

**INVITATION for BIDS
PV SOLAR FOR COLRAIN HIGHWAY GARAGE
COLRAIN, MA
FRCOG IFB 20200311**

The Franklin Regional Council of Governments (FRCOG) will accept sealed bids on behalf of the Town of Colrain for a **25 kW -30kW DC (3 phase)** Solar PV System Installation project on the roof of the Colrain Highway Garage located at 9 Jacksonville Road, Colrain, MA. The bid shall be conducted under the requirements of M.G.L. c. 149.

Sealed bids should be marked "Colrain Highway Garage PV IFB 20200311" and will be received by Andrea Woods, Chief Procurement Officer, FRCOG, 12 Olive Street, Suite 2, Greenfield, MA 01301 until **MARCH 11, 2020 at 2 pm at which time the bids will be opened in public**. Emailed or faxed bids will not be accepted.

A **mandatory** prebid site visit will be conducted on FEBRUARY 18, 2020 at 2:30PM at the Highway Garage. If there is severe weather, the Snow Date will be February 21, 2020 at 2:30pm. Planholders will be notified by 5pm the day before if the Snow Date will be used.

Wage rates for this bid are subject to prevailing wage rates as per MGL Chapter 149, Section 26 - 27f inclusive, attached. A bid deposit in the amount of 5% is required. A 50% payment bond is required at contract signing of the winning bidder.

Bid specifications are available by request from <https://frcog.org/bids>. Only bidders who have downloaded the bid from this site will be automatically notified of any addenda or meeting announcements.

The awarding authority is the Colrain Selectboard. The Town of Colrain reserves the right to accept or reject any or all bids in total or in part as they may deem to be in the best public interest.

FRANKLIN REGIONAL COUNCIL OF GOVTS
Andrea Woods, Chief Procurement Officer
February 5, 2020

The Franklin Regional Council of Governments (FRCOG) and the Town do not discriminate on the basis of race, color, national origin, sex, age, disability, or gender with respect to admission to, access to, or operation of its programs, services or activities. If you would like accessibility or language accommodation, please contact the Title VI Coordinator at 413-774-3167 (voice) (MA Relay System: 800-439-2370), 413-774-3169 (fax), or civilrights@frcog.org email).

12 Olive St., Suite 2, Greenfield, MA 01301 ph 413-774-3167 fax 413-774-3167 www.frcog.org

IFB Colrain Highway Garage PV IFB 20200311

ADVERTISEMENT

Advertisement for Public Building Construction (M.G.L.c. 149)

- A. Newspaper Legal Ad (Greenfield Recorder) – 2/5/2020
- B. FRCOG and Town of Colrain Webpage – 2/5/2020
- C. Central Register – 2/5/2020
- D. CommBUYS - 2/5/2020

CRITICAL DATES

- A. MANDATORY prebid on site meeting – 2/18/2020 at 2:30pm.
- B. Snow Date for prebid on-site meeting – 2/21/2020 at 2:30pm
- C. Deadline for written questions – 2/28/2020 at 4pm
- D. Deadline for Submission of Bids/Public Bid Opening – 3/11/2020 at 2pm

ESTIMATED DATES

- A. Notice of Award – 3/25/2020
- B. Contract Execution- 3/31/2020
- C. Construction Start Date – 4/15/2020
- D. Completion Date – 30 days from contract award not including interconnection and weather dependent

The on site prebid meeting is mandatory. Any bidder wishing to be eligible to bid must send a representative to this meeting. Report outside the main entrance at the DPW located at 9 Jacksonville Road.

PV SYSTEM FOR COLRAIN HIGHWAY GARAGE

FRCOG IFB 20200311

Colrain, MA

GENERAL BID INSTRUCTIONS

1. Sealed Bids must be submitted to Andrea Woods, Chief Procurement Officer, Franklin Regional Council of Governments, 12 Olive Street, Suite 2, Greenfield, MA 01301 by **by the date and time in the Invitation**. Late bids, emailed or faxed bids will not be accepted. The **original and one copy** should be submitted.
2. If this bid package from received from any other source than <https://frcog.org/bids> , it is advised to request the document again from the website to receive any addenda/notices that may be issued regarding this bid.
3. As the Town of Colrain is exempt from the payment of Federal Excise Taxes and Massachusetts Sales Tax, prices quoted herein are not to include these taxes.
4. Prevailing Wage rates set at the Massachusetts Department of Labor and Industries apply to this bid. The pertinent tables in effect for this work are attached.
5. **Each bidder must submit with their bid a bid deposit equal to 5% of the amount of the bid.** The bid deposit may be in the form of a certified check, bank/cashier's check, or a bid bond from a MA licensed surety company. The surety bond may state the amount to be "five percent (5%) of the amount bid." No Bidder may withdraw his/her bid for a period of thirty (30) days, excluding Saturdays, Sundays, and legal holidays, after the actual date of the opening thereof.
6. **A Material and Labor Payment Bond in the amount of 50% is required from the successful contractor at the time of the contract award.** Bond must be provided by a MA licensed surety company.
7. All bids must contain a properly executed Tax Compliance/Non-Collusion Form, Debarment Form, OSHA Statement, and Tax Identification Number Form. These forms can be found within the contents of this package.
8. The contract will be awarded within thirty (30) days of bid opening. The time for award may be extended by mutual agreement between the Town and the apparent lowest responsive and responsible bidder. Bidders must certify the bid will be valid for the duration of the contract if selected.
9. All work is to be done by skilled tradespeople in the regular business of supplying and installing roof mounted Photovoltaic Systems, holding all necessary construction or other licenses in the Commonwealth of Massachusetts. All bidders must be registered to do business in Massachusetts. (Registration may be obtained through the Corporation Division of the Office of the Secretary, Commonwealth of Massachusetts (617) 727-9640). Proof of registration may be required.
10. Contract execution will be conditioned upon producing an insurance certificate as outlined

IFB Colrain Highway Garage PV IFB 20200311

on the INSURANCE REQUIREMENTS page.

11. Rule for Award: The Town will award the contract to the responsive and responsible bidder offering the lowest price for the project. Any company that does not show that they have the capacity to successfully complete this project or offer the desired level of equipment quality or warranties as specified may be rejected as not responsible.
12. A contract will be signed between the awarded contractor and the Town of Colrain which will include, but not be limited to, the terms in this IFB.
13. The FRCOG Chief Procurement Officer will be available to answer any general questions about procedure, etc., but no question will be answered that in any way could give an unfair advantage to a contractor. **Contact the CPO by phone 413-774-3167x104 or email bids@frcog.org**
14. Bidders must submit a list of at least **4 references** for projects of similar size and scope with current contact phone numbers. Failure to provide current references or unfavorable references may be reason to disqualify a bid. The awarding authority reserves the right to investigate other references than those provided.
15. Bids which are incomplete, not properly endorsed or signed, or otherwise contrary to instructions may be rejected as non-responsive. Conditional Bids may not be accepted. Minor informalities may be waived if they do not give an unfair advantage to a bidder.

A bid must 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

15.a Should there be two or more bids for this Contract that are identical and where the bidders are determined to all be responsible and eligible in accordance with MGL Chapter 149, the following procedure will be used to determine the winner.

1. The Contract will be awarded to that bidder with its office in Franklin County
 2. If there is no bidder with its office located within Franklin County or if there are two or more bidders with offices located with Franklin County, the award of the Contract shall be determined by the toss of a coin. Such a toss shall be done with two witnesses. The respective bidders will be notified and invited to come to the FRCOG office.
16. OSHA Certification – See Certification Form required with the Bid.
All contractors working on public works projects will be required to certify that ALL employees employed at the work site have successfully completed an OSHA approved course in construction safety at least 10 hours in duration. This law requires general contractors to have on file records of all employees OSHA 10- hour training and provide proof to the various agencies in charge of the work. This also applies to all subcontractors, hired trucks, and hired equipment with operators. Every bidder must certify that all persons who are employed by them for this bid are certified. Proof does not have to be submitted with this bid, but must be available upon request.

