proposed contract.

3.2 Evidence of Capability

Bidders shall provide the Town with sufficient evidence that they are able to perform in a timely manner and that they are sufficiently able to supply the necessary skilled labor and appropriate materials, using the included Supplementary Information Form. Include a description of experience with Massachusetts Prevailing Wage work, preparation of a detailed CPM GANTT chart schedule with cost-loaded activities, procuring and installing large cut stone blocks, and procuring and installing bronze plaques.

3.2 References

Bidders shall submit on the included reference forms the requested information for ALL customers for whom the bidder has performed similar services within the past five (5) years.

4. RULE FOR AWARD

4.1 Award to Lowest Bidder

The Contract will be awarded to the responsible and eligible bidder offering the lowest Bid Price to complete the work described in this IFB and Agreement.

4.2 Bid Opening Process

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 last of the bids has been opened and after the reading of the three apparent low bids.

4.3 Sufficient Ability and Experience

No award will be made to any bidder who cannot satisfy the Town that it has sufficient ability and experience in this class of work and sufficient capital and equipment to enable it 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.

4.4 Bid Securities

Bid securities will be returned to all except the three lowest responsible and eligible bidders within five (5) business days, Saturdays, Sundays and legal holidays excluded, after the opening of bids, and the remaining checks/bonds 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 thirty (30) calendar days after the opening of bids.

4.5 Notice of Award

Notice of award of contract to the successful bidder will be made by the Town in writing.

4.6 Payment Bonds

Prior to Contract execution, the Contractor shall furnish a labor and materials payment bond (the "Payment Bond" in an amount not less than fifty percent (50%) of the Contract Price as security for the payment of all persons performing labor or providing materials on the project under this Contract and furnishing materials in connection with this Contract. The Payment Bond may be in one or in separate instruments in accordance with local law, and shall remain in effect through Final Completion. The TOWN will only accept a Payment Bond issued by a Surety company qualified to do business under the laws of the Commonwealth of Massachusetts. Failure to obtain a satisfactory Payment Bond is grounds for bid disqualification. (See Exhibit F of the included Agreement for the Payment Bond form.)

4.7 Performance Bond

No performance bond is required for this contract.

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 it 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 and its subcontractors shall provide evidence of the required professional licenses pursuant to Massachusetts State Building Code 8th edition 780 CMR, to ensure their firm is qualified and licensed within their discipline. Bidder shall submit this with its bid using the provided Licensure Form.

5.4 Insurance and Indemnification

The Contractor shall provide liability and other insurance coverage as required by law and shall additionally meet the minimum requirements stipulated in Article 8 of the Agreement.

6. PERMITS AND FEES

The Contractor must apply for and obtain all necessary permits prior to commencement of work. All permit fees will be waived by the Town.

7. SCOPE OF WORK

The scope of work of this Contract is as described in the included Agreement.

8. WARRANTY

The warranty terms are as described in the Agreement.

9. Apparent Errors and Omissions

Bidders are required to promptly notify the CPO of any apparent errors or omissions or other apparent discrepancies in this IFB or elsewhere in the Agreement or Contract Documents.

[The remainder of this page intentionally blank.]

**Town of Boxborough
INVITATION FOR BIDS
Veterans' Tribute Stonework and Bronze Plaques**

ADDITIONAL INFORMATION ABOUT BIDDER

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

(address)

and in the Commonwealth of Massachusetts at

(address)

The names and addresses of its officers are as follows:

President

Address

City, State, Zip

Treasurer

Address

City, State, Zip

Clerk

Address

City, State, Zip

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

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

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

**Town of Boxborough
INVITATION FOR BIDS
Veterans' Tribute Stonework and Bronze Plaques**

ADDITIONAL INFORMATION ABOUT BIDDER (continued)

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

_____ (address)

The names and addresses of the partners are as follows:

_____ Partner Name

_____ Address

_____ Title

_____ City, State, Zip

_____ Partner Name

_____ Address

_____ Title

_____ City, State, Zip

_____ Partner Name

_____ Address

_____ Title

_____ City, State, Zip

_____ Partner Name

_____ Address

_____ Title

_____ City, State, Zip

_____ Partner Name

_____ Address

_____ Title

_____ City, State, Zip

**Town of Boxborough
INVITATION FOR BIDS
Veterans' Tribute Stonework and Bronze Plaques**

ADDITIONAL INFORMATION ABOUT BIDDER (continued)

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:

Name Address

City, State, Zip

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, §5 was filed:

Location of Filing

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

Name Address

City, State, Zip

Attach additional sheets as necessary. Number of additional sheets attached: _____

**Town of Boxborough
INVITATION FOR BIDS
Veterans' Tribute Stonework and Bronze Plaques**

ADDITIONAL INFORMATION ABOUT BIDDER (continued)

LICENSURE

Bidder and all their proposed sub-contractors shall provide evidence of all required professional licenses pursuant to Massachusetts State Building Code 8th edition 780 CMR. List particulars for each here, and attach photocopies as appropriate.

**Town of Boxborough
INVITATION FOR BIDS
Veterans' Tribute Stonework and Bronze Plaques
REFERENCE FORM**

Project Name

Municipality or private entity Contact name

Address

Phone

Email

Project Name

Municipality or private entity Contact name

Address

Phone

Email

Project Name

Municipality or private entity Contact name

Address

Phone

Email

Project Name

Municipality or private entity Contact name

Address

Phone

Email

Project Name

Municipality or private entity Contact name

Address

Phone

Email

Attach additional sheets as necessary. Number of additional sheets attached: _____

**Town of Boxborough
INVITATION FOR BIDS
Veterans' Tribute Stonework and Bronze Plaques**

CERTIFICATIONS REQUIRED BY LAW FOR PUBLIC CONSTRUCTION CONTRACTS

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

TAX COMPLIANCE

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

NON-COLLUSION

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

PUBLIC CONTRACTOR DEBARMENT

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

OSHA TRAINING

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

- (1) Contractor is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work;
- (2) All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and it 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

**Town of Boxborough
INVITATION FOR BIDS
Veterans' Tribute Stonework and Bronze Plaques**

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals .

Printed name of Individual Signing Bid Price Form

Signature

date

**Town of Boxborough
INVITATION FOR BIDS
Veterans' Tribute Stonework and Bronze Plaques**

DOCUMENTS INCLUDED WITH THIS IFB PACKAGE

1. Form of Agreement for this contract (the "Agreement") between the Town of Boxborough and the (successful bidder), and all its associated documents detailed therein.

[Last page in Invitation for Bids package. The remainder of this page intentionally blank.]



AGREEMENT BETWEEN

The Town of Boxborough, Massachusetts

and

for

Construction Services to Provide and Install Stonework and Bronze Plaques for a Veteran's Tribute

THIS AGREEMENT (hereinafter called the "Agreement", or "Contract") made effective _____ 2020 by and between the TOWN OF BOXBOROUGH, MASSACHUSETTS, a municipal corporation, acting through its Chief Procurement Officer Ryan Ferrara, Town Administrator ("TA", or "CPO"), with its offices at Town Hall, 29 Middle Road, Massachusetts 01741 (hereinafter called the "TOWN"), and _____, whose principal office address and state of incorporation are as set forth on Exhibit A (hereinafter called the "CONTRACTOR") (collectively the "Parties").

RECITALS:

WHEREAS, the TOWN desires to retain the CONTRACTOR to provide certain services for the TOWN as described below, and the CONTRACTOR is willing to accept such engagement, all on the terms hereinafter set forth;

NOW, THEREFORE, in consideration of the mutual covenants hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

ARTICLE 1 - ENGAGEMENT OF THE CONTRACTOR

- 1.1 The TOWN hereby engages the CONTRACTOR, and the CONTRACTOR hereby accepts the engagement, to perform certain services for the TOWN, as described in Article 2.
- 1.2 In the performance of any service under this Agreement, the CONTRACTOR acts at all times as an independent contractor. There is no relationship of employment or agency between the TOWN, on the one hand, and the CONTRACTOR on the other, and the TOWN shall not have or exercise any control or direction over the method by which the CONTRACTOR performs its work or functions aside from such control or directions which are consistent with the independent contractor relationship contemplated in this Agreement.

ARTICLE 2 - SERVICES OF THE CONTRACTOR

- 2.1 **Scope of Services and The Work:** The CONTRACTOR shall provide all necessary labor, materials, equipment, management supervision and administrative support required to supply and install

granite stonework, bronze plaques, and the resetting of the existing World War I Memorial boulder to line and grade, for the Town's new Veterans' Tribute, as more fully described in this Agreement and the attached Exhibits and Contract Drawings (referred to herein as the "Work"). *Note:* there is some work that will be performed by the TOWN's workforce, as detailed in Exhibit B and the Construction Drawings. CONTRACTOR should be careful to note the distinction and the required sequence for phasing and coordinating its work with the TOWN's work.

- 2.2 **Price:** The CONTRACTOR shall perform the Work for the price and payment terms set forth on Exhibit C.
- 2.3 **Reporting To:** The CONTRACTOR shall report to and take direction from the TOWN and its Owner's Project Manager ("OPM") as set forth on Exhibit A.
- 2.4 **No Changes Without Approval:** Any changes to this Agreement, including but not limited to any changes to the Scope of Services, Contract Price, Time for Performance or other Contract terms provided for herein shall be managed in accordance with ARTICLE 4 – CONTRACT CHANGES. The TOWN shall be under no obligation to pay for any services performed by the CONTRACTOR that are not explicitly agreed to by the TOWN in writing.
- 2.5 **Qualifications and Compliance with Regulations:** The CONTRACTOR represents and warrants to the TOWN that the CONTRACTOR (including all of its personnel, whether employees, agents subcontractors, or independent contractors) will be qualified and duly licensed (if necessary) to perform the services required by this Agreement and further agrees to perform services (either directly or through subcontractors) in a professional manner adhering to a reasonable standard of care and in accordance with all applicable local, state or federal ordinances, laws, rules and regulations.
- 2.6 **Permits and Bonds:** The CONTRACTOR shall obtain any and all permits, bonds and other items required under this Contract and for the proper and legal performance of the Work, the costs for which shall be included in the Contract Price.
- 2.7 **No Conflicting Agreement:** The CONTRACTOR represents and warrants to the TOWN that it is not a party to any agreement, contract or understanding that would in any way restrict or prohibit it from undertaking or performing its obligations hereunder in accordance with the terms and conditions of this Agreement.
- 2.8 **Work Product Copyrighted:** All written materials and any other documents (whether in the form of "hard" copies, graphics, digital media or otherwise) which are produced by the CONTRACTOR pursuant to this Agreement shall be deemed to be "work for hire" and the copyright thereto shall be the property of the TOWN. The TOWN acknowledges that such materials are being prepared with respect to the specific project contemplated hereby and that any reuse of such materials by the TOWN in connection with any other project shall be at the TOWN's sole risk unless otherwise agreed to by the CONTRACTOR in writing.
- 2.9 **Quality Requirements:** In the event that the work performed under this Contract fails to conform strictly to the Contract Documents, the TOWN may, at its election, at any time thereafter, terminate this 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.

ARTICLE 3 - TIME OF PERFORMANCE

- 3.1 **Duration:** Unless otherwise provided for herein and on Exhibit B, the term of this Agreement shall commence on the date hereof and continue until the TOWN issues a certificate of Final Completion.
- 3.2 **Time is of the Essence:** The CONTRACTOR shall proceed with the Work promptly after receiving authorization to proceed and will diligently and faithfully prosecute the Work to completion in accordance with the provisions hereof. In any event, the Work shall be completed not later than the date set forth for Final Completion on Exhibit B. The TOWN hereby stipulates and the CONTRACTOR acknowledges that time is of the essence of this Agreement.
- 3.3 **Unavoidable Events:** If the CONTRACTOR is delayed in the performance of any of its obligations under this Agreement by the occurrence of an event which may not reasonably be anticipated or avoided or is otherwise beyond its control such as fire or other casualty, abnormal adverse weather conditions, acts of God (collectively, "Unavoidable Events") which materially and adversely affect its ability to perform the Work, then the time for the CONTRACTOR to perform the Work shall be extended for such time as the TOWN shall reasonably determine is necessary to permit the CONTRACTOR to perform in light of the effects of the Unavoidable Event. If an Unavoidable Event occurs which makes the performance of the Agreement impossible without the expenditure of additional TOWN funds, the TOWN may, at its option, elect to terminate this Agreement upon thirty (30) days written notice.

ARTICLE 4 - CONTRACT CHANGES

- 4.1 **Amendments:** This Agreement may be amended from time to time as agreed to by the Parties in writing.
- 4.2 **Change Orders:** A Contract Change Order ("Change Order") is any change to the Scope of Services, Contract Price, Time for Performance or other Contract terms as stipulated in this Agreement. From time to time, the TOWN may issue Change Orders. The TOWN will negotiate such changes with the CONTRACTOR.
- 4.3 **TOWN Change Order Authority:** The authority for negotiating and approving Change Orders on behalf of the TOWN is as follows:
 - a) OPM: may approve individual Change Orders with Contract Price change not to exceed ONE THOUSAND DOLLARS (\$1,000.00), and aggregate Contract Price change not to exceed FIVE THOUSAND DOLLARS (\$5,000.00).
 - b) OPM: may approve any Change Order with a ZERO DOLLAR (\$0) change in Contract Price.
 - c) Chief Procurement Officer: unlimited Change Order authority
- 4.4 **CONTRACTOR Change Order Authority:** The CONTRACTOR authorizes

(print name)

(title)

to negotiate and approve and accept any and all Change Orders on its behalf.

ARTICLE 5 - PREVAILING WAGE

- 5.1 **Governing Statutes:** 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 and the March 26, 2014 amendments to M.G.L. c.149, sec. 27B.
- 5.2 **Prevailing Wage Rates:** The Prevailing Wage Rates issued for this project by the Commonwealth of Massachusetts Executive Office of Labor and Workforce Development, Department of Labor Standards, ("PWR") are included in the Prevailing Wage Rate Schedule in Exhibit G.
- 5.3 **Records Submission and Retention:** The Contractor shall keep payroll records for three years. In addition, the Department of Labor requires all contractors to file weekly certified payroll records with the awarding authority for all employees working on the project and must contain at least the employee's name, address, occupational classification, hours worked, and wages paid. A completed Statement of Compliance form as well as copies of apprentice ID cards for any employees being paid the apprentice rate must accompany each submitted weekly payroll report. The Contractor shall file certified weekly payroll records and a statement of compliance within 15 days of the completion of each project under this contract.
- 5.4 **Apprentices:** All apprentices must be registered individually with the Massachusetts Division of Apprentice Standards (DAS) in order to be paid at the lower apprentice rates. All apprentice programs must also be registered with DAS. *Note:* registration with another state or federal agency's apprentice program does not satisfy this requirement. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If an employee is not registered with DAS, he/she must be paid the journey worker "total rate" listed on the wage rate schedule regardless of experience or skills.
- 5.5 **Project Board:** The Contractor shall post a copy of the wage rate schedule in a visible location at the job site along with other required employer/employee notifications.
- 5.6 **OSHA Construction 10-hour Training:** All covered employees who are entitled to receive the prevailing wage while on the worksite, as well as any other employee of an entity that is required to pay the prevailing wage at the worksite, must have completed the OSHA 10 training. Contractors must provide documentation of the OSHA 10 training on the Certified Payroll Report for each employee the first time the individual is listed on a weekly payroll record. All covered employees must carry documentation of OSHA 10 training on their person when they are on the worksite or be able to immediately direct a Designee of the Attorney General's Office to the documentation.

ARTICLE 6 - INVOICING AND PAYMENTS TO THE CONTRACTOR

- 6.1 **Maximum Payment Amount:** The maximum amount that the TOWN will pay the CONTRACTOR is the Contract Price as stipulated on Exhibit C, as may be amended from time to time by approved Change Order or by Contract Amendment.
- 6.2 **Periodic Payments:** The compensation due to the CONTRACTOR on a periodic basis throughout the performance of the Work shall be paid in the amounts and in the manner set forth on Exhibit C.
- 6.3 **Invoices:** The CONTRACTOR will periodically submit an invoice for payment in conformance with the procedures and requirements described on Exhibit C. The TOWN will pay the CONTRACTOR upon review and approval by the OPM and CPO of such invoices.

- 6.4 **Certified Payroll:** The CONTRACTOR shall submit all applicable current certified payroll sheets with each invoice.
- 6.5 **Funding Limitations:** This project may be subject to funding restrictions which may limit the total amount of funds available for the work. Accordingly, the TOWN will not be obligated to pay any amount in excess of the Contract Price without the express written approval of the TOWN.