CONTRACT TERMS AND CONDITIONS

A contract will be signed between the awarded bidder and the Town of Colrain substantially in accordance with the attached Agreement. The contract will include, but not be limited to, the following terms and conditions. Submission of a bid denotes acceptance of the contract terms and

1. Any inferior or damaged product, as determined by the Colrain Selectboard, will be replaced at the total expense of the Contractor. Any damage to Town property will be repaired or replaced by the Contractor and the amount of such damage deducted from any amount due to the contractor or may be recovered from contractors in action of law.
2. The contractor will be required to indemnify and hold harmless the Town of Colrain for all damages to life and property that may occur due to contractor's negligence or that of his/her employees, subcontractors, etc., during the contract.
3. The contractor will be bound by all applicable statutory provisions of law of the Federal Government, the Commonwealth of Massachusetts, and local codes.
4. Certified payroll is to be submitted to the Colrain Town Coordinator, Kevin Fox.
5. Invoices are to be delivered or mailed to Colrain Town Coordinator, Kevin Fox at Colrain Town Offices, 55 Main Road, Colrain, MA 01340. Payment to be made at agreed-upon milestones, but no payment may be pre-paid ("deposit") per MA finance law.

6. INSURANCE REQUIREMENTS

The Contractor shall at all times during the Contract maintain in full force and effect Employer's Liability, Worker's Compensation, Bodily Injury Liability, and Property Damage and General Liability Insurance, including contractual liability coverage. All insurance shall be by insurers and for policy limits acceptable to the TOWN OF COLRAIN and before commencement of work hereunder the Contractor agrees to furnish the TOWN certificates of insurance or other evidence satisfactory to the TOWN to the effect that such insurance has been procured and is in force.

For the purpose of the Contract, the Contractor shall carry the following types of insurance in at least the limits specified below:

COVERAGES	LIMITS OF LIABILITY
Worker's Compensation	Statutory
Employer's Liability	\$500,000.00
Automobile Liability	\$1,000,000.00 combined single limit for bodily injury and property damage
General Liability	\$1,000,000.00 each occurrence \$2,000,000.00 aggregate
Excess/Umbrella	\$1,000,000.00

The TOWN OF COLRAIN shall be named as additional insured under the liability and automobile insurance. The general liability insurance policy should contain a broad form general liability endorsement.

SCOPE OF WORK

Work to take place at Colrain DPW Garage, 9 Jacksonville Rd., Colrain, MA 01340

INTRODUCTION:

The Town of Colrain has received a Green Communities Grant from the Dept of Energy Resources / Commonwealth of Massachusetts. The Franklin Regional Council of Governments has assisted the Town with Grant Application Preparation, Annual Report Preparation, and is assisting with Procurement Activities for approved grant funded projects. This project is the first of the approved grant funded projects.

WORK TO BE COMPLETED:

Contractor will supply and a 25kW – 30kW DC system **with three** phase service as a Roof Mounted solar **electric** power system. **The intent is to get the maximum kW while falling under the current Eversource ceiling of 25kW AC.**

The Town of Colrain has engaged a MA licensed Structural Engineer to review and certify the proposed plan for the solar array. Based on the preliminary review by David Vreeland, PE, the truss plans for the two newer roof sections where the proposed solar arrays are to be installed, show that those roofs have the capacity of an additional 10 psf (pounds per square foot) for the solar arrays. The engineer will work with the contractor to determine the locations and maximum safe loads for placing equipment and supplies on the roof during the installation of the solar arrays. See Appendix B for Building Plans.

The selected contractor will apply for and pay for any required permits (The Town is not waiving the fee for building permit), provide for and manage interconnection process for net metering, monitoring and reporting (to meet SMART requirements), and apply for any Solar PV rebates, incentives, or other benefits that may be available.

The solar panels will be ballast mounted with no or minimum roof penetrations as described below and installed to minimize interference with any normal water runoff. Panel angle to solar insolation may be flat or tilted.

Project shall include Electrical Balance of system

All labor is subject to Mass Prevailing Wage requirements. See Appendix C for the appropriate schedule.

EQUIPMENT SCHEDULE/DETAIL

The following manufacturers are named to provide a level of quality required by the Town. This equipment OR Equal may be bid. The Town reserves the right to determine what is equal if these manufacturers are not specified.

INVERTERS: SolarEdge

MODULES – The following are approved options:

1. SunPower
2. LG
3. SolarWorld
4. REC

MONITORING EQUIPMENT for Inverter and Data Acquisition

Shop drawings, specifications and installation/operation manuals for all equipment must be submitted and approved by the Town or their designee prior to purchase and installation.

Internet service is available at the Highway Garage.

EQUIPMENT TO INSTALL BALLASTED ROOF SYSTEM

Include rack and mounts, all miscellaneous electrical hardware, waterproofing sealants and stainless steel fasteners, lightning arrestors, system handbook, training and orientation, permit documentation and all permit fees, grant documentation, Eversource interconnection documentation are to be provided.

Roof penetrations shall be avoided if at all possible. Power & data cables shall be routed through conduit over the roof and penetrate building walls, if permitted by the electric code. If roof penetrations are necessary they must comply with Firestone products specifications and methods as described below.

EXISTING CONDITIONS – ROOF

The roof is constructed of a wood deck with adhesive applied membrane. Any planned penetrations must conform to Firestone products specifications and methods per the appropriate section. Bidders will have an opportunity to view the roof conditions at the Pre-Bid Meeting.

WARRANTY REQUIREMENTS

EQUIPMENT: All components must be UL Listed, meet state, industry and utility specifications and be installed to meet or exceed National Electric Code and State and Local Building Codes as well as the Commonwealth Solar Minimum Technical Guidelines. Equipment manufacturer warranty shall be the maximum manufacturer warranty on panels and inverters.

LABOR: Installation must be warranted for 10 years which will include defects in workmanship and waterproofing. There shall be no additional charge for equipment warranty for at least 10 years.

ROOF GUARANTEE: Roof penetrations shall be avoided. If necessary, they must comply with Firestone requirements as described below and must be approved prior to installation by the Town's construction manager.

ROOF PENETRATIONS

Roof penetrations on the Highway Garage roof should be avoided if at all possible. If necessary, all roof penetrations must receive prior approval from the Town and must conform to Firestone's requirements as described below, in order to maintain the existing warranty.

Newly installed penetrations that are to be included in warranty coverage must meet the following requirements: flashings must be installed according to Firestone published details. The details chosen must meet warranty specifications for the roof system, and the work must be performed by a licensed Firestone contractor. The "General Alterations" section of the PV/PWA form (all forms attached) must be completed and all required documentation submitted.

A Post-Warranty Alteration inspection to inspect the new penetration flashings may be required at the discretion of the QBS Warranty Services Department. If an inspection is required, the installer is subject to a \$750.00 fee. Upon approval of the completed work, a letter will be sent stating the new penetration flashings have been included in warranty coverage and the Firestone Red Shield warranty remains in full force and effect. The Firestone Technical Representative will not inspect or comment on the PV system.

The Firestone Warranty does not include removal, replacement, or repair of the overburden material. Firestone is not responsible or liable for the appearance or performance of any new overburden materials which are installed following the investigation or repair of a suspected roof leak.

Firestone requires a signed Overburden Waiver and Photovoltaic/Post-Warranty Alteration Form (attached), as well as the required listed documentation, once the work has been completed. The photos sent in by the installer should consist of several overviews and a few close-ups of ballast trays and/or mechanical attachments. To provide additional protection for the field membrane, the installer, in conjunction with the Town, may consider installing slip-sheets (sacrificial membrane) beneath the ballast trays using "like" material (TPO on TPO, black EPDM on black EPDM, EcoWhite EPDM on EcoWhite EPDM, Mod Bit on Mod Bit). The black foam pads often found pre-installed on ballast trays provides adequate protection for black EPDM and Mod Bit.

Firestone warranty questions should be directed to:



Alan Tatum

Building Systems Advisor
Firestone Building Products, LLC
200 4th Avenue South
Nashville, TN 37201
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Phone: 615-937-5105
TatumAlan@bfusa.com

CONTRACT SCHEDULE

Installation shall be completed within 30 days of notice to proceed, weather and utility interconnection process permitting, All efforts shall be made to expedite Eversource interconnection application and final approval.

MINIMUM CRITERIA FOR WINNING BIDDER:

- Bidder must have been in the Solar PV installation business for at least 5 years
- Bidder must identify the project manager that will be assigned to this project, and such manager must have experience in installation of similar size roof -mounted Solar PV installation for at least 5 years. Include Resume' of Project Manager with Bid Forms.
- Bidder must supply positive references for at least 4 similar projects.
- Bidder must have been represented at the Mandatory Pre-bid Meeting and attending NO MORE THAN 15 MINUTES LATE.

PV SOLAR FOR COLRAIN HIGHWAY GARAGE
Form for General Bid

To the Awarding Authority / Town of Colrain:

Pricing is per bid specifications provided within this Invitation for Bids. All activities not expressly mentioned in these specifications, but involved in carrying out their intent are included and the contractor will perform the same as though they were specifically mentioned, described, and delineated- including the provision of incidental equipment and supplies. Colrain is exempt from sales tax. Prices do not include tax.

This bid includes addenda numbered _____ (if applicable)

Total Lump Sum Bid Amount \$ _____

Bid Amount In words: _____

Bid Signature: The Bidder certifies that all equipment/materials meets or exceeds all the requirements of the bid specifications.

Authorized Signature ☒ _____ Title _____ (individual)
Or

Partner Signatures ☒ _____

☒ _____ (partnership)

Or

Authorized Officer ☒ _____ (corporation - signature must be attested to by the Clerk/Secretary of the corporation – please attach to this form)

Printed Name(s) _____

Project Manager's Name: _____

Company Name _____ **Contact person:** _____

Company Address _____

Phone _____ **Fax** _____ **Email** _____

Date _____

TAX COMPLIANCE AND NON-COLLUSION STATEMENTS

Any person or corporation that fails to date, sign with original signature, and submit the following statements shall not be awarded this contract. SIGN IN BOTH PLACES!

Tax Compliance

Pursuant to M.G.L. Ch. 62C, Sec. 49A, I certify under the penalties of perjury that, to my best knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.



Authorized Official's Signature

Title of Person Signing

Typed or Printed Name of Person Signing

Company Name

Telephone Number

Address

Fax Number

Address

Date

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.

Date_____



Authorized Official's Signature

Typed or Printed Name of Person Signing

Company or Corporation

REFERENCES

Please list AT LEAST FOUR references, preferably for projects of similar and size and scope. Please make sure contact information is CURRENT. Inability to check references may affect eligibility of your bid. May be submitted on a separate sheet.

1		
Name of Project/Location		Contract Dates
Name of Contact Person		Title of Contact Person
Phone Number		Scope of Work
2		
Name of Project/Location		Contract Dates
Name of Contact Person		Title of Contact Person
Phone Number		Scope of Work
3		
Name of Project/Location		Contract Dates
Name of Contact Person		Title of Contact Person
Phone Number		Scope of Work
4		
Name of Project/Location		Contract Dates
Name of Contact Person		Title of Contact Person
Phone Number		Scope of Work

Taxpayer Identification Number (TIN) and Certification W-9

Name (as shown on your income tax return)

Business name, if different from above

Check appropriate box: ☐ Individual/Sole proprietor

☐ Corporation

☐ Limited liability company

Circle tax classification: **D** (disregarded entity) **C** (corporation) or **P** (partnership)

☐ Partnership

☐ Other

Address (number, street, and apt. or suite no.)

City, State, and ZIP Code

Taxpayer Identification Number (TIN)

Enter your TIN on the appropriate line below. The TIN provided must match the name given on Line 1 to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the IRS instructions on filling out Form W-9. For other entities, it is your employer identification number (EIN).

SSN: do not put your ssn on this public document. Contact FRCOG if there is no EIN

EIN: _____

Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: a) I am exempt from backup withholding, or b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. person (including a U.S. resident alien).

Certification Instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return.

Signature of U.S. person 

Date: _____

DEBARMENT AND SUSPENSION STATEMENT

Any person or corporation that fails to date, sign with original signature, and submit the following statement shall not be awarded this contract.

DEBARMENT AND SUSPENSION CERTIFICATION

The Vendor/Contractor certifies to the best of its knowledge and belief, that it and its principals:

1. Is not presently debarred, suspended, purposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency;
2. The undersigned certifies under penalties of perjury that the said undersigned is not presently debarred (Chapter 550, Acts of 1991) from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29 of the General Laws, or any other applicable debarment provisions of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder.

Date _____



Authorized Official's Signature

Typed or Printed Name of Person Signing

Company or Corporation

OSHA CERTIFICATION

I hereby certify that all of our employees who will be employed at the work site have successfully passed the OSHA approved 10-hour safety course, and we have proof on file. We also certify that labor can work in harmony with all other elements of labor employed in the work.

Date _____



Authorized Official's Signature

Typed or Printed Name of Person Signing

Company or Corporation

Check-list for Enclosures in your Bid:

- o BID FORM - Completely filled out and signed
- o Signed Tax Compliance and Non-Collusion Statements, Debarment Form, W-9/Tax Identification Form and OSHA Certification
- o At Least 4 Current References INCLUDING AT LEAST ONE PUBLIC PROJECT IN MA.
- o Resume of Project Manager showing minimum experience requirements
- o Equipment Brochure(s)
- o Warranty Description Information
- o BID BOND in the amount of 5% of your bid (no personal checks will be accepted – bank check or surety bond are acceptable)

Items required at Contract Signing:

- o Proof of Insurance with the Town of Colrain named as Additional Insured
- o Payment Bond in the amount of 50% of the total contract price

 don't forget to include authorized signature where indicated

APPENDICES

- A. SAMPLE CONTRACT
- B. COLRAIN HIGHWAY GARAGE BUILDING CONSTRUCTION DOCUMENTS
- C: MASSACHUSETTS PREVAILING WAGE SCHEDULE AND REPORTING DOCUMENTS

APPENDIX A

SAMPLE CONTRACT AGREEMENT. AN AGREEMENT SUBSTANTIALLY IN ACCORD WITH THIS AGREEMENT WILL BE SIGNED BETWEEN THE TOWN AND THE AWARDED CONTRACTOR.

AGREEMENT

THIS AGREEMENT made this _____ day of _____ in the year Two Thousand and _____, between _____, with a usual place of business at _____, hereinafter called the CONTRACTOR, and the TOWN of COLRAIN, acting by its SELECTBOARD, with a usual place of business at 55 MAIN ROAD, COLRAIN, MA 01340, hereinafter called the OWNER.

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

1. Scope of Work

The Contractor shall furnish all labor, materials, equipment and insurance to perform all work required for the project known as the **SOLAR PV ON HIGHWAY GARAGE** Project, in strict accordance with the Contract Documents and all related Drawings and Specifications. The Contract Documents (Section 11, herein), Specifications, Drawings and any GENERAL SUPPLEMENTARY CONDITIONS are incorporated herein by reference and are made a part of this Agreement.

2. Contract Price

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

_____.

3. Commencement and Completion of Work and Liquidated Damages

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

- A. Definition of Term: The Term "Substantial completion" shall mean the date certified by the Owner when construction is sufficiently complete, in accordance with the Contract Documents, so the Owner may occupy the project, or designated portion(s) thereof, for the use for which it is intended.
- B. Time as Essential Condition: It is understood and agreed that the commencement of and substantial completion of the work are essential conditions of this Agreement. It is further agreed that time is of the essence for each and every portion of the Contract Documents wherein a definite and certain length of time is fixed for the performance of any act whatsoever; and where under the Contract Documents any additional time is allowed for the completion of any work, the new time fixed by such extension shall be of the essence of this Agreement. It is understood and agreed that the times for the completion of the work are reasonable, taking into consideration the average climatic range and usual industrial conditions prevailing in this locality.
- C. Progress and Completion: Contractor shall commence work promptly upon execution of this Agreement and shall prosecute and complete the work regularly, diligently and uninterruptedly at such a rate of progress as will insure Substantial Completion within the stipulated number of calendar days.
- D. Liquidated Damages: It is expressly agreed between the Contractor and the Owner that the Contractor will be responsible for all damages which may arise due to the Contractor's failure to substantially complete the work within the above specified time. If the Contractor shall neglect, fail or refuse to complete the work within the specified number of days, or any extension thereof authorized by the Owner, Contractor agrees, as a part of the consideration for the execution of this Contract by the Owner, to pay the Owner the amount specified herein, not as a penalty, but as liquidated damages for such breach of contract as hereinafter set forth, for each and every calendar day, excluding Saturdays, Sundays and legal Holidays, that the Contractor shall be in default of Substantial completion after the date specified in the Agreement. Due to the impracticability and extreme difficulty of fixing and ascertaining the actual damages the Owner would in such event sustain, said amount is agreed to be the amount of damages which the Owner would sustain, and said amount shall be retained from time to time by the Owner from current periodic estimates.