ARTICLE 7 - TERMINATION

- 7.1 **Termination for Cause:** This Agreement may be terminated, with cause, by either the TOWN or CONTRACTOR, upon written notice given by the non-defaulting party. For the purposes of this provision, "cause" shall include the failure of a party to fulfill its material duties hereunder in a timely and proper manner.
- 7.2 **Termination for Convenience:** The TOWN shall have the right to terminate this Agreement for its convenience upon ten (10) business days written notice.
- 7.3 **Remaining Obligations:** Following termination of this Agreement, the Parties shall be relieved of all further obligations hereunder except:
- a) The TOWN shall remain liable for payments for the services and/or expenses of CONTRACTOR accrued prior to the effective date of the notice of termination in compliance with this Agreement (less all costs reasonably incurred by the TOWN as a result of the CONTRACTOR's default, if any), as determined by the TOWN, but for no other amounts including, without limitation, claims for lost profits on Work not performed; and
 - b) The CONTRACTOR shall remain liable for any damages, expenses or liabilities arising under this Agreement (including its indemnity obligations) with respect to Work performed pursuant to the Agreement.

ARTICLE 8 - INSURANCE AND INDEMNIFICATION

- 8.1 **Indemnification:** The CONTRACTOR agrees to indemnify and save the TOWN harmless from any and all manner of suits, claims, or demands arising out of any errors, omissions or negligence by CONTRACTOR (including all its employees, agents, suppliers, subcontractors and independent contractors) in performing the Work, or any breach of the terms of this Agreement by such CONTRACTOR and shall reimburse the TOWN for any and all costs, damages and expenses, including reasonable attorney's fees, which the TOWN pays or becomes obligated to pay, by reason of such activities, or breach. The provisions of this section shall be in addition to, and shall not be construed as a limitation on, any other legal rights of the TOWN with respect to the CONTRACTOR, in connection with this Agreement.
- 8.2 **Insurance:** Before commencing work, the CONTRACTOR shall obtain and thereafter maintain, at its expense and from insurance companies of a Best Rating of A or better which are licensed to do business in the Commonwealth of Massachusetts, insurance as set forth below:
- a) **Workers' Compensation:** Workers' Compensation Insurance as required by the then current laws of the Commonwealth of Massachusetts and Employer's Liability Insurance with limits of:

\$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) **General Liability Insurance:** A Comprehensive General Liability insurance policy (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 period.
 5. Contractual Liability (Hold Harmless Coverage):
 - \$1,000,000 Bodily Injury Each Occurrence
 - \$1,000,000 Property Damage Each Occurrence
 - \$2,000,000 Property Damage Aggregate
 6. Personal Injury, with Employment Exclusion deleted:
 - \$1,000,000 All Limits
- c) **Automobile Liability Insurance:** A comprehensive automobile insurance policy for bodily injury and property damage, with a combined single limit of at least of One Million Dollars (\$1,000,000) to include Liability coverage for all owned, non-owned and hired vehicles.
- d) **Umbrella Insurance:** 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.
- e) **Errors and Omissions:** (not required)
- f) **Additional Insurance:** Such additional insurance as may be required to be carried by the CONTRACTOR by law.
- g) **Term:** CONTRACTOR shall maintain all required insurance during the term of this Agreement and give the TOWN twenty (20) days written notice of any change or cancellation of coverage. Each insurer providing policies hereunder shall waive its rights to subrogate claims against the TOWN.

- h) **TOWN as Named Insured:** The CONTRACTOR shall add the TOWN as an additional named insured with respect to each such policy, and such endorsement shall be reflected on a Certificate of Insurance to be delivered to the TOWN upon the execution of this Agreement and at such times thereafter as the TOWN may reasonably request.
- i) **CONTRACTOR Solely Responsible:** 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 Final Completion, as defined herein. Evidence of insurance shall be provided to the TOWN prior to awarding of the contract.

ARTICLE 9 - WARRANTY

CONTRACTOR hereby provides a warranty (the "Warranty") against any and all defects in all its Work and the materials provided for a three (3) year period from the date of Final Completion. This shall include, but is not limited to, cracking of cut stone placed by the CONTRACTOR, loss of adhesion of any bronze plaques or service seal disks attached to the granite blocks, and discoloration, fading, separation or other failure of the colored portion of the service seal disks. Specifically excluded from this Warranty is any settlement of the three large blocks comprising the wall.

ARTICLE 10 - GENERAL PROVISIONS

- 10.1 **Work Product:** Upon the expiration or the termination of this Agreement for any reason, all data, drawings, specifications, reports, estimates, summaries and other work product which have been accumulated, developed or prepared by the CONTRACTOR (whether completed or in process) shall become the property of the TOWN and the CONTRACTOR shall immediately deliver or otherwise make available all such material to the TOWN.
- 10.2 **No Delegation:** Neither party may assign, transfer or otherwise dispose of this Agreement or any of its rights hereunder or otherwise delegate any of its duties hereunder without the prior written consent of the other party, and any such attempted assignment or other disposition without such consent shall be null and void and of no force and effect.
- 10.3 **Authority:** Except as otherwise expressly provided in this Agreement, any decision or action made by the TOWN relating to this Agreement, its operation, amendment or termination, shall only be made by the Chief Procurement Officer.
- 10.4 **Entirety:** This Agreement, together with and any associated documents and Exhibits as referred to therein, constitute the entire agreement of TOWN and CONTRACTOR with respect to the matters set forth therein and may not be changed, amended, modified or terms waived except by a writing signed by TOWN and CONTRACTOR.
- 10.5 **Conflicts:** If there is any conflict between a term set forth in the body of this Agreement and a term set forth on an Exhibit hereto, the term set forth in the Exhibit shall govern.
- 10.6 **Notice:** Any notices required or allowed under this Agreement shall be addressed to the person's named in Exhibit A by certified mail, return receipt requested.
- 10.7 **Governing Locale:** This Agreement is governed by the law of The Commonwealth of Massachusetts and shall be construed in accordance therewith.
- 10.8 **Conflicts in the Documents:** In the case that a conflict appears in the Contract Documents, the order of priority is as follows:

1. This Agreement, in its executed form, with first priority given to the exhibits to the Agreement over the Agreement itself;
2. Construction Drawings
3. Invitation for Bid Package.

ASSOCIATED DOCUMENTS MADE A PART OF THIS AGREEMENT

EXHIBIT A – THE TEAM

EXHIBIT B – SPECIAL CONDITIONS

EXHIBIT C – CONTRACT PRICE and PAYMENTS

EXHIBIT D – INVITATION FOR BID and CONTRACTOR’S BID

EXHIBIT E – TAX COMPLIANCE CERTIFICATION

EXHIBIT F – PAYMENT BOND

EXHIBIT G – PREVAILING WAGE RATES

Construction Drawings (as listed in Exhibit B)

[Signature page follows]

[The remainder of this page intentionally left blank.]

**Boxborough Veterans' Tribute Stonework and Bronze Plaques
Construction Services Agreement
Signature Page**

AGREED:

TOWN OF BOXBOROUGH, MASSACHUSETTS (Owner), by its
Chief Procurement Officer, Ryan Ferrara, Town Administrator

(Signature)

CONTRACTOR: _____

(Address)

By _____
(Signature)

(Printed Name)

(Title)

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

By Owner's Accountant:

(Printed Name) (Signature)

CERTIFICATE OF VOTE

(To be filed if CONTRACTOR is a Corporation)

I, _____,
(Printed name of Secretary of the Corporation)

hereby certify that I am the duly qualified and acting Secretary of _____
(Name of Corporation)
_____ and I further certify that a meeting of the

Directors of said Company, duly called and held on (date) _____, at which all
Directors were present and voting, the following vote was unanimously passed

VOTED: To authorize and empower any of the following acting singly (list names and titles)

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

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 _____
(Signature of Secretary)

A True Copy:

Attest: _____
(Notary Public)

My Commission Expires: _____
(Date)

[Last page of Agreement. This page intentionally left blank.]

Boxborough Veterans' Tribute Stonework and Bronze Plaques
Agreement for Construction Services

EXHIBIT A – THE TEAM

1. CONTRACTOR:

Name of CONTRACTOR: _____

State of Incorporation: _____

Principle Office Address: _____

Corporate Officer Responsible for Overseeing this Contract:

Name: _____

Title: _____

Email Address: _____

Direct Telephone: _____

Principal Point of Contact for Project:

Name: _____

Title: _____

Email Address: _____

Direct Telephone: _____

Project Manager:

Name: _____

Title: _____

Email Address: _____

Direct Telephone: _____

EXHIBIT A – THE TEAM

2. OWNER’S PERSONNEL AND REPORTING RELATIONSHIPS

Town Administrator and Chief Procurement Officer

The TOWN’s Select Board has appointed the Town Administrator, Ryan J Ferrara, as the Chief Procurement Officer for this Agreement with full authority to execute, administer and amend this Agreement.

Email Address: rferrara@boxborough-ma.gov

Direct Telephone: (978) 264-1712

Owner’s Project Manager (“OPM”)

The TOWN has appointed an OPM to coordinate and facilitate the Project on its behalf. The OPM will be the primary point of contact between the TOWN and the CONTRACTOR for all matters having to do with the administration of this contract and the work being performed under it. The CONTRACTOR shall perform its contracted services under the direction of the OPM.

The OPM is: Simon C Bunyard

Email address: simon@simonbunyard.com

Mobile telephone: 978-502-0640

Mailing address: 1092 Hill Road, Boxborough, MA 01719

3. ARCHITECT

The Architect is LWDA, 45 Walden Street, Concord, MA 01742.

Principal involved: Neal Emmer AIA, NEmmer@lwda.com, (978) 371-1945 x:212

Project Architect: Larry Passmore, lpassmore@lwda.com, (978) 371-1945 x:221

[The remainder of this page intentionally left blank.]

Boxborough Veterans' Tribute Stonework and Bronze Plaques Agreement for Construction Services

EXHIBIT B – SPECIAL CONDITIONS

(NOTE: Changes made for December 2019 re-bid are marked in red.)

1. SITE LOCATION

The site of the Veterans' Tribute Project is adjacent to the entrance drive of the Sargent Memorial Library (the "Library"), 427 Massachusetts Ave, Boxborough, MA 01719 (the "Site"). (CONTRACTOR is advised that Library staff are not involved in this project and will not be able to assist bidders in any way.)

2. DESCRIPTION OF SERVICES AND CONSTRUCTION DRAWINGS

This project involves the construction of a new Veterans Tribute (the "Tribute") for the Town of Boxborough, MA.

Work by CONTRACTOR: The CONTRACTOR's work includes procuring and installing the granite wall, bronze plaques and granite blocks, and resetting the World War I Memorial boulder to line and grade, as described more fully herein and elsewhere in the Contract Documents.

Work by TOWN: The TOWN's workforce will perform work that includes site rough grading, moving the World War I Memorial boulder to the Site, installation of the smaller boulder elements behind the granite wall and around the World War I Memorial boulder, drainage pipe, electrical conduits, flagpoles, loam and seeding, bituminous paving, irrigation system and landscaping.

Construction Drawings: The Work is detailed in the set of Construction Drawings prepared by LWDA dated October 12, 2018 labeled "For Construction", as listed below:

- L001 Title Sheet, Drawing List & Locus Plan, **Revision 1 - 'December Re-Bid' dated 12/17/19**
- L101 Existing Conditions Topographical Survey
- L102 Site Demolition Plan
- L103 Layout, Materials, & Grading Plan, **Revision 1 - 'December Re-Bid' dated 12/17/19**
- L104 Front Elevation & Landscape Details, **Revision 1 - 'December Re-Bid' dated 12/17/19**
- L105 Bronze Plaque Elevations and Site Section, **Revision 1 - 'December Re-Bid' dated 12/17/19**
- L106 Granite Pieces, Elevations, Schedule & Details, **Revision 1 - 'December Re-Bid' dated 12/17/19**
- L107 Landscape Details

3. TIME FOR PERFORMANCE

Commencement: The CONTRACTOR shall immediately commence the Work upon execution of this Agreement.

Final Completion: August 27, 2020

EXHIBIT B – SPECIAL CONDITIONS

4. WORK SEQUENCING AND COORDINATION

The following Phasing Plan outlines the work to be performed by the TOWN, distinct from that of the CONTRACTOR, and the sequence for performing the work. CONTRACTOR shall coordinate and schedule its work accordingly. CONTRACTOR shall note that work to be performed by the TOWN in Phase III will require that CONTRACTOR temporarily cease all on-Site activities and clear the Site to allow TOWN forces full and unimpeded access to perform their work. Note that the Construction Drawings refer to work to be performed by the TOWN as “Work By Owner”.

Phase I - Early Site Work (by TOWN's forces)

Advanced site Work previously performed by TOWN includes:

- Removal of existing irrigation system piping in vicinity of Site
- Rough grading to approximately 6” below finished grade
- Installation of flagpole base
- Installation of underdrain behind granite wall
- Relocation and placement of World War I memorial boulder
- Installation of electric conduit to approximate location of future pull box behind large flagpole
- Partial installation of perimeter safety fence

Phase II - Granite Wall Installation (by CONTRACTOR)

- Install/repair Site perimeter safety fence (immediately upon Contract Award)
- **Notify Architect/Engineer/OPM in advance of World War I Memorial Boulder reset**
- Reset World War I Memorial boulder to line and grade **(with A/E/OPM present)**
- Prepare wall base and bituminous path area, compacting and adjusting grades as required
- **Architect/Engineer inspection and testing of base prep, prior to wall installation**
- Deliver large wall blocks to Site
- **Notify Architect/Engineer/OPM in advance of wall block set**
- Install wall blocks to specified elevations **(with A/E/OPM present)** (no plaques or seals are to be set at this stage)
- CONTRACTOR shall remove all equipment, materials and all storage containers from the Site and shall allow TOWN forces unimpeded access to the Site for their work.

Phase III – Earthen Berm and Paving (by TOWN) to take place in a 30 calendar day window

- Install granite wall protection
- Complete earthen berm fill behind wall
- Set six service flagpole bases
- Install electrical pull box and outlet post
- Set field stone boulders behind wall and around WWI Monument
- Pave path (note that path will be paved without the cutout for the flat stone blocks that will be installed by CONTRACTOR in Phase IV))
- 1 week cure time for paving

Phase IV - Set Stone Flatwork (by CONTRACTOR)

- Prepare base material in vicinity of all cut stone to be placed, compacting and adjusting grades as required
- **Architect/Engineer inspection of the base preparation and pavement saw cutting for the flat at-grade blocks and seats, prior to placement of those blocks.**

EXHIBIT B – SPECIAL CONDITIONS

- Set stone flatwork
- Set block seats
- Sawcut bituminous path and set flat stones in path
- Set bronze plaques in wall
- Set bronze service seals into wall
- Site cleanup
- CONTRACTOR Work completed

Phase V - Final Sitework (by TOWN)

- Final base grading
- Install flat fieldstone perimeter lawn edging stones
- Install 2" round landscaping stone ground cover behind wall and around boulders
- Install large American flagpole
- Electrical hookup for flagpole
- Sod inner courtyard
- Spread loam
- Sprinkler heads installed
- Hydroseed

5. PROJECT SCHEDULE AND SCHEDULE MANAGEMENT

- 5.1. CONTRACTOR's attention is directed to the sequencing requirements stipulated above. That sequencing is necessary to accommodate the work to be performed by the TOWN, and CONTRACTOR shall incorporate it into its schedule planning. Work to be performed by CONTRACTOR within any individual phase may be sequenced at CONTRACTOR's discretion.
- 5.2. Within four weeks of the date of this agreement, CONTRACTOR shall submit to the OPM a detailed COST-LOADED CPM GANTT CHART SCHEDULE of its planned work (the "Project Schedule"). See par. 5.3 below for instructions on cost loading this schedule. The Project Schedule shall include the following tasks/activities at a minimum:
 - All official Massachusetts State and Federal holidays as non-working time
 - Shop drawing preparation and submission for stonework
 - Shop drawing preparation and submission for bronze work
 - Shop drawing preparation for temporary driveway sidewalk diversion and protection
 - Preparation of Submittal for on-Site and off-Site storage and laydown
 - Shop drawing review and approval for stonework
 - Shop drawing review and approval for bronze work
 - Shop drawing review and approval for temporary sidewalk diversion and protection
 - Review and approval of Submittal for on-Site and off-Site storage and laydown
 - Stone fabrication period (after release of approved shop drawings)
 - Bronze plaque casting (after release of approved shop drawings)
 - Bronze seal procurement (after release of approved shop drawings)
 - Preparation of Submittal for plans for crane setup and associated road closures.
 - Review and approval of plans for crane setup and associated road closures.