4. Performance of the Work

- A. Direction of the Work: The Contractor shall supervise and direct the Work, using his best skills and attention which shall not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The Contractor shall maintain adequate supervisory personnel at the project site during the performance of the Work. He shall be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Agreement.
- B. Responsibility for the Work: (1) The Contractor shall be responsible to the Owner for the acts and omissions of his employees, Subcontractors and their agents and employees,

and other persons performing any of the Work under a contract with the Contractor. This obligation shall also extend to the presence on the Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.

(2) The Contractor shall not be relieved from his obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the Owner in its administration of the Agreement, or by inspections, tests or approvals required or performed by persons other than the Contractor. Approval or review of any documents plans specifications or drawings by the Owner shall not relieve the Contractor of its duties and obligations hereunder.

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

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

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

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

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

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

- F. Progress Schedule: The Contractor, immediately after being awarded the Contract, shall prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.
- G. Drawings, Specifications and Submittals:
- (1) The Contractor shall maintain at the site for the Owner one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications, and "As-Built" Drawings and Specifications in good order and marked currently to record all changes made during construction, and approved Shop Drawings, Product Data and Samples. These shall be delivered to the Owner upon completion of the Work.
 - (2) By approving and submitting Shop Drawings, Product Data and Samples, the Contractor represents that he has determined and verified all materials, field measurements, and field construction criteria related thereto, or will do so, and that he has checked and coordinated the information contained within such submittals with the requirements of the Work and of the Contract Documents.
 - (3) The Contractor shall not be relieved of responsibility for any deviation from the requirements of the Contract Documents by the Owner's approval of Shop Drawings, Product Data or Samples unless the Contractor has specifically informed the Owner in writing of such deviation at the time of submission and the Owner has given written approval to the specific deviation. The Contractor shall not be relieved from responsibility for errors or omissions in the Shop Drawings, Product Data or Samples by the Owner's approval thereof.
 - (4) The Contractor shall direct specific attention, in writing or on resubmitted Shop Drawings, Product Data or Samples, to revisions other than those requested by the Owner on previous submittals.
 - (5) No portion of the Work requiring submission of a Shop Drawing, Product Data or Sample shall be commenced until the submittal has been approved by the Owner. All such portions of the Work shall be in accordance with approved submittals.
- H. Protection of the Work and Owner's Property: The Contractor shall at all times safely guard the Owner's property from injury or loss in connection with this Agreement. He shall at all times safely guard and protect his own work, and that of adjacent property from damage. The Contractor shall replace or make good any such damage, loss or injury. The Contractor shall clean the work area and restore it to its original condition upon completion of the work.
- I. Quality of the Work: The Contractor shall perform the work in a good, workmanlike manner. The Contractor hereby guarantees that the entire work constructed by him under the Agreement will meet fully all requirements thereof as to quality of workmanship and

materials. The Contractor hereby agrees to make at his own expense any repairs or replacements made necessary by defects in materials or workmanship supplied to him that become evident within one (1) year after the date of the final payment, and to restore to full compliance with the requirements set forth herein any part of the work constructed hereunder, which during said one (1) year period is found to be deficient with respect to any provisions of the Contract Documents. The Contractor also agrees to hold the Owner harmless from claims of any kind arising from damage due to said defects. The Contractor shall make all repairs and replacements promptly upon receipt of written orders for same from the Owner. If the Contractor fails to make the repairs and replacements promptly, the Owner may do the work and the Contractor shall be liable to the Owner for the cost thereof.

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

5. Affirmative Action/Equal Employment Opportunity

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

6. Site Information Not Guaranteed; Contractor's Investigation

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

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

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

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

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

7. Project Architect or Engineer

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

8. Wage Rates

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

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

9. Payments to the Contractor

Within thirty (30) days after receipt from the Contractor of a proper and satisfactory periodic estimate requesting payment of the amount due for the preceding month, the Owner shall have thirty (30) days to make payment for:

- A. The work performed during the preceding month.
- B. The materials not incorporated in the Work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the Contractor has title, or to which a Subcontractor has title and has authorized the Contractor to transfer title to the Owner.

C. Less the following retention items:

1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor.
2. A retention for direct payments to Subcontractors, if any, based on demands for same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws.
3. A retention not exceeding five percent (5%) of the approved amount of the periodic payment.

D. After the receipt of a periodic estimate requesting final payment and within sixty-five (65) days after the Contractor fully completes the Work, or substantially completes the Work so that the value of the Work remaining to be done is, on the estimate of the Owner, less than 1% of the original Contract Price, or substantially completes the Work and the Owner takes possession or occupancy, whichever occurs first, the Owner shall pay the Contractor the entire balance due on the Contract less:

1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor and of the cost of completing the incomplete and unsatisfactory items of work.
2. A retention for direct payments to Subcontractors, if any, based on demands of same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws, or based on the record of payments by the Contractor to the Subcontractors under this Contract if such record of payment indicates that the Contractor has not paid Subcontractors as provided in Section 39F of Chapter 30 of the General Laws.

The Owner may make changes in any periodic estimate submitted by the Contractor and the payment due on said periodic estimate shall be computed in accordance with the changes so made, and such changes and any requirements for a corrected periodic estimate shall not affect the due date for the periodic payment or the date for the commencement of interest charges on the amount of the periodic payment computed in accordance with the changes made, as provided herein; provided further, that the Owner may, within fourteen (14) days after receipt, return to the Contractor for correction, any periodic estimate which is not in acceptable form or which contains computations not arithmetically correct, and in that event, the date of receipt of such periodic estimate shall be the date of receipt of the corrected periodic estimate in proper form and with arithmetically correct computations. The date of receipt of a periodic estimate received on a Saturday shall be the first working day thereafter.

E. Changes in the Work: No changes in the work covered by the approved Contract Documents shall be made without prior written approval of the Owner. Charges or

credits for the work covered by the approved change shall be determined by one or more, or a combination of the following methods:

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

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

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

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

10. Final Payment, Effect

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

11. Contract Documents

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

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

12. Terms Required By Law

12.1 This contract will be construed and governed by the provisions of applicable federal, state and local laws and regulations; and wherever any provision of the contract or contract documents shall conflict with any provision or requirement of federal, state or local law or regulation, then the provisions of law and regulation shall control. Where applicable to the contract, the provisions of General Laws are incorporated by reference into this contract, including but not limited to the following:

General Laws Chapter 30B - Procurement of Goods and Services

General Laws Chapter 30, section 39 et. seq. - Public Works Contracts

General Laws Chapter 149, section 44A et. seq. - Public Buildings Contracts

General Laws Chapter 25A - Division of Energy Resources

12.2 Wherever applicable law mandates the inclusion of any term and/or provision into a municipal contract, this section shall be understood to import such term or provision into this contract. To whatever extent any provision of this contract shall be inconsistent with any law or regulation limiting the power or liability of cities and towns, such law or regulation shall control.

12.3 The Contractor shall give all notices and comply with all laws and regulations bearing on the performance of the contract. If the Contractor performs the contract in violation of any applicable law or regulation, the Contractor shall bear all costs arising therefrom.

12.4 The Contractor shall keep itself fully informed of all existing and future State and Federal Laws and Municipal By-laws and regulations and of all orders and decrees of any bodies or tribunals having jurisdiction in any manner affecting those engaged or employed in the work, of the materials used in the work or in any way affecting the conduct of the work, if any discrepancy or inconsistency is discovered in the Drawings, Specifications or Contract for this work in violation of any such law, by-law, regulation, order or decree, it shall forthwith report the same in writing to the Owner. It shall, at all times, itself observe and comply with and shall cause all its agents, employees and subcontractors to observe and comply with all such existing and future laws, by-laws, regulations, orders and decrees; and shall protect and indemnify the Owner and its duly appointed agents against any claim or liability arising from or based on any violation whether by Contractor, its agents, employees or Subcontractors or any such law, by-law, regulation or decree.

13. Indemnification

a. To the fullest extent permitted by law, the Contractor shall defend, indemnify, and save harmless the Owner, and its respective duly elected or appointed officials, agents and employees (referred to collectively as “Owners”) from and against all demands, claims, damages, liabilities, losses, costs, and expenses (including, but not limited to, reasonable attorney fees) (referred to collectively as “demands”) arising out of or resulting from any work performed pursuant to this Agreement including but not limited to any negligent acts, errors, or omissions of the Contractor, any subcontractor of the Contractor, or any person directly or indirectly employed by any of them, or by a defect of a product or design supplied by the Contractor or subcontractor. Such obligation shall not negate, abridge, or reduce in any way any additional indemnification rights of the Owner, that otherwise may exist under statute or in law or equity.

b. Contractor assumes full responsibility for relations with any subcontractors employed directly or indirectly by the Contractor and the Contractor shall defend, indemnify, and save harmless the Owner from all demands made against the Owner by such subcontractor, such subcontractor’s agent or employee, or any person, as the result of such subcontractor’s work performed pursuant to this Agreement including but not limited to negligent acts, errors, or omissions that arise out of, result from, or are connected with the performance of this Agreement or any subsequent Agreement and is not otherwise subject to indemnifications under subparagraph “a” above.

c. The Contractor shall defend, indemnify, and hold harmless the Owner from any and all demands relating to wages, overtime compensation, or other employee benefits by employees employed directly or indirectly by the Contractor for work performed in connection with the work hereunder or required by state or federal law, including but not limited to **Fair Labor Standards Act and Massachusetts Prevailing Wage Law.**

d. The indemnification obligations of the Contractor and subcontractor shall not be limited in any way by any limitations on the amount or type of damages, compensations, or benefits payable by or for the Contractor or subcontractor under any federal or state law.

e. In the event of a breach of this Agreement by the Contractor, the Contractor shall pay the Owner all reasonable attorney fees, costs and other litigation expenses incurred by the Owner in enforcing its rights as a result of said breach in addition to any damages for said breach.

14. Insurance

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

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

The Contractor shall, at all times during the Contract, maintain in full force and effect: Employer's Liability, Workers' Compensation, Public Liability and Property Damage Insurance, including contractual liability coverage for the provisions of Section 13.00 (INDEMNITY). All insurance shall be by insurers and for policy limits acceptable to Owner and, before commencement of work hereunder, the Contractor agrees to furnish Owner with certificates of insurance or other evidence satisfactory to Owner to the effect that such insurance has been procured and is in force. The certificates shall contain the following express obligation:

"This is to certify that the policies of insurance described herein have been issued to the insured for whom this certificate is executed and are in force at this time. In the event of cancellation of material change in a policy affecting the certificate holder, thirty (30) days prior written notice will be given the certificate holder."

For the purpose of the Contract, the Contractor shall carry the following types of insurance in at least the limits specified below:

COVERAGELIMITS OF LIABILITY

Workers' Compensation	Statutory
Employers' Liability	\$500,000
Bodily Injury Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Property Damage Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Automobile Bodily Injury Liability	\$1,000,000 each person \$2,000,000 each occurrence
Automobile Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$2,000,000 each occurrence

Town shall be named as an additional insured under the liability and automobile insurance. The general liability insurance policy should contain a broad form general liability endorsement.

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

15. Notice

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

16. Termination

- A. Each party shall have the right to terminate this Agreement in the event of a failure of the other party to comply with the terms of the Agreement. Such termination shall be effective upon seven days' notice to the party in default and the failure within that time of said party to cure its default.

- B. The Owner shall have the right to terminate the Agreement without cause, upon ten (10) days' written notice to the Contractor. In the event that the Agreement is terminated pursuant to this subparagraph, the Contractor shall be reimbursed in accordance with the Contract Documents for all satisfactory Work performed up to the termination date, and for all materials or equipment not incorporated in the Work, but delivered and suitably stored at the site. Payment for material or equipment stored at the site shall be conditioned upon submission by the Contractor of bills of sale or such other evidence as is satisfactory to Owner to establish the Owner's title to such material or equipment or otherwise protect the Owner's interests.

17. Miscellaneous

- A. Royalties and Patents: The Contractor shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall save the Owner harmless from loss on account thereof, except that the Owner shall be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified; but if the Contractor believes or has reason to believe that the design, process or product specified is an infringement of a patent, he shall be responsible for such loss unless he promptly gives such information to the Owner, and thereafter the Owner insists on the use of the design, process or products specified.

B. ACCESS TO RECORDS

Contractor will make all books, accounts, data, records, reports, files and other papers, things or property, that relate to its activities under this Contract, available at all reasonable times for inspection, review and audit by the Owner, its authorized representative, the Inspector General of the Commonwealth, or the Auditor of the Commonwealth. The Commonwealth reserve the right of the Governor or his designee, the Secretary of Administration and Finance and the State Auditor or his designee, at reasonable times and upon reasonable notice to examine the books, records, and other compilative data of the Contractor which pertain to the performance of the provisions and requirements of this Contract as provided by Executive Order 195.

C. RIGHTS AND REMEDIES

Owner's rights and remedies provided in this Contract are in addition to any other rights and remedies provided by law.

D. CONFLICT OF INTEREST

Each party shall adhere to the provisions of Massachusetts General Laws, Chapter 268A, with respect to the Conduct of Public Employees. In addition, no member, officer, or employee of either party, or its designee, or agents, no member of the governing body of the locality in which the program is situated, and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the program during his tenure or for one (1) year thereafter (or such longer period as may be provided

in Chapter 268A of the Massachusetts General Laws), shall have any interest in any contract or subcontract, or the proceeds thereof, for work to be performed in connection with the program assisted under this Contract. Each party shall incorporate, or cause to be incorporated, in all such contracts or subcontracts a provision prohibiting such interest, pursuant to the purposes of this subsection.

E. JURISDICTION

This Contract shall be interpreted by the laws of the Commonwealth of Massachusetts and any suit brought pursuant to this Contract shall be commenced only within the County of Franklin, Massachusetts.

F. MODIFICATION, WAIVER OR CHANGE

No modifications, waiver or change shall be made in the terms and conditions of this Contract except as may be mutually agreed upon in writing by all parties hereto.

G. ASSIGNMENT

Owner and Contractor recognize that each has a substantial interest in having the other perform or control the acts required of it by this Contract. Neither party shall perform its duties through a delegate nor assign its interest under this Contract without the written consent of the other. Nothing herein shall be construed to prevent an assignor's due performance of its entire obligation.

H. SUCCESSORS AND ASSIGNS

Owner and Contractor each binds itself, its partners, successors, assigns, and legal representatives to the other party to this Contract and to the partners, successors, assigns and legal representatives of such other party with respect to all covenants of this Contract.

I. ENTIRE UNDERSTANDING

This Contract, together with the attachments hereto, represent the entire understanding of the parties, and neither party is relying upon any representation not contained herein.

J. SEVERABILITY/INTERPRETATION

In the event that any provision of this Contract shall be deemed invalid, unreasonable, or unenforceable by any court of competent jurisdiction, such provision shall be stricken from the Contract or modified so as to render it reasonable, and the remaining provisions of this Contract or the modified provision as provided above, shall continue in full force and effect and be binding upon the parties so long as such remaining or modified provisions reflect the intent of the parties as of the date of this Contract. Further, should this Contract omit any statutory or regulatory requirements which would otherwise render

this Contract illegal, then this Contract shall be deemed amended to the minimum extent necessary to comply with said statutes or regulations.

For purposes of interpreting this Agreement in the context of a dispute over its terms or otherwise neither party shall be considered the drafter of this Agreement and neither party shall have any provision of this Agreement construed in its favor as a result of its role in drafting this Agreement or its bargaining power with respect to this Agreement, Consultant's Services, the Project, or otherwise.

K. OWNERSHIP OF DOCUMENTS

The parties agree that all documents created for the project by the Contractor shall belong to the Owner.

- L. By its signature hereon, the Contractor certifies, under the pains and penalties of perjury, that it has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.
- M. The compensation provided by this Contract is subject to the continued availability of funds for the services provided for herein.
- N. The Contractor by its signature certifies that it has a drug free workplace and policy.

[Remainder of page intentionally blank.]