EXHIBIT B – SPECIAL CONDITIONS

- Large wall base preparation
 - Any time(s) when construction activity will necessitate limiting the Library driveway to single lane traffic and/or rerouting the sidewalk
 - Any time(s) when construction activity will necessitate closing the Library driveway and/or sidewalk
 - All required A/E/OPM Inspections and notifications, in advance
 - World War I Monument boulder resetting
 - Large wall stone block delivery to Site
 - Large wall stone block installation
 - Removal of all materials and equipment from the Site
 - 30 calendar day work hold for Phase III work to be performed by TOWN
 - Prepare base in areas of cut stone blocks and flatwork and paved path
 - Set cut stone flatwork
 - Set cut stone block seats
 - Sawcut bituminous path
 - Set flat stones in path
 - Set bronze plaques
 - Set bronze service seals into wall
 - Site cleanup
 - Substantial Completion inspection by Architect and OPM
 - CONTRACTOR Work substantially complete (milestone)
 - Perimeter safety fence removal
 - Punch list work by CONTRACTOR
 - Final inspection by Architect and TOWN
 - TOWN issues certificate of Final Completion (milestone)
 - Final invoice and release of retainage
- 5.3. The CONTRACTOR shall establish reasonable dollar values for those scheduled tasks/activities that will be used as a basis for determining progress payments (the “Schedule of Values”). Only activities that represent work performed on-Site and materials delivered or installed on-site or to TOWN controlled laydown areas shall be assigned values. No value is to be assigned to work performed or materials stored off-site at other than TOWN-controlled storage areas. The activity values shall be based on reasonable projected actual costs and shall not be front-loaded. General project-related overhead costs may be applied to ongoing management tasks/activities, including preparation of submittals.
- 5.4. No progress payments will be made until this cost-loaded Schedule has been accepted and approved by the OPM.
- 5.5. The CONTRACTOR shall submit monthly updates of the Project Schedule with each invoice showing work progress as a percent complete of each task, and any revisions deemed necessary to the schedule going forward.

EXHIBIT B – SPECIAL CONDITIONS

- 5.6. The payment amount to be requested by CONTRACTOR in each invoice shall be based on percent complete of the Work, as applied to the Schedule of Values.
- 5.7. The CONTRACTOR shall notify the OPM immediately of any projected change in the project schedule, and an updated schedule shall be submitted with the next following invoice.

6. Submittals

Shop Drawings for Design Details: Shop drawings submittals are required for various aspects of the Work as stipulated in the Construction Drawings and elsewhere in this Contract. CONTRACTOR shall submit shop drawings that relate to the design directly to the Architect for review and approval. Architect and OPM will endeavor to turn around their reviews within five (5) business days of receipt of submittals. CONTRACTOR shall send OPM a copy in PDF format of all shop drawing transmittals via email at the time it makes such submittals.

Site Management Details: Prior to the start of any on-site activity, the CONTRACTOR shall submit to the OPM (preferably via email), and get approval for, the following:

- A plan for parking construction vehicles and equipment during working hours that shows how it intends to maintain access to the Library for pedestrians and vehicles using the sidewalk and driveway as described in section 7 below. Special attention needs to be taken in detailing the temporary barrier that CONTRACTOR plans to erect between the temporary sidewalk and the vehicular traffic in the driveway.
- A plan for securing the site both during working hours and non-working hours.
- A plan for on-site overnight storage of materials, tools and equipment.
- A plan for utilizing laydown and parking space provided at the TOWN's former Department of Public Works facility.

Crane Staging Plan: At least one month before the CONTRACTOR's planned date for bringing a crane on-Site, CONTRACTOR shall submit to the OPM a detailed plan for the sequencing and rigging the associated work, the proposed positioning of all vehicles and the crane on the site, details of any required driveway closures, and the method and rigging planned for leveling the World War I Memorial boulder.

7. LIBRARY ACCESS and PARKING FOR CONTRACTOR VEHICLES

7.1 Parking Restrictions and Access Requirements During Normal Library Operations

Parking Restrictions: The Sargent Memorial Library ("Library") will be in operation during throughout the duration of this Contract. The CONTRACTOR shall maintain access to the Library for vehicle and pedestrian traffic at all times, except as noted below. CONTRACTOR is permitted to park no more than three (3) vehicles and pieces of equipment along the east side of the driveway. No parking is allowed on the west side of the driveway. Vehicles and equipment shall be parked partially on the sidewalk so as to minimize the intrusion onto the driveway. CONTRACTOR vehicles and equipment may park on the Site

EXHIBIT B – SPECIAL CONDITIONS

within the Limits of Work at any time. Contractor shall take necessary precautions to protect the sidewalk and bituminous curbing from damage, and shall repair any and all damage at its own expense.

Contractor may not park vehicles and equipment in the upper Library parking lot.

Alternative Parking: Contractor may utilize the former DPW facility and firehouse for parking vehicles and equipment with approval of the OPM, as described in section 8 below.

Maintaining Pedestrian and Vehicle Access to Library: Any time CONTRACTOR vehicles are parked in the driveway or sidewalk adjacent to the Site, Contractor shall route a temporary 4' wide sidewalk around the street side of those vehicles using a temporary safety barrier to clearly delineate the separation of pedestrian traffic from vehicular traffic in the driveway. During times of temporary diversion of sidewalk around parked vehicles, when the path of the temporary sidewalk transitions from the driveway to/from the sidewalk across the driveway curb, CONTRACTOR shall provide an ADA-compliant ramp to facilitate wheelchair access to disabled pedestrians using the sidewalk. The Contractor shall maintain a single 12' wide unimpeded bi-directional travel lane for vehicular traffic at all times, unless a driveway closure is approved by the OPM in writing in advance (see section 7.2 below). Contractor is advised that young children frequently walk from the adjacent Blanchard Memorial School to the Library using the crosswalk and sidewalk immediately in front of the Site. Contractor shall implement all reasonable measures to protect pedestrians from vehicles in the driveway and from construction-related activities.

Submit Plan for Protection: Contractor shall submit to the OPM a plan for pedestrian protection and temporary detouring of sidewalk and vehicular access for approval during the period of shop drawing submissions, prior to commencing any work on the Site. All times of restricted vehicular or pedestrian access to the Library shall be included as activities on the project schedule to be submitted by Contractor.

No Overnight Parking: Contractor shall not park vehicles or equipment on the sidewalk or Library driveway during non-working hours. The sidewalk and both travel lanes of the driveway must be fully accessible in those times. Any exceptions must be approved by the OPM at least one week in advance.

7.2 Special Construction Activities Requiring Driveway Closure

There may be times when Contractor will need to interrupt Library access to the public, such as for setting up a crane to place the large granite wall blocks. If the physical constraints of such an activity will necessitate closing the Library driveway and/or sidewalk for more than 30 minutes, such work shall only be done at times when the Library is not open or otherwise being used. Library hours can be found on the Library web site at <https://boxlib.org/>. The Library is generally closed on Fridays, although in some cases the Library meeting room may be in use on those days and access must be maintained. Contractor shall obtain written permission from the OPM at least two weeks in advance for any planned closure of any duration. The CONTRACTOR shall work through the OPM to make arrangements with the Library and the Town's Department of Public Works and Police Department to support such closures.

For short duration driveway closures of less than 30 minutes, CONTRACTOR shall provide two (2) flagmen to manage pedestrian and vehicular traffic.

EXHIBIT B – SPECIAL CONDITIONS

8. STORAGE OF MATERIALS, TOOLS AND EQUIPMENT

Use of Former DPW Facility: The Town’s former Department of Public Works (“DPW”) facility, located at 577 Massachusetts Avenue, ¼ mile west of the Site, may be used by CONTRACTOR for laydown and storage (do not confuse this location with the new DPW facility at 873 Massachusetts Avenue). This site is unmanned and not secure. CONTRACTOR shall coordinate access to this site through the OPM.

Use of Firehouse Parking Area: The eastern side of the front parking area at the Town’s Firehouse located at 502 Massachusetts Avenue, 200 yards west of the Site, may be used by CONTRACTOR for daily parking of personal vehicles and small trucks during hours of work by Contractor. No vehicles may be parked in this location overnight or other times when the CONTRACTOR is not working on the site. This location is not to be used for storing any materials or equipment.

Town not Liable: The TOWN shall not be liable for any loss or damage to CONTRACTOR’s materials, tools, equipment or vehicles stored at these or any other locations.

Storage of Materials: CONTRACTOR shall store any cut stone pieces and bronze plaques in a secure location until they are permanently installed on-Site. CONTRACTOR may keep materials, tools and equipment in a secure container on-Site within the Limits of Work, and/or a secure container may be located at the DPW facility. The Fire House may not be used for materials storage.

Storage Plan To Be Submitted: CONTRACTOR shall submit to the OPM and get approval for a plan for on-Site and off-Site storage of materials, tools and equipment prior to the start of any work on-Site.

9. UNSUITABLE WEATHER CONDITIONS

The CONTRACTOR shall stop all Work if freezing or overly wet conditions exist or threaten the quality of the Work, such as base preparation for placing stonework and the World War I Memorial boulder. All manufacturers’ product technical specifications shall be carefully followed with regard to allowable working temperatures and other conditions.

10. SITE MANAGEMENT AND HOURS OF WORK

10.1 Hours of Operation

Work shall only be performed on-Site between the hours of 7:00 AM and 7:00 PM Monday – Saturday and is prohibited on Sundays and Holidays. There shall be no operation or idling of machinery at the Site or the DPW facility or the Firehouse outside of those hours.

10.2 Clean and Safe Worksite

CONTRACTOR shall maintain the worksite in a clean and safe condition for the duration of the Work and shall ensure that the Site and the adjacent areas affected shall at all times present a neat, orderly and workmanlike appearance. If applicable, CONTRACTOR may provide a container for storage of all material on the Site within the Limits of Work, or elsewhere if approved by the OPM. Any tools, equipment or

EXHIBIT B – SPECIAL CONDITIONS

materials must be stored within the Limits of Work in a manner that is neat and clean and does not pose an unsightly appearance.

10.3 Trash Removal

All construction debris shall be removed from the premises at the end of each workday, or disposed in an on-site dumpster. If CONTRACTOR uses a dumpster, it shall be located within the Limits of Work, and secured with a full-coverage tarp at the end of each workday.

10.4 Site Perimeter Security

CONTRACTOR shall install a perimeter safety fence 4' high around the entire site at the Limits of Work using orange plastic fence material and stakes securely set and spaced no further than 10' apart. An opening through the fence along the sidewalk may be used during hours of operation, but must be closed securely at the end of each workday. The Site is passed daily by several children walking between the Library and adjacent elementary school. The Site needs to be adequately secured from access by or injury to these curious children. This perimeter safety fence shall be maintained in place through Substantial Completion.

11. PERMITS AND FEES

The Contractor must apply for and obtain all necessary permits prior to commencement of the Work. All permit fees will be waived by the Town.

12. COMPLETION and CLOSE-OUT

12.1 Substantial Completion

When the Contractor believes the Work is fully complete, it may request in writing or by email to the OPM and Architect a determination of Substantial Completion. Within 5 business days, the OPM and Architect will perform a punch list inspection. If, in the sole judgement of the OPM, the work identified in the punch list is deemed to be of a minor nature, the OPM shall declare the Work Substantially Complete. If the OPM, in his sole judgement, finds any remaining items of the work to be of more than a minor nature, he shall designate those that must be completed to satisfy the requirements of Substantial Completion, and once those major items are completed, the OPM will then make a determination of Substantial Completion. The perimeter safety fence shall not be removed until after Substantial Completion.

12.2 Punch List Work

Upon declaration of the Work as Substantially Complete by the OPM, the Contractor shall have ten (10) business days in which to complete all items remaining on the Punch List.

12.3 Final Completion

“Final Completion” will be deemed to have been achieved if the Work meets the following conditions:

EXHIBIT B – SPECIAL CONDITIONS

- All Work required under the contract has been fully completed in a professional, workmanlike manner and in a manner meeting the above referenced standards.
- All remaining trash, materials, tools, equipment, containers and dumpsters have been removed from the Site and from any other laydown areas provided by the Town.
- All permitting conditions have been fully met.
- The Architect and OPM have performed a satisfactory final inspection and accepted the Work as fully complete.

The Contract shall not be considered complete and the project shall not be considered closed, regardless of the work effort put forth, unless it meets these conditions. The Town shall issue a Certificate of Final Completion to the Contractor upon satisfactory compliance with these conditions.

13. PROJECT MEETINGS

CONTRACTOR's Project Manager shall attend periodic Project Meetings with the OPM as required to efficiently coordinate and manage the work. An initial Project Kickoff Meeting shall be scheduled within two weeks of the date of this Agreement.

14. INSPECTIONS

The Architect and OPM will make occasional inspections of the Work as they deem necessary to ensure its satisfactory execution, and CONTRACTOR shall facilitate these inspections. CONTRACTOR shall notify Architect and OPM by email at least five (5) business days in advance of the following activities, all of which shall require A/E/OPM inspection and subsequent OPM approval in writing before the remaining Work may proceed. CONTRACTOR shall also include the following inspections in its Project Schedule submissions.

- During resetting of the World War I Memorial boulder.
- After completion of the wall base preparation, and prior to placement of the three large wall blocks.
- During installation of the three large wall blocks.
- After completion of the base preparation and pavement saw cutting for the flat at-grade blocks and seats, and prior to placement of those blocks.
- Final Punch List Inspection

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Boxborough Veterans' Tribute Stonework and Bronze Plaques

Agreement for Construction Services

EXHIBIT C – CONTRACT PRICE and PAYMENTS

PRICE BASIS - This is a lump sum contract.

CONTRACT PRICE - The maximum amount that the TOWN will pay the CONTRACTOR is _____
_____, (\$ _____),
(the "Contract Price"), which price may be amended as circumstances warrant and as agreed to in writing by the Parties from time to time.

MONTHLY INVOICES

The CONTRACTOR may submit an invoice on or after the first day of each month. The TOWN will make payments to the CONTRACTOR only after receipt of an approved invoice. Payments will be made on a demonstrable work-progress basis.

Monthly invoices shall include the following information, at a minimum:

- A brief description of the work performed in the time covered;
- A percentage of completion for the Work, as reported by the latest approved Project Schedule;
- The total value of all the work completed to date, as reported by the latest approved Project Schedule and the Schedule of Values;
- Incremental value of the work performed in the past month, as reported by the latest approved Project Schedule and the Schedule of Values;
- Certified Payroll for the period of the invoice;
- The calculation for Retainage; and
- The net amount due this invoice after retainage, being the incremental value of the work performed in the past month minus the monthly retainage amount.

The TOWN will pay only for the value of the work completed, as stipulated in the approved Schedule of Values, minus retainage. NO ADVANCE PAYMENTS OR DEPOSITS SHALL BE PAID BY THE TOWN.

PAYMENT PERIOD and TIME FOR PAYMENT

The CONTRACTOR shall submit a monthly Invoice to the TOWN's OPM for review and approval. The OPM shall have up to five (5) business days to review the Invoice. After approval, the OPM shall forward the Invoice to the TOWN for final approval and payment. The TOWN will endeavor in good faith to pay the approved Invoice within thirty (30) days of receipt from the OPM.

EXHIBIT C – CONTRACT PRICE and PERIODIC PAYMENTS

RETAINAGE

The TOWN will retain 5.0% of each payment due (the “Retainage”) to ensure CONTRACTOR performance and satisfactory completion of the Work.

FINAL COMPLETION AND RELEASE OF RETAINAGE

After issuance by the TOWN of a Certificate of Final Completion to the CONTRACTOR, the CONTRACTOR may submit a final invoice.

FINAL INVOICE and PAYMENT

After the TOWN has issued a Certificate of Final Completion, Contractor may submit a Final invoice which shall include a claim for release of the full accrued Retainage amount.

Boxborough Veterans' Tribute Stonework and Bronze Plaques
Agreement for Construction Services

EXHIBIT D – INVITATION FOR BIDS and CONTRACTOR'S BID

The Invitation for Bid package, with any and all Addenda thereto, and the Contractor's bid submission are hereby made a part of this Agreement.

[The rest of this page intentionally left blank.]

Boxborough Veterans' Tribute Stonework and Bronze Plaques
Agreement for Construction Services

EXHIBIT E – TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. 62C, Sec.49A, the undersigned certifies under the penalties of perjury that it, to the best knowledge and belief of management, has filed all state tax returns and paid all state taxes required under law (if any are so required).

Signature

Print Name

Title

Date

Federal EIN _____

[The rest of this page intentionally left blank.]

Boxborough Veterans' Tribute Stonework and Bronze Plaques

Agreement for Construction Services

EXHIBIT F – PAYMENT BOND

NOW ALL MEN BY THESE PRESENTS:

That we _____
(name of Contractor)

a (circle one) Corporation Partnership Joint Venture Individual hereinafter called "Principal"

and _____
(name of surety)

(address of surety)

hereinafter 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 Town of Boxborough, Massachusetts, hereinafter called "Owner", in the penal sum of (insert Contract Price)

_____ 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:

A PROJECT: to supply and install granite stonework and bronze plaques, and all labor associated therewith, for the Town's new Veterans' Tribute to be located on the grounds of the Sargent Memorial Library at 427 Mass Ave, Boxborough, MA, 01719.

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

EXHIBIT G – PAYMENT BOND

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: _____
(print name of Surety)

(Attorney-in-Fact) (signature of Surety)

(address)

(City, State,-Zip Code)

Witness as to Surety (SEAL)

(address)

(City, State,-Zip Code)

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

[The remainder of this page intentionally left blank.]

Boxborough Veterans' Tribute Stonework and Bronze Plaques
Agreement for Construction Services

EXHIBIT G – PREVAILING WAGE RATES

Included in this Exhibit are the Prevailing Wage Rates for this project as issued on 12/12/2019 by the Commonwealth of Massachusetts Executive Office of Labor and Workforce Development, Department of Labor Standards, Wage Request Number: 20191212-046, attached hereto.

[Prevailing Wage Rate Schedule follows.]

[The remainder of this page intentionally left blank.]



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

KARYN E. POLITO
Lt. Governor

WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Boxborough

Contract Number: **City/Town:** BOXBOROUGH

Description of Work: The work of this project generally involves supplying and installing granite stonework and bronze plaques, and all labor associated therewith, for the Town's new Veterans' Tribute

Job Location: 427 Massachusetts Ave. 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 Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2019	\$37.00	\$12.50	\$8.85	\$0.00	\$58.35
	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
2	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
3	70	\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75	\$33.53	\$7.07	\$13.30	\$0.00	\$53.90
5	80	\$35.77	\$7.07	\$14.18	\$0.00	\$57.02
6	85	\$38.00	\$7.07	\$15.07	\$0.00	\$60.14
7	90	\$40.24	\$7.07	\$15.95	\$0.00	\$63.26
8	95	\$42.47	\$7.07	\$16.84	\$0.00	\$66.38

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2019	\$52.26	\$10.75	\$20.70	\$0.00	\$83.71
BRICKLAYERS LOCAL 3 (LOWELL)	02/01/2020	\$52.86	\$10.75	\$20.70	\$0.00	\$84.31
	08/01/2020	\$54.21	\$10.75	\$20.85	\$0.00	\$85.81
	02/01/2021	\$54.81	\$10.75	\$20.85	\$0.00	\$86.41
	08/01/2021	\$56.21	\$10.75	\$21.01	\$0.00	\$87.97
	02/01/2022	\$56.79	\$10.75	\$21.01	\$0.00	\$88.55

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.13	\$10.75	\$20.70	\$0.00	\$57.58
2	60	\$31.36	\$10.75	\$20.70	\$0.00	\$62.81
3	70	\$36.58	\$10.75	\$20.70	\$0.00	\$68.03
4	80	\$41.81	\$10.75	\$20.70	\$0.00	\$73.26
5	90	\$47.03	\$10.75	\$20.70	\$0.00	\$78.48

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.43	\$10.75	\$20.70	\$0.00	\$57.88
2	60	\$31.72	\$10.75	\$20.70	\$0.00	\$63.17
3	70	\$37.00	\$10.75	\$20.70	\$0.00	\$68.45
4	80	\$42.29	\$10.75	\$20.70	\$0.00	\$73.74
5	90	\$47.57	\$10.75	\$20.70	\$0.00	\$79.02

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$40.25	\$8.10	\$16.80	\$0.00	\$65.15
	06/01/2020	\$41.24	\$8.10	\$16.80	\$0.00	\$66.14
	12/01/2020	\$42.22	\$8.10	\$16.80	\$0.00	\$67.12
	06/01/2021	\$43.24	\$8.10	\$16.80	\$0.00	\$68.14
	12/01/2021	\$44.25	\$8.10	\$16.80	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2019	\$41.90	\$9.40	\$18.95	\$0.00	\$70.25
	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.95	\$9.40	\$1.73	\$0.00	\$32.08
2	60	\$25.14	\$9.40	\$1.73	\$0.00	\$36.27
3	70	\$29.33	\$9.40	\$13.76	\$0.00	\$52.49
4	75	\$31.43	\$9.40	\$13.76	\$0.00	\$54.59
5	80	\$33.52	\$9.40	\$15.49	\$0.00	\$58.41
6	80	\$33.52	\$9.40	\$15.49	\$0.00	\$58.41
7	90	\$37.71	\$9.40	\$17.22	\$0.00	\$64.33
8	90	\$37.71	\$9.40	\$17.22	\$0.00	\$64.33

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.25	\$9.40	\$1.73	\$0.00	\$32.38
2	60	\$25.50	\$9.40	\$1.73	\$0.00	\$36.63
3	70	\$29.75	\$9.40	\$13.76	\$0.00	\$52.91
4	75	\$31.88	\$9.40	\$13.76	\$0.00	\$55.04
5	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
6	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
7	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87
8	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$29.99/ 3&4 \$35.85/ 5&6 \$54.22/ 7&8 \$60.14

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS -ZONE 2 (Wood Frame)</i>	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88
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All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 10/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
2	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
3	65	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
4	70	\$19.57	\$7.07	\$7.86	\$0.00	\$34.50
5	75	\$20.96	\$7.07	\$7.86	\$0.00	\$35.89
6	80	\$22.36	\$7.07	\$7.86	\$0.00	\$37.29
7	85	\$23.76	\$7.07	\$7.86	\$0.00	\$38.69
8	90	\$25.16	\$7.07	\$7.86	\$0.00	\$40.09

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$19.65/ 3&4 \$27.19/ 5&6 \$34.50/ 7&8 \$37.29

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (LOWELL)	07/01/2019	\$43.99	\$12.75	\$22.41	\$0.62	\$79.77
	01/01/2020	\$45.23	\$12.75	\$22.41	\$0.62	\$81.01

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.00	\$12.75	\$15.41	\$0.00	\$50.16
2	60	\$26.39	\$12.75	\$17.41	\$0.62	\$57.17
3	65	\$28.59	\$12.75	\$18.41	\$0.62	\$60.37
4	70	\$30.79	\$12.75	\$19.41	\$0.62	\$63.57
5	75	\$32.99	\$12.75	\$20.41	\$0.62	\$66.77
6	80	\$35.19	\$12.75	\$21.41	\$0.62	\$69.97
7	90	\$39.59	\$12.75	\$22.41	\$0.62	\$75.37

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.62	\$12.75	\$15.41	\$0.00	\$50.78
2	60	\$27.14	\$12.75	\$17.41	\$0.62	\$57.92
3	65	\$29.40	\$12.75	\$18.41	\$0.62	\$61.18
4	70	\$31.66	\$12.75	\$19.41	\$0.62	\$64.44
5	75	\$33.92	\$12.75	\$20.41	\$0.62	\$67.70
6	80	\$36.18	\$12.75	\$21.41	\$0.62	\$70.96
7	90	\$40.71	\$12.75	\$22.41	\$0.62	\$76.49

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$49.73	\$12.50	\$15.70	\$0.00	\$77.93
	06/01/2020	\$50.83	\$12.50	\$15.70	\$0.00	\$79.03
	12/01/2020	\$51.98	\$12.50	\$15.70	\$0.00	\$80.18
	06/01/2021	\$53.08	\$12.50	\$15.70	\$0.00	\$81.28
	12/01/2021	\$54.23	\$12.50	\$15.70	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i>	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05
2	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05
3	45	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
4	45	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
5	50	\$25.55	\$13.00	\$14.76	\$0.00	\$53.31
6	55	\$28.11	\$13.00	\$15.17	\$0.00	\$56.28
7	60	\$30.66	\$13.00	\$15.58	\$0.00	\$59.24
8	65	\$33.22	\$13.00	\$16.00	\$0.00	\$62.22
9	70	\$35.77	\$13.00	\$16.40	\$0.00	\$65.17
10	75	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

Notes :

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	\$92.56
	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.74	\$15.58	\$0.00	\$0.00	\$45.32
2	55	\$32.71	\$15.58	\$17.51	\$0.00	\$65.80
3	65	\$38.66	\$15.58	\$17.51	\$0.00	\$71.75
4	70	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
5	80	\$47.58	\$15.58	\$17.51	\$0.00	\$80.67

Effective Date - 01/01/2020

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

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2019	\$44.18	\$12.00	\$15.60	\$0.00	\$71.78
	05/01/2020	\$45.33	\$12.00	\$15.60	\$0.00	\$72.93
	11/01/2020	\$46.33	\$12.00	\$15.60	\$0.00	\$73.93
	05/01/2021	\$47.48	\$12.00	\$15.60	\$0.00	\$75.08
	11/01/2021	\$48.48	\$12.00	\$15.60	\$0.00	\$76.08
	05/01/2022	\$49.63	\$12.00	\$15.60	\$0.00	\$77.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2019	\$45.68	\$12.00	\$15.60	\$0.00	\$73.28
	05/01/2020	\$46.83	\$12.00	\$15.60	\$0.00	\$74.43
	11/01/2020	\$47.84	\$12.00	\$15.60	\$0.00	\$75.44
	05/01/2021	\$49.00	\$12.00	\$15.60	\$0.00	\$76.60
	11/01/2021	\$50.01	\$12.00	\$15.60	\$0.00	\$77.61
	05/01/2022	\$51.17	\$12.00	\$15.60	\$0.00	\$78.77

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2019	\$22.57	\$12.00	\$15.60	\$0.00	\$50.17
	05/01/2020	\$23.24	\$12.00	\$15.60	\$0.00	\$50.84
	11/01/2020	\$23.83	\$12.00	\$15.60	\$0.00	\$51.43
	05/01/2021	\$24.51	\$12.00	\$15.60	\$0.00	\$52.11
	11/01/2021	\$25.11	\$12.00	\$15.60	\$0.00	\$52.71
	05/01/2022	\$25.78	\$12.00	\$15.60	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i>	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$39.89	\$12.50	\$15.70	\$0.00	\$68.09
	06/01/2020	\$40.80	\$12.50	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.75	\$12.50	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.66	\$12.50	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.61	\$12.50	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2019	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
	06/01/2020	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
	12/01/2020	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
	06/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
	12/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	09/01/2019	\$46.25	\$9.40	\$19.25	\$0.00	\$74.90
	03/01/2020	\$47.05	\$9.40	\$19.25	\$0.00	\$75.70
	09/01/2020	\$47.85	\$9.40	\$19.25	\$0.00	\$76.50
	03/01/2021	\$48.65	\$9.40	\$19.25	\$0.00	\$77.30
	09/01/2021	\$49.45	\$9.40	\$19.25	\$0.00	\$78.10
	03/01/2022	\$50.25	\$9.40	\$19.25	\$0.00	\$78.90

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$9.40	\$1.79	\$0.00	\$34.32
2	55	\$25.44	\$9.40	\$1.79	\$0.00	\$36.63
3	60	\$27.75	\$9.40	\$13.88	\$0.00	\$51.03
4	65	\$30.06	\$9.40	\$13.88	\$0.00	\$53.34
5	70	\$32.38	\$9.40	\$15.67	\$0.00	\$57.45
6	75	\$34.69	\$9.40	\$15.67	\$0.00	\$59.76
7	80	\$37.00	\$9.40	\$17.46	\$0.00	\$63.86
8	85	\$39.31	\$9.40	\$17.46	\$0.00	\$66.17

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.53	\$9.40	\$1.79	\$0.00	\$34.72
2	55	\$25.88	\$9.40	\$1.79	\$0.00	\$37.07
3	60	\$28.23	\$9.40	\$13.88	\$0.00	\$51.51
4	65	\$30.58	\$9.40	\$13.88	\$0.00	\$53.86
5	70	\$32.94	\$9.40	\$15.67	\$0.00	\$58.01
6	75	\$35.29	\$9.40	\$15.67	\$0.00	\$60.36
7	80	\$37.64	\$9.40	\$17.46	\$0.00	\$64.50
8	85	\$39.99	\$9.40	\$17.46	\$0.00	\$66.85

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.00/ 3&4 \$38.36/ 5&6 \$57.45/ 7&8 \$63.86

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	07/01/2019	\$40.16	\$8.20	\$21.45	\$0.00	\$69.81
	01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
	07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
	01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.08	\$8.20	\$0.00	\$0.00	\$28.28
2	55	\$22.09	\$8.20	\$5.78	\$0.00	\$36.07
3	60	\$24.10	\$8.20	\$6.30	\$0.00	\$38.60
4	65	\$26.10	\$8.20	\$6.83	\$0.00	\$41.13
5	70	\$28.11	\$8.20	\$18.30	\$0.00	\$54.61
6	75	\$30.12	\$8.20	\$18.83	\$0.00	\$57.15
7	80	\$32.13	\$8.20	\$19.35	\$0.00	\$59.68
8	90	\$36.14	\$8.20	\$20.40	\$0.00	\$64.74

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43
2	55	\$22.25	\$8.20	\$5.94	\$0.00	\$36.39
3	60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96
4	65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52
5	70	\$28.32	\$8.20	\$18.51	\$0.00	\$55.03
6	75	\$30.35	\$8.20	\$19.05	\$0.00	\$57.60
7	80	\$32.37	\$8.20	\$19.59	\$0.00	\$60.16
8	90	\$36.41	\$8.20	\$20.67	\$0.00	\$65.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.80	\$12.50	\$0.00	\$0.00	\$39.30
2	60	\$29.24	\$12.50	\$15.70	\$0.00	\$57.44
3	65	\$31.67	\$12.50	\$15.70	\$0.00	\$59.87
4	70	\$34.11	\$12.50	\$15.70	\$0.00	\$62.31
5	75	\$36.55	\$12.50	\$15.70	\$0.00	\$64.75
6	80	\$38.98	\$12.50	\$15.70	\$0.00	\$67.18
7	85	\$41.42	\$12.50	\$15.70	\$0.00	\$69.62
8	90	\$43.86	\$12.50	\$15.70	\$0.00	\$72.06

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.41	\$12.50	\$0.00	\$0.00	\$39.91
2	60	\$29.90	\$12.50	\$15.70	\$0.00	\$58.10
3	65	\$32.39	\$12.50	\$15.70	\$0.00	\$60.59
4	70	\$34.88	\$12.50	\$15.70	\$0.00	\$63.08
5	75	\$37.37	\$12.50	\$15.70	\$0.00	\$65.57
6	80	\$39.86	\$12.50	\$15.70	\$0.00	\$68.06
7	85	\$42.36	\$12.50	\$15.70	\$0.00	\$70.56
8	90	\$44.85	\$12.50	\$15.70	\$0.00	\$73.05

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
	02/01/2020	\$49.75	\$13.20	\$24.12	\$2.61	\$89.68
	08/01/2020	\$51.35	\$13.20	\$24.12	\$2.66	\$91.33
	02/01/2021	\$53.00	\$13.20	\$24.12	\$2.71	\$93.03
	08/01/2021	\$54.75	\$13.20	\$24.12	\$2.76	\$94.83
	02/01/2022	\$56.50	\$13.20	\$24.12	\$2.81	\$96.63

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
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For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
	02/01/2020	\$49.75	\$13.20	\$24.12	\$2.61	\$89.68
	08/01/2020	\$51.35	\$13.20	\$24.12	\$2.66	\$91.33
	02/01/2021	\$53.00	\$13.20	\$24.12	\$2.71	\$93.03
	08/01/2021	\$54.75	\$13.20	\$24.12	\$2.76	\$94.83
	02/01/2022	\$56.50	\$13.20	\$24.12	\$2.81	\$96.63

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2019	\$48.44	\$12.80	\$16.40	\$0.00	\$77.64

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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.22	\$12.80	\$11.90	\$0.00	\$48.92
2	60	\$29.06	\$12.80	\$12.80	\$0.00	\$54.66
3	70	\$33.91	\$12.80	\$13.70	\$0.00	\$60.41
4	80	\$38.75	\$12.80	\$14.60	\$0.00	\$66.15

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (WORCESTER AREA)</i>	03/16/2019	\$46.36	\$8.00	\$23.50	\$0.00	\$77.86
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Worcester

Effective Date - 03/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.82	\$8.00	\$23.50	\$0.00	\$59.32
2	70	\$32.45	\$8.00	\$23.50	\$0.00	\$63.95
3	75	\$34.77	\$8.00	\$23.50	\$0.00	\$66.27
4	80	\$37.09	\$8.00	\$23.50	\$0.00	\$68.59
5	85	\$39.41	\$8.00	\$23.50	\$0.00	\$70.91
6	90	\$41.72	\$8.00	\$23.50	\$0.00	\$73.22

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.10	\$15.38	\$0.00	\$43.92
2	70	\$23.84	\$8.10	\$15.38	\$0.00	\$47.32
3	80	\$27.25	\$8.10	\$15.38	\$0.00	\$50.73
4	90	\$30.65	\$8.10	\$15.38	\$0.00	\$54.13