**SIGNATURES AND CERTIFICATES FROM HERE FORWARD
NOT REQUIRED TO BE SUBMITTED WITH THE BID – BUT
REQUIRED OF THE WINNING BIDDER**

AGREED:

TOWN OF _____, MASSACHUSETTS
(Owner)

By its _____

CONTRACTOR: _____

By _____

(Name)

(Title)

(Address)

(City and State)

Approved as to Form:

By _____

(Owner's Counsel)

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

By _____

(Owner's Accountant)

(Name)

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

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

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

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

VOTED: To authorize and empower

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

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

By: _____
(Secretary of Corporation)

A True Copy:

Attest: _____
(Notary Public)

My Commission Expires: _____
(Date)

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

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

TAX COMPLIANCE

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

NON-COLLUSION

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

PUBLIC CONTRACTOR DEBARMENT

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

OSHA TRAINING

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

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

COMPLETE AND SIGN BELOW:

Authorized Person's Signature

Date

Print Name & Title of Signatory

Name of Contractor

PAYMENT BOND

KNOW ALL MEN BY THESE PRESENTS: That we _____

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

hereinafter called "Principal" and _____ of _____,
(Surety)

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

Division of Insurance to do business under the laws of the Commonwealth of Massachusetts, are held and firmly bound to the Town of _____, _____, Massachusetts, hereinafter called "Owner", in the penal sum of

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

THE CONDITION OF THIS OBLIGATION is such that Whereas, the Principal entered into a certain contract with the Owner, dated the _____ day of _____, 20____, for the construction described as follows:

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

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

When the Surety's obligation under this Bond arises, the Surety, at its sole expense and at the consent and election of the Owner, shall promptly take one of the following steps: (1) arrange for the Principal to make payment to subcontractors and suppliers; (2) make payments to all subcontractors and suppliers; or (3) reimburse the Owner, in a manner and at such time as the Owner shall decide, for all costs and expenses incurred by the Owner in reimbursing the subcontractors and suppliers. Surety will keep Owner reasonably informed of the progress, status and results of any investigation of any claim of the Owner.

IFB Colrain Highway Garage PV IFB 20200311

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

After the Surety's obligation under this Bond arises, the Surety is obligated, to the limit of the amounts of this Bond for all payments to subcontractors and suppliers.

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

The Surety, for value received, hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the Construction Contract or to the work to be performed thereunder or the specifications accompanying the same shall in any way affect its obligation on this Bond, and it does hereby waive notice of any such change, extension of time, alteration or addition to the terms of the Construction Contract or to the work or to the specifications.

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:

_____	By	_____ Surety
		_____ (Attorney-in-Fact)

		_____ (Address-Zip Code)
_____ (SEAL)		
Witness as to Surety		

(Address-Zip Code)		

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

Certification of Drug-Free Workplace

The CONTRACTOR certifies that it will or will continue to provide a drug-free workplace by:

1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the contractor's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
2. Establishing an ongoing drug-free awareness program to inform employees about-
 - (a) The dangers of drug abuse in the workplace;
 - (b) The contractor's policy of maintaining a drug-free workplace;
 - (c) Any available drug counseling, rehabilitation and employee assistance programs and;
 - (d) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
3. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph 1;
4. Notifying the employee in the statement required by paragraph 1 that, as a condition of employment under the grant, the employee will-
 - (a) Abide by the terms of the statement and;
 - (b) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;
5. Notifying the Town in writing, within ten calendar days after receiving notice under sub-paragraph 4(b) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Town has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant;
6. Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph 4(b), with respect to any employee who is convicted-
 - (a) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended or;
 - (b) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State or local health, law enforcement or other appropriate agency;
7. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs 1, 2, 3, 4, 5 and 6.

NOTE: The penalty for making false statements in offers is prescribed in 18 U.S.C. 1001

Signature: _____

APPENDIX B

Kurtz Inc.

SUBMITTAL

No. 061753.2

810 Southampton Road
Westfield, MA 01085

Phone: (413) 568-0636
Fax: (413) 568-5430

PROJECT: Colrain Highway Dept.
Highway Department Repair and Partial
Replacement

DATE: 03/06/2017

TITLE: Trusses: Shop Drawings

JOB: 170201

TO: Weston & Sampson Engineers Inc.
100 Foxborough Blvd. Suite 250
Foxborough, MA 02035
Phone: 508-698-3034

DIVISION: 06

TRADE: Carpentry

ATTN: John Comeau

SECTION: 1.04

RE-SUBMITTAL: ☐

<input checked="" type="checkbox"/> Shop Drawings <input type="checkbox"/> Letter <input type="checkbox"/> Prints <input type="checkbox"/> Plans	<input type="checkbox"/> Samples <input type="checkbox"/> Specifications <input type="checkbox"/> Other: <input type="checkbox"/> Other:
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<u>COPIES</u>	<u>SECTION</u>	<u>DESCRIPTION</u>
1	1.04 B	Shop Drawings, Trusses

REMARKS:

COMMENTS ARE A
PRELIMINARY
CHECK OF THE
DESIGN CRITERIA
OF THE TRUSSES.
RESUBMITTAL
REQUIRED

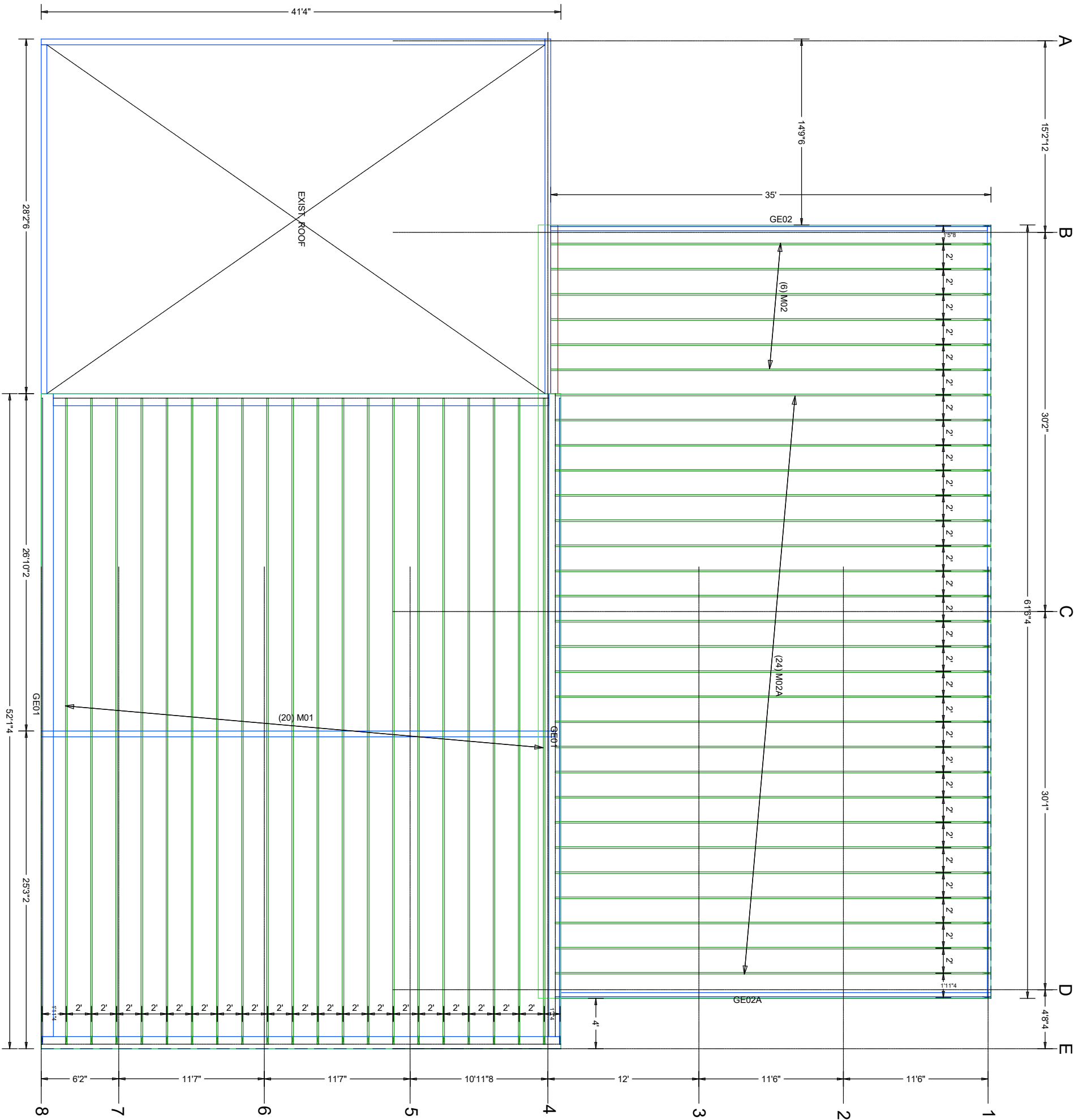
SUBMITTAL REVIEW

1 ☐ FURNISH AS SUBMITTED 3 ☒ REVISE AND RESUBMIT
2 ☐ FURNISH AS NOTED 4 ☐ REJECTED

This submittal has been reviewed for general conformance with the plans and specifications for this project. Corrections, comments and/or clarifications noted do not relieve the contractor from coordinating and correlating all dimensions and quantities, selections of construction techniques, coordinating the work of its forces and the other trades, and performance of the work in a safe and satisfactory manner.