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.10	\$15.38	\$0.00	\$44.45
2	70	\$24.47	\$8.10	\$15.38	\$0.00	\$47.95
3	80	\$27.96	\$8.10	\$15.38	\$0.00	\$51.44
4	90	\$31.46	\$8.10	\$15.38	\$0.00	\$54.94

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.15	\$8.10	\$15.44	\$0.00	\$57.69
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2019	\$41.49	\$10.75	\$19.61	\$0.00	\$71.85
	02/01/2020	\$42.00	\$10.75	\$19.61	\$0.00	\$72.36
	08/01/2020	\$43.08	\$10.75	\$19.76	\$0.00	\$73.59
	02/01/2021	\$43.59	\$10.75	\$19.76	\$0.00	\$74.10
	08/01/2021	\$44.71	\$10.75	\$19.92	\$0.00	\$75.38
	02/01/2022	\$45.18	\$10.75	\$19.92	\$0.00	\$75.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.75	\$10.75	\$19.61	\$0.00	\$51.11
2	60	\$24.89	\$10.75	\$19.61	\$0.00	\$55.25
3	70	\$29.04	\$10.75	\$19.61	\$0.00	\$59.40
4	80	\$33.19	\$10.75	\$19.61	\$0.00	\$63.55
5	90	\$37.34	\$10.75	\$19.61	\$0.00	\$67.70

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.00	\$10.75	\$19.61	\$0.00	\$51.36
2	60	\$25.20	\$10.75	\$19.61	\$0.00	\$55.56
3	70	\$29.40	\$10.75	\$19.61	\$0.00	\$59.76
4	80	\$33.60	\$10.75	\$19.61	\$0.00	\$63.96
5	90	\$37.80	\$10.75	\$19.61	\$0.00	\$68.16

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2019	\$54.42	\$10.75	\$21.30	\$0.00	\$86.47
	02/01/2020	\$55.05	\$10.75	\$21.30	\$0.00	\$87.10
	08/01/2020	\$56.40	\$10.75	\$21.45	\$0.00	\$88.60
	02/01/2021	\$57.04	\$10.75	\$21.45	\$0.00	\$89.24
	08/01/2021	\$58.44	\$10.75	\$21.61	\$0.00	\$90.80
	02/01/2022	\$59.01	\$10.75	\$21.61	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.21	\$10.75	\$21.30	\$0.00	\$59.26
2	60	\$32.65	\$10.75	\$21.30	\$0.00	\$64.70
3	70	\$38.09	\$10.75	\$21.30	\$0.00	\$70.14
4	80	\$43.54	\$10.75	\$21.30	\$0.00	\$75.59
5	90	\$48.98	\$10.75	\$21.30	\$0.00	\$81.03

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.53	\$10.75	\$21.30	\$0.00	\$59.58
2	60	\$33.03	\$10.75	\$21.30	\$0.00	\$65.08
3	70	\$38.54	\$10.75	\$21.30	\$0.00	\$70.59
4	80	\$44.04	\$10.75	\$21.30	\$0.00	\$76.09
5	90	\$49.55	\$10.75	\$21.30	\$0.00	\$81.60

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	04/01/2019	\$38.87	\$9.90	\$18.50	\$0.00	\$67.27
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Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.38	\$9.90	\$5.31	\$0.00	\$36.59
2	65	\$25.27	\$9.90	\$15.13	\$0.00	\$50.30
3	75	\$29.15	\$9.90	\$16.10	\$0.00	\$55.15
4	85	\$33.04	\$9.90	\$17.06	\$0.00	\$60.00

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$23.08	\$12.50	\$15.70	\$0.00	\$51.28
	06/01/2020	\$23.63	\$12.50	\$15.70	\$0.00	\$51.83
	12/01/2020	\$24.20	\$12.50	\$15.70	\$0.00	\$52.40
	06/01/2021	\$24.75	\$12.50	\$15.70	\$0.00	\$52.95
	12/01/2021	\$25.33	\$12.50	\$15.70	\$0.00	\$53.53

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$27.64	\$12.50	\$15.70	\$0.00	\$55.84
	06/01/2020	\$28.29	\$12.50	\$15.70	\$0.00	\$56.49
	12/01/2020	\$28.97	\$12.50	\$15.70	\$0.00	\$57.17
	06/01/2021	\$29.61	\$12.50	\$15.70	\$0.00	\$57.81
	12/01/2021	\$30.29	\$12.50	\$15.70	\$0.00	\$58.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.33	\$8.20	\$0.00	\$0.00	\$33.53
2	55	\$27.86	\$8.20	\$5.78	\$0.00	\$41.84
3	60	\$30.40	\$8.20	\$6.30	\$0.00	\$44.90
4	65	\$32.93	\$8.20	\$6.83	\$0.00	\$47.96
5	70	\$35.46	\$8.20	\$18.30	\$0.00	\$61.96
6	75	\$38.00	\$8.20	\$18.83	\$0.00	\$65.03
7	80	\$40.53	\$8.20	\$19.35	\$0.00	\$68.08
8	90	\$45.59	\$8.20	\$20.40	\$0.00	\$74.19

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.51	\$0.00	\$62.38
6	75	\$38.22	\$8.20	\$19.05	\$0.00	\$65.47
7	80	\$40.77	\$8.20	\$19.59	\$0.00	\$68.56
8	90	\$45.86	\$8.20	\$20.67	\$0.00	\$74.73

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SIGN, PICTORIAL & DISPLAY) PAINTERS LOCAL 35 - ZONE 2	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER SIGN - 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

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2019	\$41.56	\$8.20	\$21.45	\$0.00	\$71.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2020	\$41.86	\$8.20	\$22.10	\$0.00	\$72.16
	07/01/2020	\$42.96	\$8.20	\$22.10	\$0.00	\$73.26
	01/01/2021	\$44.06	\$8.20	\$22.10	\$0.00	\$74.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.20	\$0.00	\$0.00	\$28.98
2	55	\$22.86	\$8.20	\$5.78	\$0.00	\$36.84
3	60	\$24.94	\$8.20	\$6.30	\$0.00	\$39.44
4	65	\$27.01	\$8.20	\$6.83	\$0.00	\$42.04
5	70	\$29.09	\$8.20	\$18.30	\$0.00	\$55.59
6	75	\$31.17	\$8.20	\$18.83	\$0.00	\$58.20
7	80	\$33.25	\$8.20	\$19.35	\$0.00	\$60.80
8	90	\$37.40	\$8.20	\$20.40	\$0.00	\$66.00

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.93	\$8.20	\$0.00	\$0.00	\$29.13
2	55	\$23.02	\$8.20	\$5.94	\$0.00	\$37.16
3	60	\$25.12	\$8.20	\$6.48	\$0.00	\$39.80
4	65	\$27.21	\$8.20	\$7.02	\$0.00	\$42.43
5	70	\$29.30	\$8.20	\$18.51	\$0.00	\$56.01
6	75	\$31.40	\$8.20	\$19.05	\$0.00	\$58.65
7	80	\$33.49	\$8.20	\$19.59	\$0.00	\$61.28
8	90	\$37.67	\$8.20	\$20.67	\$0.00	\$66.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2019	\$39.62	\$8.20	\$21.45	\$0.00	\$69.27
PAINTERS LOCAL 35 - ZONE 2	01/01/2020	\$39.92	\$8.20	\$22.10	\$0.00	\$70.22
	07/01/2020	\$41.02	\$8.20	\$22.10	\$0.00	\$71.32
	01/01/2021	\$42.12	\$8.20	\$22.10	\$0.00	\$72.42

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.81	\$8.20	\$0.00	\$0.00	\$28.01
2	55	\$21.79	\$8.20	\$5.78	\$0.00	\$35.77
3	60	\$23.77	\$8.20	\$6.30	\$0.00	\$38.27
4	65	\$25.75	\$8.20	\$6.83	\$0.00	\$40.78
5	70	\$27.73	\$8.20	\$18.30	\$0.00	\$54.23
6	75	\$29.72	\$8.20	\$18.83	\$0.00	\$56.75
7	80	\$31.70	\$8.20	\$19.35	\$0.00	\$59.25
8	90	\$35.66	\$8.20	\$20.40	\$0.00	\$64.26

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.96	\$8.20	\$0.00	\$0.00	\$28.16
2	55	\$21.96	\$8.20	\$5.94	\$0.00	\$36.10
3	60	\$23.95	\$8.20	\$6.48	\$0.00	\$38.63
4	65	\$25.95	\$8.20	\$7.02	\$0.00	\$41.17
5	70	\$27.94	\$8.20	\$18.51	\$0.00	\$54.65
6	75	\$29.94	\$8.20	\$19.05	\$0.00	\$57.19
7	80	\$31.94	\$8.20	\$19.59	\$0.00	\$59.73
8	90	\$35.93	\$8.20	\$20.67	\$0.00	\$64.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) *	07/01/2019	\$40.16	\$8.20	\$21.45	\$0.00	\$69.81
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
	07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
	01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.08	\$8.20	\$0.00	\$0.00	\$28.28
2	55	\$22.09	\$8.20	\$5.78	\$0.00	\$36.07
3	60	\$24.10	\$8.20	\$6.30	\$0.00	\$38.60
4	65	\$26.10	\$8.20	\$6.83	\$0.00	\$41.13
5	70	\$28.11	\$8.20	\$18.30	\$0.00	\$54.61
6	75	\$30.12	\$8.20	\$18.83	\$0.00	\$57.15
7	80	\$32.13	\$8.20	\$19.35	\$0.00	\$59.68
8	90	\$36.14	\$8.20	\$20.40	\$0.00	\$64.74

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43
2	55	\$22.25	\$8.20	\$5.94	\$0.00	\$36.39
3	60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96
4	65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52
5	70	\$28.32	\$8.20	\$18.51	\$0.00	\$55.03
6	75	\$30.35	\$8.20	\$19.05	\$0.00	\$57.60
7	80	\$32.37	\$8.20	\$19.59	\$0.00	\$60.16
8	90	\$36.41	\$8.20	\$20.67	\$0.00	\$65.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2019	\$38.22	\$8.20	\$21.45	\$0.00	\$67.87
PAINTERS LOCAL 35 - ZONE 2	01/01/2020	\$38.52	\$8.20	\$22.10	\$0.00	\$68.82
	07/01/2020	\$39.62	\$8.20	\$22.10	\$0.00	\$69.92
	01/01/2021	\$40.72	\$8.20	\$22.10	\$0.00	\$71.02

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.11	\$8.20	\$0.00	\$0.00	\$27.31
2	55	\$21.02	\$8.20	\$5.78	\$0.00	\$35.00
3	60	\$22.93	\$8.20	\$6.30	\$0.00	\$37.43
4	65	\$24.84	\$8.20	\$6.83	\$0.00	\$39.87
5	70	\$26.75	\$8.20	\$18.30	\$0.00	\$53.25
6	75	\$28.67	\$8.20	\$18.83	\$0.00	\$55.70
7	80	\$30.58	\$8.20	\$19.35	\$0.00	\$58.13
8	90	\$34.40	\$8.20	\$20.40	\$0.00	\$63.00

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.26	\$8.20	\$0.00	\$0.00	\$27.46
2	55	\$21.19	\$8.20	\$5.94	\$0.00	\$35.33
3	60	\$23.11	\$8.20	\$6.48	\$0.00	\$37.79
4	65	\$25.04	\$8.20	\$7.02	\$0.00	\$40.26
5	70	\$26.96	\$8.20	\$18.51	\$0.00	\$53.67
6	75	\$28.89	\$8.20	\$19.05	\$0.00	\$56.14
7	80	\$30.82	\$8.20	\$19.59	\$0.00	\$58.61
8	90	\$34.67	\$8.20	\$20.67	\$0.00	\$63.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
	12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.47	\$9.90	\$21.15	\$0.00	\$55.52
2	60	\$29.36	\$9.90	\$21.15	\$0.00	\$60.41
3	70	\$34.26	\$9.90	\$21.15	\$0.00	\$65.31
4	75	\$36.71	\$9.90	\$21.15	\$0.00	\$67.76
5	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
6	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
7	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10
8	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10

Notes:

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
PIPEFITTERS LOCAL 537	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.88	\$10.95	\$8.00	\$0.00	\$40.83
2	45	\$24.61	\$10.95	\$19.74	\$0.00	\$55.30
3	60	\$32.81	\$10.95	\$19.74	\$0.00	\$63.50
4	70	\$38.28	\$10.95	\$19.74	\$0.00	\$68.97
5	80	\$43.75	\$10.95	\$19.74	\$0.00	\$74.44

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.48	\$10.95	\$8.00	\$0.00	\$41.43
2	45	\$25.29	\$10.95	\$19.74	\$0.00	\$55.98
3	60	\$33.71	\$10.95	\$19.74	\$0.00	\$64.40
4	70	\$39.33	\$10.95	\$19.74	\$0.00	\$70.02
5	80	\$44.95	\$10.95	\$19.74	\$0.00	\$75.64

Notes:

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

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	09/01/2019	\$57.69	\$11.82	\$17.01	\$0.00	\$86.52
	03/01/2020	\$59.19	\$11.82	\$17.01	\$0.00	\$88.02
	09/01/2020	\$60.69	\$11.82	\$17.01	\$0.00	\$89.52
	03/01/2021	\$62.19	\$11.82	\$17.01	\$0.00	\$91.02

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.19	\$11.82	\$6.16	\$0.00	\$38.17
2	40	\$23.08	\$11.82	\$6.99	\$0.00	\$41.89
3	55	\$31.73	\$11.82	\$9.53	\$0.00	\$53.08
4	65	\$37.50	\$11.82	\$11.18	\$0.00	\$60.50
5	75	\$43.27	\$11.82	\$12.88	\$0.00	\$67.97

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.72	\$11.82	\$6.16	\$0.00	\$38.70
2	40	\$23.68	\$11.82	\$6.99	\$0.00	\$42.49
3	55	\$32.55	\$11.82	\$9.53	\$0.00	\$53.90
4	65	\$38.47	\$11.82	\$11.18	\$0.00	\$61.47
5	75	\$44.39	\$11.82	\$12.88	\$0.00	\$69.09

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$64.20, Step5 with lic\$71.67

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.17	\$10.95	\$19.74	\$0.00	\$89.86

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

PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2019	\$35.06	\$8.10	\$15.38	\$0.00	\$58.54
	06/01/2020	\$35.95	\$8.10	\$15.38	\$0.00	\$59.43
	12/01/2020	\$36.84	\$8.10	\$15.38	\$0.00	\$60.32
	06/01/2021	\$37.76	\$8.10	\$15.38	\$0.00	\$61.24
	12/01/2021	\$38.67	\$8.10	\$15.38	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - J.G. MacLellan (Lowell)</i>	05/01/2019	\$24.80	\$9.29	\$6.35	\$0.00	\$40.44
	01/01/2020	\$24.80	\$9.65	\$6.35	\$0.00	\$40.80
	05/01/2020	\$25.15	\$9.65	\$6.35	\$0.00	\$41.15
	01/01/2021	\$25.15	\$10.01	\$6.35	\$0.00	\$41.51
	05/01/2021	\$25.50	\$10.01	\$6.35	\$0.00	\$41.86
	01/01/2022	\$25.50	\$10.37	\$6.35	\$0.00	\$42.22
	05/01/2022	\$25.85	\$10.37	\$6.35	\$0.00	\$42.57
01/01/2023	\$25.85	\$10.77	\$6.35	\$0.00	\$42.97	
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2019	\$44.64	\$11.50	\$15.90	\$0.00	\$72.04
	02/01/2020	\$45.92	\$11.50	\$15.90	\$0.00	\$73.32
	08/01/2020	\$47.35	\$11.50	\$15.90	\$0.00	\$74.75
	02/01/2021	\$48.78	\$11.50	\$15.90	\$0.00	\$76.18
	08/01/2021	\$50.21	\$11.50	\$15.90	\$0.00	\$77.61
	02/01/2022	\$51.64	\$11.50	\$15.90	\$0.00	\$79.04

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.32	\$11.50	\$3.69	\$0.00	\$37.51
2	60	\$26.78	\$11.50	\$15.90	\$0.00	\$54.18
3	65	\$29.02	\$11.50	\$15.90	\$0.00	\$56.42
4	75	\$33.48	\$11.50	\$15.90	\$0.00	\$60.88
5	85	\$37.94	\$11.50	\$15.90	\$0.00	\$65.34

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$11.50	\$3.69	\$0.00	\$38.15
2	60	\$27.55	\$11.50	\$15.90	\$0.00	\$54.95
3	65	\$29.85	\$11.50	\$15.90	\$0.00	\$57.25
4	75	\$34.44	\$11.50	\$15.90	\$0.00	\$61.84
5	85	\$39.03	\$11.50	\$15.90	\$0.00	\$66.43