WESTON & SAMPSON ENGINEERS, INC.

Date: 7/31/17 **By:** RKR

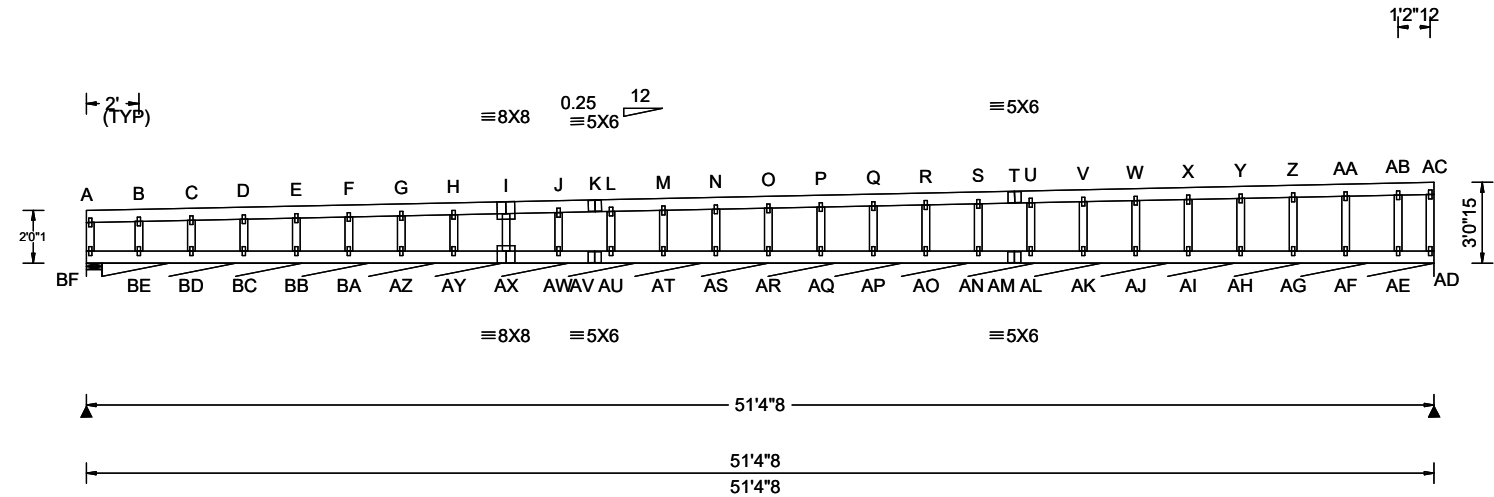


Customer: KURTZ INC.
Job Description: COLRAIN
Site Address: 9 JACKSONVILLE RD
Date: 03-08-2017
Designer: Jon Downing

JOB NO:
1702003

PAGE NO:

1 OF 1



Loading Criteria (psf)	Wind Criteria	Snow Criteria (Pg,Pf in PSF)	Defl/CSI Criteria	▲ Maximum Reactions (lbs), or *=PLF
TCLL: 47.00 TCDL: 10.00 BCLL: 0.00 BCDL: 10.00 Des Ld: 67.00 NCBCLL: 0.00 Soffit: 0.00 Load Duration: 1.15 Spacing: 24.0 "	Wind Std: ASCE 7-05 Speed: 115 mph Enclosure: Closed Category: II EXP: B Mean Height: 22.88 ft TCDL: 4.2 psf BCDL: 3.0 psf MWFRS Parallel Dist: 0 to h/2 C&C Dist a: 5.14 ft Loc. from endwall: Any I: 1.0 GCpi: 0.18 Wind Duration: 1.60	Pg: 60.0 Ct: 1.1 CAT: II Pf: 46.2 Ce: 1.0 Lu: - Cs: not used Snow Duration: 1.15 Code / Misc Criteria Bldg Code: IBC 2009 TPI Std: 2007 Rep Factors Used: Yes FT/RT:0(0)/3(0) Plate Type(s): WAVE	PP Deflection in loc L/defl L/# VERT(LL): 0.001 AA 999 240 VERT(TL): 0.001 AA 999 180 HORZ(LL): -0.043 V - - HORZ(TL): -0.061 V - - Creep Factor: 1.5 Max TC CSI: 0.032 Max BC CSI: 0.010 Max Web CSI: 0.068 Mfg Specified Camber: VIEW Ver: 16.01.00F.0504.19	Loc R / U / Rw / Rh / RL / W BF 119 / - / 17 / - / 31 / 7.3 AD*133 / 21 / 15 / - / - / 609 Wind reactions based on MWFRS BF Min Brg Width Req = 1.5 BF Min Brg Width Req = - Bearings BF & BF are a rigid surface. Maximum Top Chord Forces Per Ply (lbs) Chords Tens.Comp. Chords Tens. Comp.
				A - B 0 -32 O - P 0 -10 B - C 0 -30 P - Q 0 -8 C - D 0 -28 Q - R 1 -6 D - E 0 -26 R - S 1 -5 E - F 0 -25 S - T 1 -3 F - G 0 -23 T - U 2 -3 G - H 0 -22 U - V 2 -2 H - I 0 -20 V - W 3 -2 I - J 0 -18 W - X 3 -1 J - K 0 -17 X - Y 4 -1 K - L 0 -16 Y - Z 6 -1 L - M 0 -15 Z - AA 8 0 M - N 0 -13 AA-AB 9 0 N - O 0 -11 AB-AC 11 0

Lumber Top chord 2x6 SPF #1/#2 Bot chord 2x6 SPF #1/#2 Webs 2x4 SPF Stud	Bracing Fasten rated sheathing to one face of this frame.	Plating Notes All plates are 1.5X4 except as noted. Handling stresses not considered for plates. Handling of this truss requires special care by truss manufacturer and installation contractor to prevent plate damage.
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Wind Wind loads based on MWFRS with additional C&C member design. End verticals not exposed to wind pressure.	Additional Notes See DWGS A12030051014 & GBLLETIN1014 for gable wind bracing requirements. WARNING: Furnish a copy of this DWG to the installation contractor. Special care must be taken during handling, shipping and installation of trusses. See "WARNING" note below. Snow loading based on an unobstructed roof. Complete drainage required. Truss must be installed as shown with top chord up.	Maximum Bot Chord Forces Per Ply (lbs) Chords Tens.Comp. Chords Tens. Comp. BF-BE 10 -15 AR-AQ 2 -13 BE-BD 9 -15 AQ-AP 2 -13 BD-BC 9 -15 AP-AO 1 -13 BC-BB 8 -15 AO-AN 1 -12 BB-BA 8 -15 AN-AM 0 -12 BA-AZ 7 -14 AM-AL 0 -12 AZ-AY 6 -14 AL-AK 0 -12 AY-AX 6 -14 AK-AJ 0 -12 AX-AW 5 -14 AJ-AI 0 -12 AW-AV 5 -14 AI-AH 0 -12 AV-AU 5 -14 AH-AG 0 -12 AU-AT 4 -13 AG-AF 0 -11 AT-AS 3 -13 AF-AE 0 -11 AS-AR 3 -13 AE-AD 0 -11
		Maximum Gable Forces Per Ply (lbs) Gables Tens.Comp. Gables Tens. Comp.