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	08/01/2019	\$44.89	\$11.50	\$15.90	\$0.00	\$72.29
	02/01/2020	\$46.17	\$11.50	\$15.90	\$0.00	\$73.57
	08/01/2020	\$47.60	\$11.50	\$15.90	\$0.00	\$75.00
	02/01/2021	\$49.03	\$11.50	\$15.90	\$0.00	\$76.43
	08/01/2021	\$50.46	\$11.50	\$15.90	\$0.00	\$77.86
	02/01/2022	\$51.89	\$11.50	\$15.90	\$0.00	\$79.29

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A	08/01/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
	02/01/2020	\$49.75	\$13.20	\$24.12	\$2.61	\$89.68
	08/01/2020	\$51.35	\$13.20	\$24.12	\$2.66	\$91.33
	02/01/2021	\$53.00	\$13.20	\$24.12	\$2.71	\$93.03
	08/01/2021	\$54.75	\$13.20	\$24.12	\$2.76	\$94.83
	02/01/2022	\$56.50	\$13.20	\$24.12	\$2.81	\$96.63

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
2	42	\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
3	47	\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
4	47	\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
5	52	\$25.01	\$13.20	\$12.08	\$1.51	\$51.80
6	52	\$25.01	\$13.20	\$12.33	\$1.52	\$52.06
7	60	\$28.86	\$13.20	\$13.70	\$1.67	\$57.43
8	65	\$31.27	\$13.20	\$14.65	\$1.77	\$60.89
9	75	\$36.08	\$13.20	\$16.56	\$1.98	\$67.82
10	85	\$40.89	\$13.20	\$17.96	\$2.16	\$74.21

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$20.90	\$13.20	\$5.89	\$0.00	\$39.99
2	42	\$20.90	\$13.20	\$5.89	\$0.00	\$39.99
3	47	\$23.38	\$13.20	\$11.13	\$1.43	\$49.14
4	47	\$23.38	\$13.20	\$11.13	\$1.43	\$49.14
5	52	\$25.87	\$13.20	\$12.08	\$1.53	\$52.68
6	52	\$25.87	\$13.20	\$12.33	\$1.54	\$52.94
7	60	\$29.85	\$13.20	\$13.70	\$1.70	\$58.45
8	65	\$32.34	\$13.20	\$14.65	\$1.82	\$62.01
9	75	\$37.31	\$13.20	\$16.56	\$2.01	\$69.08
10	85	\$42.29	\$13.20	\$17.96	\$2.20	\$75.65

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2019	\$60.48	\$9.47	\$19.60	\$0.00	\$89.55
	01/01/2020	\$60.07	\$9.68	\$19.80	\$0.00	\$89.55
	03/01/2020	\$61.98	\$9.47	\$19.60	\$0.00	\$91.05
	10/01/2020	\$63.48	\$9.47	\$19.60	\$0.00	\$92.55
	03/01/2021	\$64.98	\$9.47	\$19.60	\$0.00	\$94.05

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

Effective Date - 10/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.17	\$9.47	\$11.15	\$0.00	\$41.79
2	40	\$24.19	\$9.47	\$11.80	\$0.00	\$45.46
3	45	\$27.22	\$9.47	\$12.45	\$0.00	\$49.14
4	50	\$30.24	\$9.47	\$13.10	\$0.00	\$52.81
5	55	\$33.26	\$9.47	\$13.75	\$0.00	\$56.48
6	60	\$36.29	\$9.47	\$14.40	\$0.00	\$60.16
7	65	\$39.31	\$9.47	\$15.05	\$0.00	\$63.83
8	70	\$42.34	\$9.47	\$15.70	\$0.00	\$67.51
9	75	\$45.36	\$9.47	\$16.35	\$0.00	\$71.18
10	80	\$48.38	\$9.47	\$17.00	\$0.00	\$74.85

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.02	\$9.68	\$11.35	\$0.00	\$42.05
2	40	\$24.03	\$9.68	\$12.00	\$0.00	\$45.71
3	45	\$27.03	\$9.68	\$12.65	\$0.00	\$49.36
4	50	\$30.04	\$9.68	\$13.30	\$0.00	\$53.02
5	55	\$33.04	\$9.68	\$13.95	\$0.00	\$56.67
6	60	\$36.04	\$9.68	\$14.60	\$0.00	\$60.32
7	65	\$39.05	\$9.68	\$15.25	\$0.00	\$63.98
8	70	\$42.05	\$9.68	\$15.90	\$0.00	\$67.63
9	75	\$45.05	\$9.68	\$16.55	\$0.00	\$71.28
10	80	\$48.06	\$9.68	\$17.20	\$0.00	\$74.94

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79
2	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79
3	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67
4	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67
5	50	\$19.17	\$13.00	\$13.73	\$0.00	\$45.90
6	55	\$21.08	\$13.00	\$14.03	\$0.00	\$48.11
7	60	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
8	65	\$24.91	\$13.00	\$14.66	\$0.00	\$52.57
9	70	\$26.83	\$13.00	\$14.96	\$0.00	\$54.79
10	75	\$28.75	\$13.00	\$15.27	\$0.00	\$57.02

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2019	\$53.34	\$10.75	\$21.30	\$0.00	\$85.39
	02/01/2020	\$53.98	\$10.75	\$21.30	\$0.00	\$86.03
	08/01/2020	\$55.33	\$10.75	\$21.45	\$0.00	\$87.53
	02/01/2021	\$55.97	\$10.75	\$21.45	\$0.00	\$88.17
	08/01/2021	\$57.37	\$10.75	\$21.61	\$0.00	\$89.73
	02/01/2022	\$57.96	\$10.75	\$21.61	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.67	\$10.75	\$21.30	\$0.00	\$58.72
2	60	\$32.00	\$10.75	\$21.30	\$0.00	\$64.05
3	70	\$37.34	\$10.75	\$21.30	\$0.00	\$69.39
4	80	\$42.67	\$10.75	\$21.30	\$0.00	\$74.72
5	90	\$48.01	\$10.75	\$21.30	\$0.00	\$80.06

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.99	\$10.75	\$21.30	\$0.00	\$59.04
2	60	\$32.39	\$10.75	\$21.30	\$0.00	\$64.44
3	70	\$37.79	\$10.75	\$21.30	\$0.00	\$69.84
4	80	\$43.18	\$10.75	\$21.30	\$0.00	\$75.23
5	90	\$48.58	\$10.75	\$21.30	\$0.00	\$80.63

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$40.50	\$8.10	\$16.80	\$0.00	\$65.40
	06/01/2020	\$41.49	\$8.10	\$16.80	\$0.00	\$66.39
	12/01/2020	\$42.47	\$8.10	\$16.80	\$0.00	\$67.37
	06/01/2021	\$43.49	\$8.10	\$16.80	\$0.00	\$68.39
	12/01/2021	\$44.50	\$8.10	\$16.80	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$39.22	\$8.10	\$16.80	\$0.00	\$64.12
	06/01/2020	\$40.21	\$8.10	\$16.80	\$0.00	\$65.11
	12/01/2020	\$41.19	\$8.10	\$16.80	\$0.00	\$66.09
	06/01/2021	\$42.21	\$8.10	\$16.80	\$0.00	\$67.11
	12/01/2021	\$43.22	\$8.10	\$16.80	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2019	\$51.38	\$8.10	\$17.20	\$0.00	\$76.68
	06/01/2020	\$52.37	\$8.10	\$17.20	\$0.00	\$77.67
	12/01/2020	\$53.35	\$8.10	\$17.20	\$0.00	\$78.65
	06/01/2021	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
	12/01/2021	\$55.38	\$8.10	\$17.20	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2019	\$53.38	\$8.10	\$17.20	\$0.00	\$78.68
	06/01/2020	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
	12/01/2020	\$55.35	\$8.10	\$17.20	\$0.00	\$80.65
	06/01/2021	\$56.37	\$8.10	\$17.20	\$0.00	\$81.67
	12/01/2021	\$57.38	\$8.10	\$17.20	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2019	\$43.45	\$8.10	\$17.20	\$0.00	\$68.75
	06/01/2020	\$44.44	\$8.10	\$17.20	\$0.00	\$69.74
	12/01/2020	\$45.42	\$8.10	\$17.20	\$0.00	\$70.72
	06/01/2021	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
	12/01/2021	\$47.45	\$8.10	\$17.20	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2019	\$45.45	\$8.10	\$17.20	\$0.00	\$70.75
	06/01/2020	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
	12/01/2020	\$47.42	\$8.10	\$17.20	\$0.00	\$72.72
	06/01/2021	\$48.44	\$8.10	\$17.20	\$0.00	\$73.74
	12/01/2021	\$49.45	\$8.10	\$17.20	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2019	\$57.69	\$11.82	\$17.01	\$0.00	\$86.52
	03/01/2020	\$59.19	\$11.82	\$17.01	\$0.00	\$88.02
	09/01/2020	\$60.69	\$11.82	\$17.01	\$0.00	\$89.52
	03/01/2021	\$62.19	\$11.82	\$17.01	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$28.83	\$8.75	\$1.86	\$0.00	\$39.44
	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$33.64	\$8.75	\$9.86	\$0.00	\$52.25
	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$40.84	\$8.75	\$14.10	\$0.00	\$63.69
	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$36.04	\$8.75	\$10.65	\$0.00	\$55.44
	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$21.62	\$8.75	\$1.65	\$0.00	\$32.02
	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.83	\$8.75	\$3.36	\$0.00	\$40.94
2	65	\$31.23	\$8.75	\$3.44	\$0.00	\$43.42
3	70	\$33.64	\$8.75	\$3.51	\$0.00	\$45.90
4	75	\$36.04	\$8.75	\$5.08	\$0.00	\$49.87
5	80	\$38.44	\$8.75	\$5.15	\$0.00	\$52.34
6	85	\$40.84	\$8.75	\$5.23	\$0.00	\$54.82
7	90	\$43.25	\$8.75	\$7.30	\$0.00	\$59.30

Effective Date - 08/30/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 02/04/2019 \$30.73 \$4.70 \$3.17 \$0.00 \$38.60

TELEDATA LINEMAN/EQUIPMENT OPERATOR
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 02/04/2019 \$28.93 \$4.70 \$3.14 \$0.00 \$36.77

TELEDATA WIREMAN/INSTALLER/TECHNICIAN
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 02/04/2019 \$28.93 \$4.70 \$3.14 \$0.00 \$36.77

TREE TRIMMER
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 01/31/2016 \$18.51 \$3.55 \$0.00 \$0.00 \$22.06

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

TREE TRIMMER GROUNDMAN
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 01/31/2016 \$16.32 \$3.55 \$0.00 \$0.00 \$19.87

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Additional Apprentices 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. Apprentices 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.

Boxborough Veterans Tribute Committee

Boxborough Veterans Tribute

1. 'December Re-Bid' - December 17, 2019

October 12, 2018

Sargent Memorial Library Entrance Road - 427 Massachusetts Ave, Boxborough, MA 01719



ARCHITECTURE
INTERIOR DESIGN
LANDSCAPE
PLANNING

45 Walden Street, Concord, MA 01742
Tel: 978.371.1945 Fax: 978.371.0069
www.LWDA.com

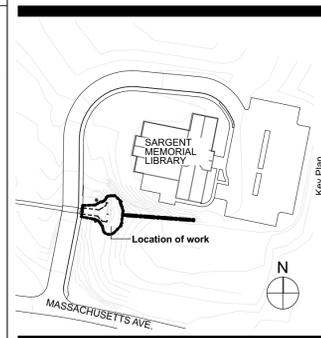
Electrical



WSP
88 Black Falcon Avenue, Suite 210, Boston, MA 02210
Tel: Direct: 617-210-1624

Project Narrative and Division of Work

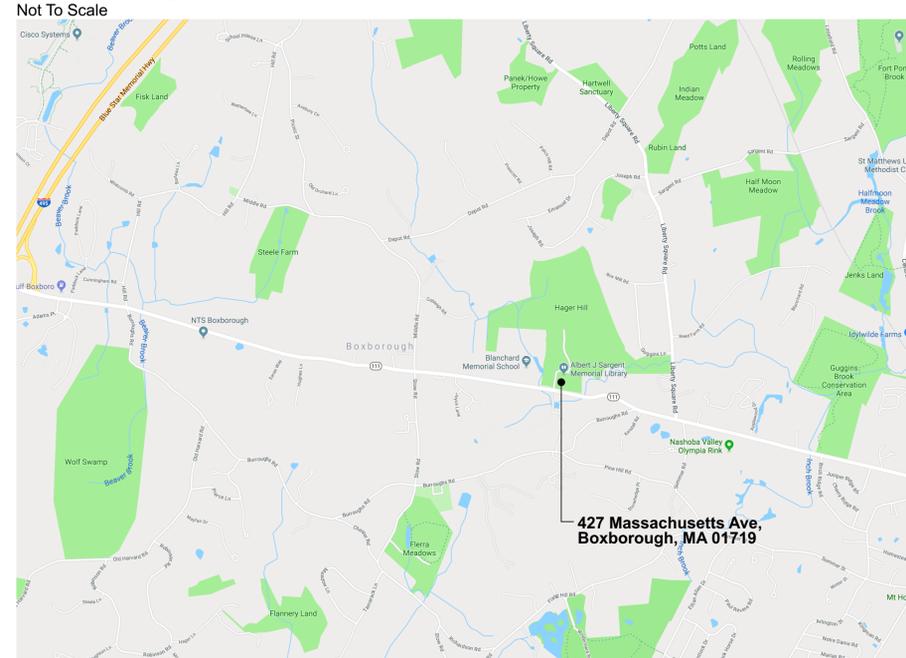
This project is the construction of a new Veterans Tribute for the Town of Boxborough, MA. The site of the memorial is adjacent to the entrance drive of the Sargent Memorial Library, and next to an existing crosswalk and path. Contractor is advised that a volunteer workforce and a licensed sitework contractor will perform portions of the work under the direction of the Boxborough Veterans Tribute Committee's project manager (Owner). Contractor and Owner shall coordinate the construction sequencing and schedule to accommodate all the work. The Contractor's work includes procuring and installation of the granite wall, bronze plaques, and granite pieces, related finish grading, and resetting/leveling of the WWI monument boulder (which is now on the site). The Owner's workforce will perform work that includes rough grading, installation of the boulder elements, drainage pipe, electrical conduits, flagpoles, seeding, and bituminous paving. Contractor is directed to scheduling requirements in the general requirements section of the contract that stipulate sequencing necessary to accommodate the work to be performed by Owner.



Abbreviations

AB Anchor Bolt	EO Equal	MFR Manufacturer	SS Stainless Steel
AC Air Conditioning	EWC Electric Water Cooler	MIN Minimum	STD Standard
ACT Acoustical Ceiling Tile	EXIST Existing	MO Masonry Opening	STL Steel
AD Access Door	EXT Exterior	NTS Not To Scale	STR Structural
AFF Above Finished Floor	FD Floor Drain	OA Overall	SVF Sheet Vinyl Flooring
AL Aluminum	FE Fire Extinguisher	OC On Center	S4S Surface Four Sides
ANOD Anodized	FFC Fire Extinguisher Cabinet	OD Outside Diameter	T Treads (Stair)
BLDG Building	FF Fabric Flashing	OFCI Owner Furnished, Contractor Installed	T&G Tongue & Groove
BLKG Blocking	FHC Fire Hose Cabinet	OH Overhead	TB Toggle Bolt
BO By Others	FIN Finished	OPG Opening	TBD To Be Determined
BOT Bottom	FL Floor	OPP Opposite	TEMP Tempered
BP Building Paper	FLUOR Fluorescent	P&S Power & Signal Plan	TEL Telephone
BRZ Bronze	FR Fire Retardant	PAR Parallel	THK Thick
BU Built Up	FWC Fabric Wall Covering	PBA Push Button Access	TO Top Of
CAB Cabinet	GA Gauge	PERP Perpendicular	TOC Top Of Concrete
CHR Chrome	GALV Galvanized	PLAM Plastic Laminate	TOM Top Of Masonry
CI Cast Iron	GC General Contractor	PM Pressed Metal	TOS Top Of Steel
CJ Control Joint	GL Glass	PMKD Pressed Metal Knock Down	TOW Top Of Wall
CL Center Line	GWB Gypsum Wallboard	PT Paint	TYP Typical
CLG Ceiling	HM Hollow Metal	PTD Painted	UO Underside Of
CLR Clear	HORIZ Horizontal	PWD Plywood	UON Unless Otherwise Noted
CMU Concrete Masonry Unit	HP High Point	QT Quarry Tile	VB Vapor Barrier Or Vinyl Base
COL Column	HT Height	R Radius	VCB Vinyl Cove Base
CONC Concrete	HVAC Heating, Ventilation, Air Conditioning	RAD Radiator	VCT Vinyl Straight Base
CONT Continuous	IC Intercom	RCP Reflected Ceiling Plan	VCT Vinyl Composition Tile
COP Copper	ID Inside Diameter	RD Roof Drain	VERT Vertical
CPT Carpet	INSUL Insulation	REINF Reinforcing	VIF Verify In Field
CT Ceramic Tile	INT Interior	REQD Required	VWC Vinyl Wall Covering
CWB Cement Wallboard	JNT Joint	RM Room	W West
DEMO Demolition	DN Down	RO Rough Opening	W/ With
DIM Dimension	KD Knock Down	S South	W/O Without
DN Down	LAV Lavatory	SCR Screw	WD Wood
DR Door	LP Low Point	SCWD Solid Core Wood Door	WGL Wired Glass
DWG Drawing	LVR Louver	SECT Section	WP Working Point
E Emergency Power	MAX Maximum	SF Square Foot	WTH Width
EA Each	MECH Mechanical	SIM Similar	
EB Expansion Bolt	MF Metal Flashing	SP Spray Particle Paint	
EJ Expansion Joint		SPEC Specifications	
ELEC Electric			
EP Epoxy			

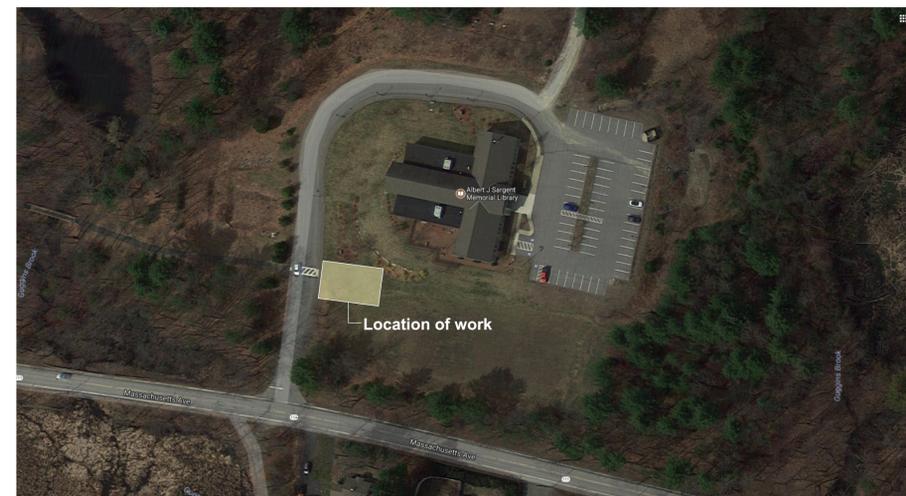
Locus Plan - Sargent Memorial Library Entrance Road



Drawing List

LANDSCAPE

- L001 Title Sheet, Drawing List & Locus Plan
- L101 Existing Conditions Topographical Survey
- L102 Site Demolition Plan
- L103 Layout, Materials, & Grading Plan
- L104 Front Elevation & Landscape Details
- L105 Bronze Plaque Elevations and Site Section
- L106 Granite Pieces, Elevations, Schedule & Details
- L107 Landscape Details



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Consulting Engineers
Electrical: WSP
88 Black Falcon Avenue, Suite 210
Boston, MA 02210
Tel: 617-210-1924

Revision	Date	Description
12/17/19	Revision 1 - 'December Re-Bid'	

Title Sheet, Drawing List & Locus Plan

Project	17004
Issue Date	October 12, 2018
Issue	For Construction
Project Manager	LPP
Scale	As Noted

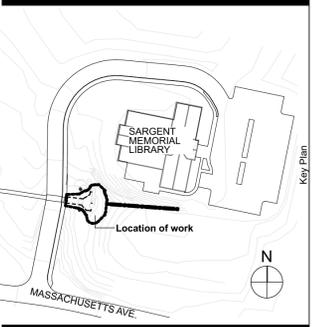
L001

Boxborough Veterans Tribute Committee

Boxborough Veterans Tribute

Sargent Memorial Library Entrance Road

427 Massachusetts Ave
Boxborough, MA 01719



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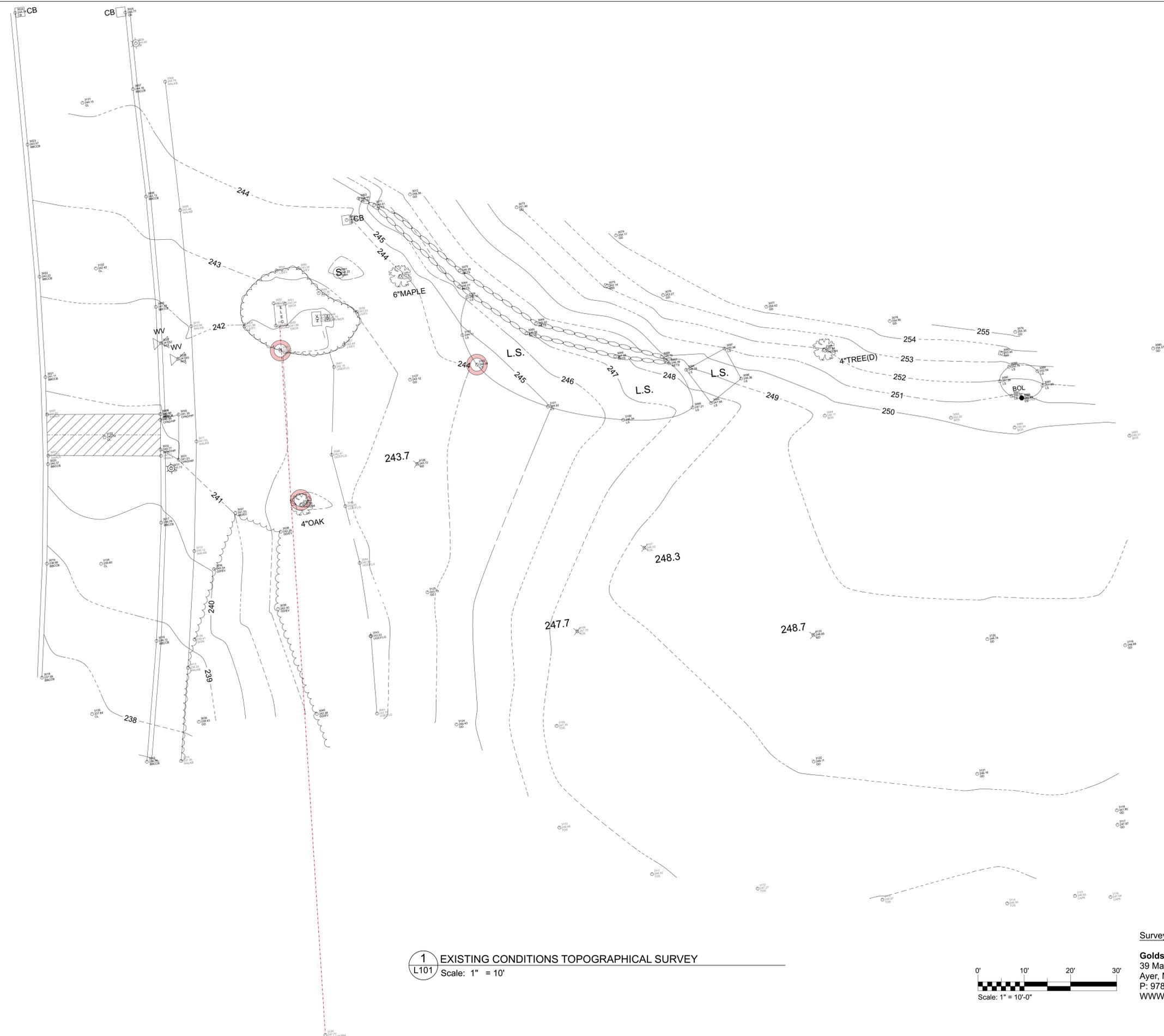
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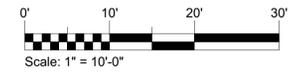
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Consulting Engineers

Electrical: **WSP**
88 Black Falcon Avenue, Suite 210
Boston, MA 02210
Tel. 617-210-1924



1 EXISTING CONDITIONS TOPOGRAPHICAL SURVEY
L101 Scale: 1" = 10'



Survey provided by:
Goldsmith, Prest & Ringwall, Inc.
39 Main Street, Suite 301
Ayer, MA 01432
P: 978-772-1590
WWW.GPR-INC.COM

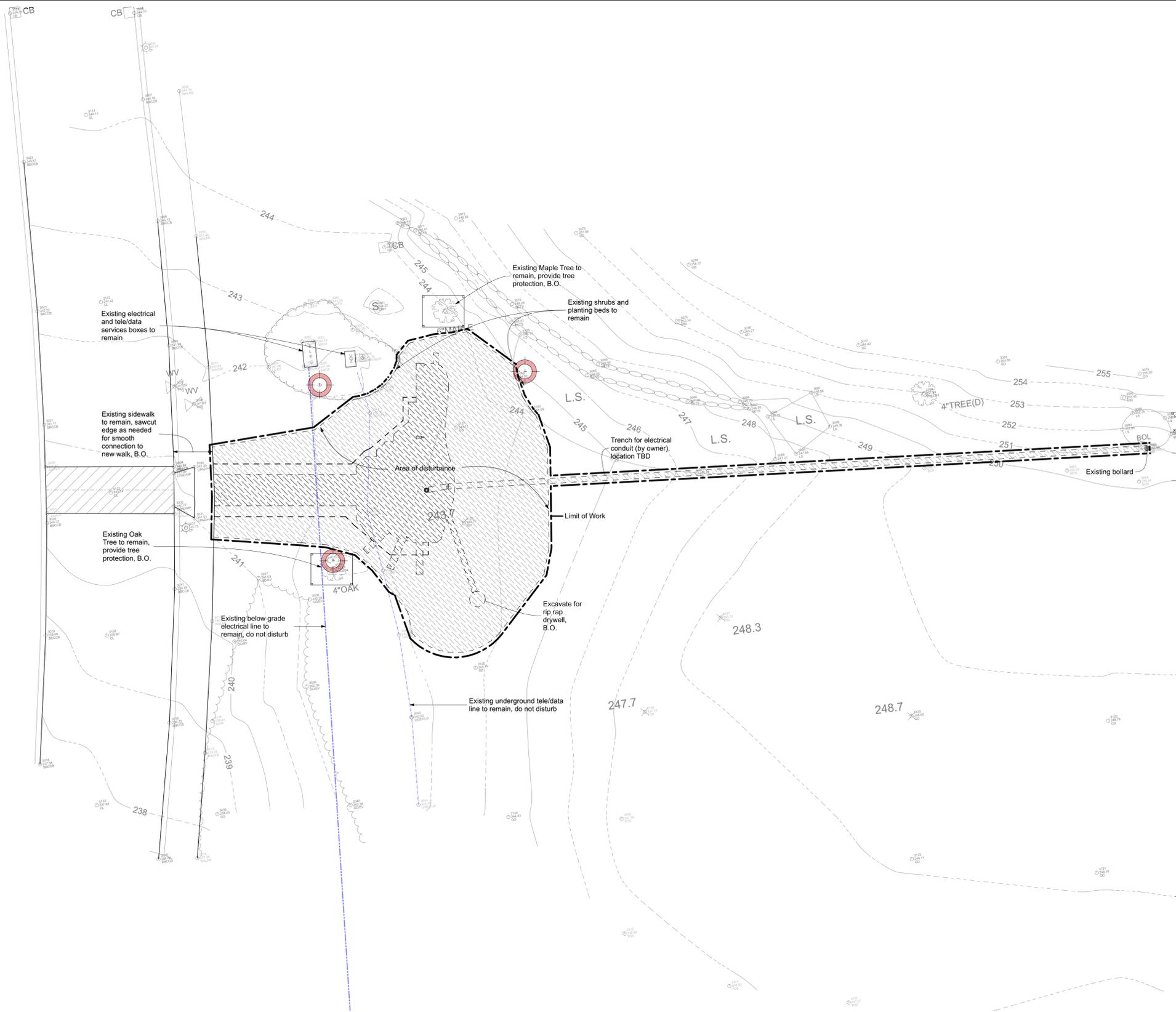
Revisions

Revision	Date	Description

Existing Conditions Topographical Survey

Project	17004
Issue Date	October 12, 2018
Issue	For Construction
Project Manager	LPP
Scale	1"=10'-0"

L101



1
L102 SITE DEMOLITION PLAN
SCALE: 1" = 10'

Site Preparation Notes:

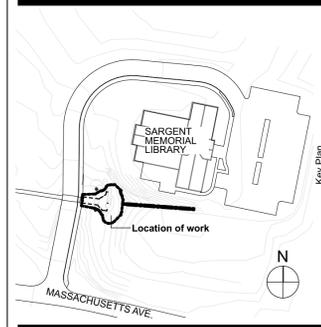
- Existing site data is based on a topographical survey prepared by Goldsmith, Prest & Ringwall, Inc., 39 Main Street, Suite 301, Ayer, MA 01432
- All grading is by Owner's contractor or workforce.
- All areas outside the limits of proposed work area disturbed by the contractor's operations shall be restored by the contractor to their original condition at the contractor's expense, to the satisfaction of the Owner and Architect.
- All areas disturbed by construction not covered by building, structure or pavements shall receive 6" of Loam and Seed (by Owner's Contractor or Workforce) unless directed otherwise by the Architect.
- The Contractor is responsible for the legal removal and disposal of all debris related to their scope of work from the site. All materials disposed of shall be disposed of according to applicable laws and regulations. Coordinate scope with Owner.
- The Contractor shall coordinate with the Owner for site security and job safety. All construction activity shall be in conformance with OSHA regulations and state and local requirements.
- The Contractor shall not scale from the drawings. Dimensions noted on the drawings will govern.
- Contractor shall report in a timely manner, all significant conflicts in either the documentation or in the field to the owner and the architect for resolution.
- Contractor shall notify the owner and architect of any discrepancies between the site plan dimensions before proceeding with any portion of the site work which may be affected so that proper adjustments to the site layout can be made if necessary.
- The contractor shall contract 'Dig-Safe' 72 Hours prior to any excavation. A copy of the Dig-Safe project account numbers shall be given to the owner prior to excavation.
- The locations of the existing underground utilities are approximate and have not been independently verified by the owner or its representative. The contractor shall determine the exact location of all existing utilities before commencing work and agrees to be responsible for any and all damages which might be occasioned by the contractor's failure to exactly locate and preserve an all underground utilities. All repairs shall be made at the contractor's expense.
- All excavations shall be thoroughly secured on a daily basis by the contractor at the completion of construction operations.
- Protect existing property monuments and abutting properties during construction activities.
- Tree protection shall be 2"x4"x8" posts with (2) 2x4 horizontal bars set at 6" above grade and 3'-6" above grade attach dark green snow fence to horizontal bars. Overall dimensions should be 8' square. Tree protection will be by Owner's Contractor or Workforce.

Boxborough Veterans Tribute Committee

Boxborough Veterans Tribute

Sargent Memorial Library Entrance Road

427 Massachusetts Ave
Boxborough, MA 01719



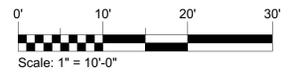
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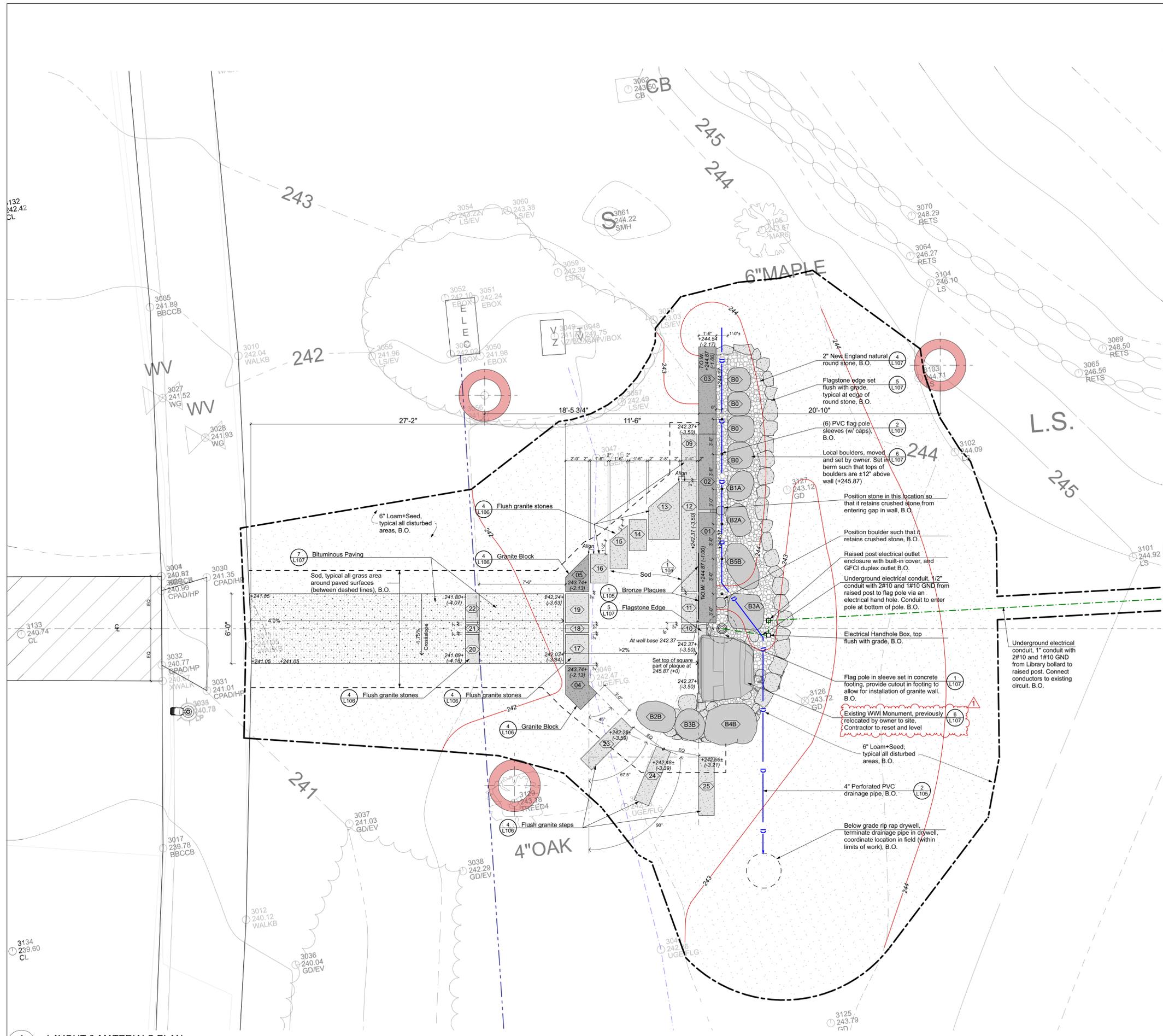
Consulting Engineers
Electrical: **WSP**
88 Black Falcon Avenue, Suite 210
Boston, MA 02210
Tel. 617-210-1924



Site Demolition Plan

Project	17004
Issue Date	October 12, 2018
Issue	For Construction
Project Manager	LPP
Scale	1"=10'-0"

L102



Grading, Drainage, Notes:

- Existing site data is based on a topographical survey prepared by Goldsmith, Prest & Ringwall, Inc., 39 Main Street, Suite 301, Ayer, MA 01432
- All grading is by Owner's contractor or workforce except for preparation below and directly around granite wall and pieces. Contractor will prepare base and provide materials as needed below granite wall and granite pieces for proper installation.
- All areas outside the limits of proposed work area disturbed by the contractor's operations shall be restored by the contractor to their original condition at the contractor's expense, to the satisfaction of the Owner and Architect.
- All areas disturbed by construction not covered by building, structure or pavements shall receive 6" of Loam and Seed (by Owner's Contractor or Workforce) unless directed otherwise by the Architect.
- The Contractor is responsible for the legal removal and disposal of all debris related to their scope of work from the site. All materials disposed of shall be disposed of according to applicable laws and regulations. Coordinate scope with Owner.
- The site construction shall be in conformance with Town of Boxborough regulations.
- The contractor shall not scale from the drawings. Dimensions noted on the drawings will govern.
- Contractor shall report in a timely manner, all significant conflicts in either the documentation or in the field to the owner and the architect for resolution.
- Contractor shall notify the owner and architect of any discrepancies between the site plan dimensions before proceeding with any portion of the site work which may be affected so that proper adjustments to the site layout can be made if necessary.
- The Architect reserves the right to review grades in the field for adjustment prior to any landscaping.
- The Contractor shall be responsible for verifying that the proposed improvements shown on the plans do not conflict with any known existing or other improvements. If any conflicts are discovered, the contractor shall notify the owner and architect prior to the installation of any portion of the site work which would be affected.
- At all locations where existing curbing or pavement abuts new construction, the edge of the existing pavement or curb shall be sawcut to a clean and smooth edge. Blend new pavement, curbs, and earthwork smoothly into existing by matching lines, grades, and joints. Pitch evenly between spot grades. Grade all areas to drain.
- All excavations shall be thoroughly secured on a daily basis by the Contractor at the completion of construction operations. Protect existing property monuments and butting properties during construction activities.
- All lines and dimensions are parallel or perpendicular to the lines from which they are measured unless otherwise noted.
- Access ramps, parking, curb cuts, and signage shall be in conformance with the Massachusetts Architectural Access Barriers Board (MAAB) Rules and Regulations and the Americans with Disabilities Act (ADA) Accessibility Guidelines (whichever is more stringent).
- Coordinate with owner the location of all exterior electrical sources with the improvements shown on the drawings.
- Protect existing property monuments and abutting properties during construction activities.

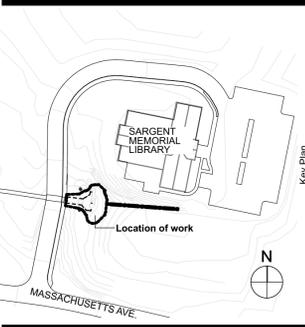
Layout & Materials Plan Legend

	Limit of Work
	Proposed Grade Contour Line
	Below grade drainage pipe
	Below grade electrical conduit
	Below grade Tele/data conduit
	Loam+Seed / Sod
	Paving
	Spread crushed stone
	Granite block set flush with grade
	Granite block set above grade
	Boulder
	Flagstone Edge
	Detail # Drawing
	Existing in ground reference stake

Boxborough Veterans Tribute Committee

Boxborough Veterans Tribute
Sargent Memorial Library Entrance Road

427 Massachusetts Ave
Boxborough, MA 01719



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Boston, MA 02210
Tel. 617-210-1924

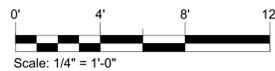


Revision	Date	Description
12/17/19	Revision 1 - 'December Re-Bid'	

Layout, Materials, & Grading Plan

Project	17004
Issue Date	October 12, 2018
Issue	For Construction
Project Manager	LPP
Scale	1/4"=1'-0"

L103



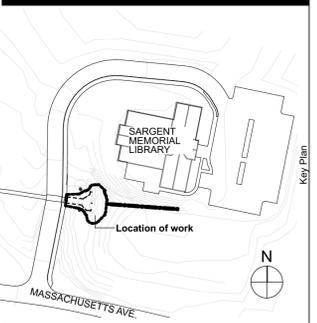
1 LAYOUT & MATERIALS PLAN
SCALE: 1/4" = 1'-0"

Boxborough Veterans Tribute Committee

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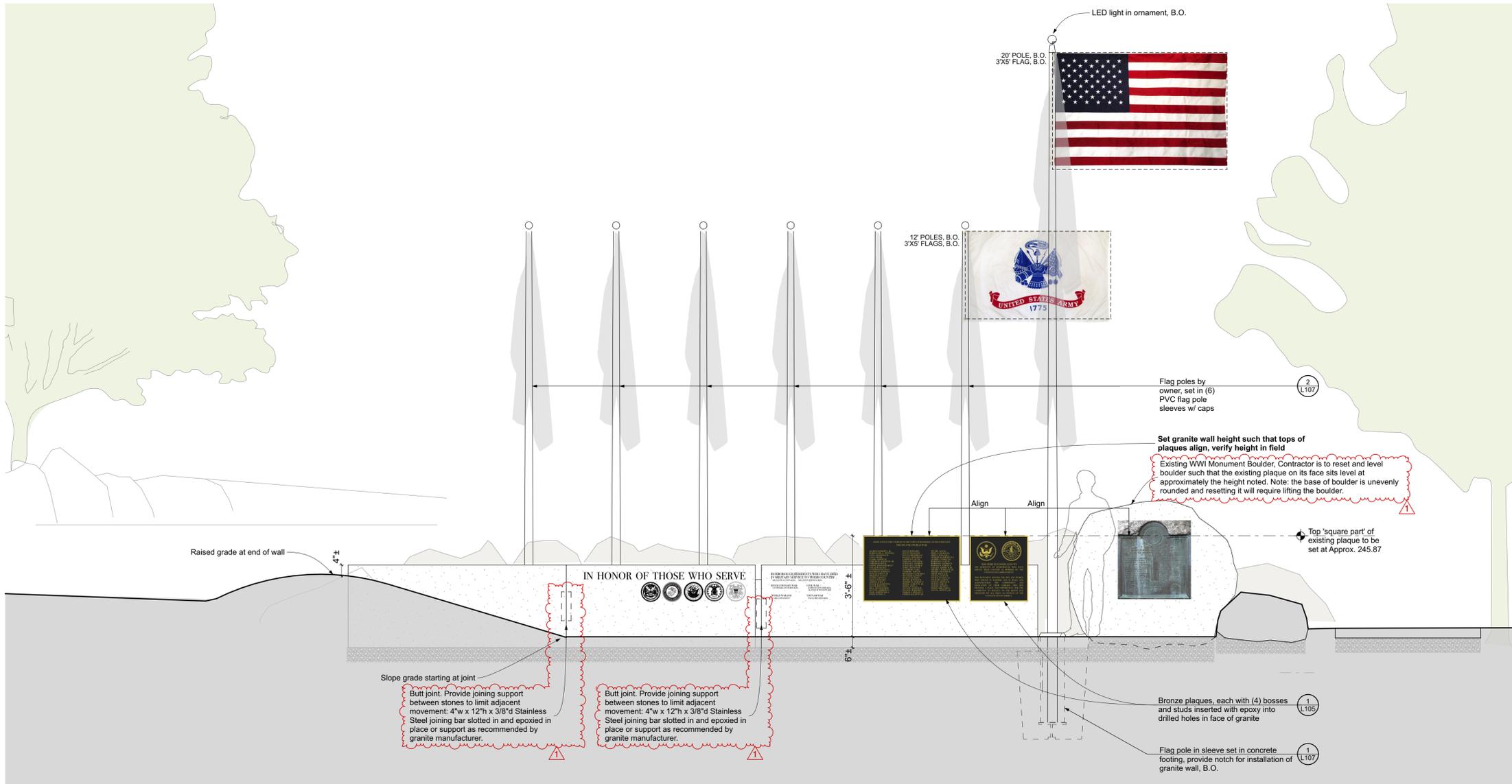
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1 FRONT ELEVATION
SCALE: 1/2" = 1'-0"

Revision	Date	Description

12/17/19 Revision 1 - 'December Re-Bid'

Front Elevation & Landscape Details

Project	17004
Issue Date	October 12, 2018
Issue	For Construction
Project Manager	LPP
Scale	As Noted

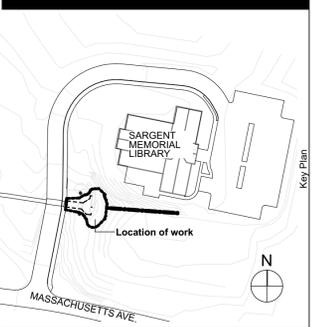
L104

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Consulting Engineers

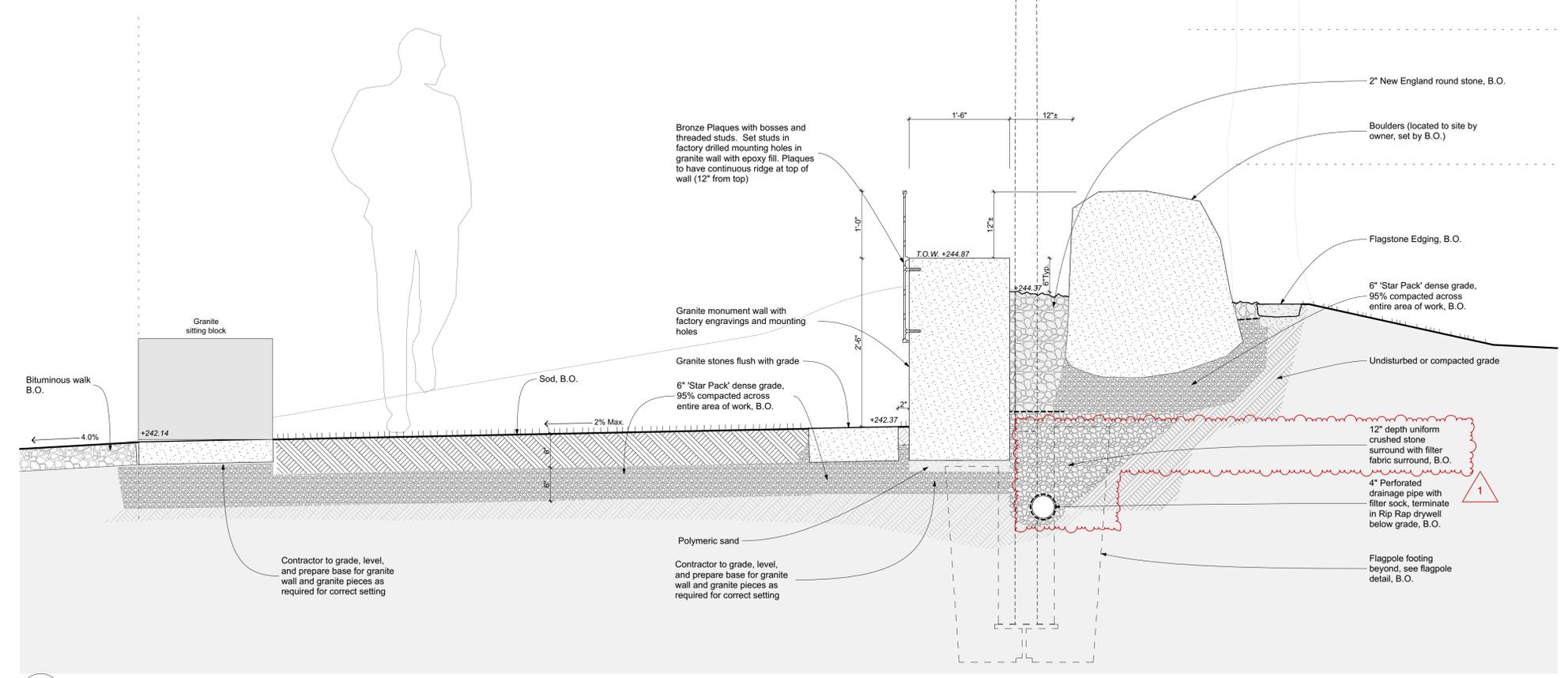
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Boston, MA 02210
Tel. 617-210-1924



Bronze Plaque Specifications:

- Bronze tablet shall be 1/2" thick cast of virgin ingots standard U.S. Bronze Alloy (CDA922: 89% copper, 6% tin, 4% zinc, 2% lead). Casting shall be free of pits and gas holes and all letters shall be sharp and hand tooled. Faces of raised letters are to be a satin bronze meeting NAAMM finish meeting M33-C11-060.
- Background texture is to be leatherette. Background finish shall be dark oxide. Plaque shall be chemically cleaned and allowed to age to a natural patina.
- Letters shall be raised 'Bodoni 72 Oldstyle Book' font, satin bronze finish. Border shall be Moderne border adjusted to details.
- Concealed Fastenings: Mounting shall be Boss & Stud. Bosses shall be cast onto the back of the plaque, drilled and tapped to accept galvanized threaded stud.
- Installation: Drill holes in the mounting surface slightly larger than the diameter of the studs. Fill mounting holes with epoxy or other approved cement. Set into the holes and allow the adhesive to cure.
- Contractor will furnish Architect with rubbing of actual pattern for approval prior to casting. Review and approval from Owner and Architect.
- PLAQUE SIZES: May vary from dimensions below. Contractor to verify actual dimensions, type size and final layout. Coordinate location of B&S's with the bronze underlayment. Provide tamper proof bronze screws.
- Provide shop drawings stamped by a Registered Structural Engineer in the Commonwealth of Massachusetts showing structural integrity of bronze and support system. Owner and Architect will approve.

1 Bronze Plaques
SCALE: 1:6



2 Site Section Through Wall
SCALE: 1" = 1'-0"

Revision	Date	Description
1	12/17/19	Revision 1 - 'December Re-Bid'

Bronze Plaque Elevations and Site Section

Project	17004
Issue Date	October 12, 2018
Issue	For Construction
Project Manager	LPP
Scale	As Noted

L105