****WARNING**** READ AND FOLLOW ALL NOTES ON THIS DRAWING!
****IMPORTANT**** FURNISH THIS DRAWING TO ALL CONTRACTORS INCLUDING THE INSTALLERS
Trusses require extreme care in fabricating, handling, shipping, installing and bracing. Refer to and follow the latest edition of BCSI (Building Component Safety Information, by TPI and SBCA) for safety practices prior to performing these functions. Installers shall provide temporary bracing per BCSI. Unless noted otherwise, top chord shall have properly attached structural sheathing and bottom chord shall have a properly attached rigid ceiling. Locations shown for permanent lateral restraint of webs shall have bracing installed per BCSI sections B3, B7, or B10, as applicable. Apply plates to each face of truss and position as shown above and on the Joint Details, unless noted otherwise. Refer to drawings 160A-Z for standard plate positions.
Alpine, a division of ITW Building Components Group Inc. shall not be responsible for any deviation from this drawing, any failure to build the truss in conformance with ANSI/TPI 1, or for handling, shipping, installation and bracing of trusses. **A seal on this drawing or cover page listing this drawing, indicates acceptance of professional engineering responsibility solely for the design shown. The suitability and use of this drawing for any structure is the responsibility of the Building Designer per ANSI/TPI 1 Sec.2.**
For more information see this job's general notes page and these web sites: ALPINE: www.alpineitw.com; TPI: www.tpinet.org; SBCA: www.sbcindustry.com; ICC: www.iccsafe.org

Job Number: 1702003		Ply: 1	SEQN: 230787 / T2 / GABL		DRW: ... / ... 03/08/17	
COLRAIN		Qty: 2	FROM:			
Truss Label: GE01		Wgt: 301.0 lbs	Page 2 of 2			
			A -BF	15 -99	P -AQ	72 -228
			B -BE	94 -243	Q -AP	72 -228
			C -BD	70 -228	R -AO	72 -228
			D -BC	72 -228	S -AN	72 -228
			E -BB	72 -228	U -AL	72 -228
			F -BA	72 -228	V -AK	72 -228
			G -AZ	72 -228	W -AJ	72 -228
			H -AY	72 -230	X -AI	72 -228
			I -AX	71 -225	Y -AH	72 -228
			J -AW	72 -230	Z -AG	72 -228
			L -AU	72 -228	AA-AF	73 -236
			M -AT	72 -228	AB-AE	56 -205
			N -AS	72 -228	AC-AD	28 -59
			O -AR	72 -228		

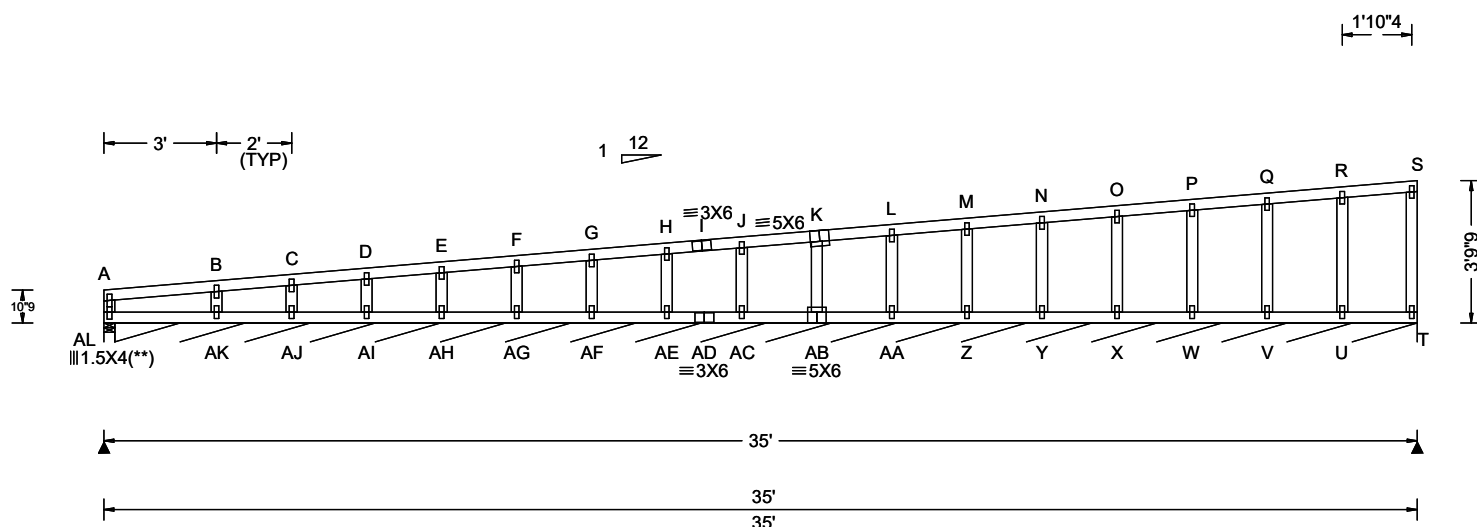
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For more information see this job's general notes page and these web sites: ALPINE: www.alpineitw.com; TPI: www.tpinst.org; SBCA: www.sbcindustry.com; ICC: www.iccsafe.org



Loading Criteria (psf)	Wind Criteria	Snow Criteria (Pg,Pf in PSF)	Defl/CSI Criteria	▲ Maximum Reactions (lbs), or *=PLF
TCLL: 47.00	Wind Std: ASCE 7-05	Pg: 60.0 Ct: 1.1 CAT: II	PP Deflection in loc L/defl L/#	Loc R /U /Rw /Rh /RL /W
TCDL: 10.00	Speed: 115 mph	Pf: 46.2 Ce: 1.0	VERT(LL): 0.001 R 999 240	AL 175 /- /24 /- /76 /3.5
BCLL: 0.00	Enclosure: Closed	Lu: - Cs: not used	VERT(TL): 0.002 R 999 180	T* 130 /18 /15 /- /- /416
BCDL: 10.00	Category: II	Snow Duration: 1.15	HORZ(LL): -0.023 R - -	Wind reactions based on MWFRS
	EXP: B		HORZ(TL): -0.034 R - -	AL Min Brg Width Req = 1.5
Des Ld: 67.00	Mean Height: 16.34 ft		Creep Factor: 1.5	AL Min Brg Width Req = -
NCBCLL: 0.00	TCDL: 4.2 psf	Code / Misc Criteria	Max TC CSI: 0.162	Bearings AL & AL are a rigid surface.
Soffit: 0.00	BCDL: 3.0 psf	Bldg Code: IBC 2009	Max BC CSI: 0.036	
Load Duration: 1.15	MWFRS Parallel Dist: 0 to h/2	TPI Std: 2007	Max Web CSI: 0.098	
Spacing: 24.0 "	C&C Dist a: 3.50 ft	Rep Factors Used: Yes	Mfg Specified Camber:	
	Loc. from endwall: Any	FT/RT:0(0)/3(0)		Maximum Top Chord Forces Per Ply (lbs)
	I: 1.0 GCpi: 0.18	Plate Type(s):		Chords Tens.Comp. Chords Tens. Comp.
	Wind Duration: 1.60	WAVE		A - B 0 -115 J - K 1 -57
			VIEW Ver: 16.01.00F.0504.19	B - C 0 -104 K - L 2 -50

Top chord 2x4 SPF #1/#2
Bot chord 2x4 SPF #1/#2
Webs 2x4 SPF Stud

Fasten rated sheathing to one face of this frame.

All plates are 1.5X4 except as noted.

(**) 1 plate(s) require special positioning. Refer to scaled plate plot details for special positioning requirements.

Handling stresses not considered for plates. Handling of this truss requires special care by truss manufacturer and installation contractor to prevent plate damage.

Wind loads based on MWFRS with additional C&C member design.

Right end vertical not exposed to wind pressure.

See DWGS A12030051014 & GBLLETIN1014 for gable wind bracing requirements.

Snow loading based on an unobstructed roof.
Complete drainage required.

Truss must be installed as shown with top chord up.

Maximum Bot Chord Forces Per Ply (lbs)					
Chords	Tens.Comp.		Chords	Tens. Comp.	
AL-AK	27	-12	AC-AB	9	-6
AK-AJ	22	-11	AB-AA	7	-6
AJ-AI	20	-10	AA- Z	6	-6
AI-AH	17	-9	Z - Y	5	-5
AH-AG	15	-8	Y - X	4	-5
AG-AF	13	-8	X - W	3	-5
AF-AE	12	-7	W - V	2	-4
AE-AD	10	-7	V - U	1	-4
AD-AC	10	-7	U - T	0	-4

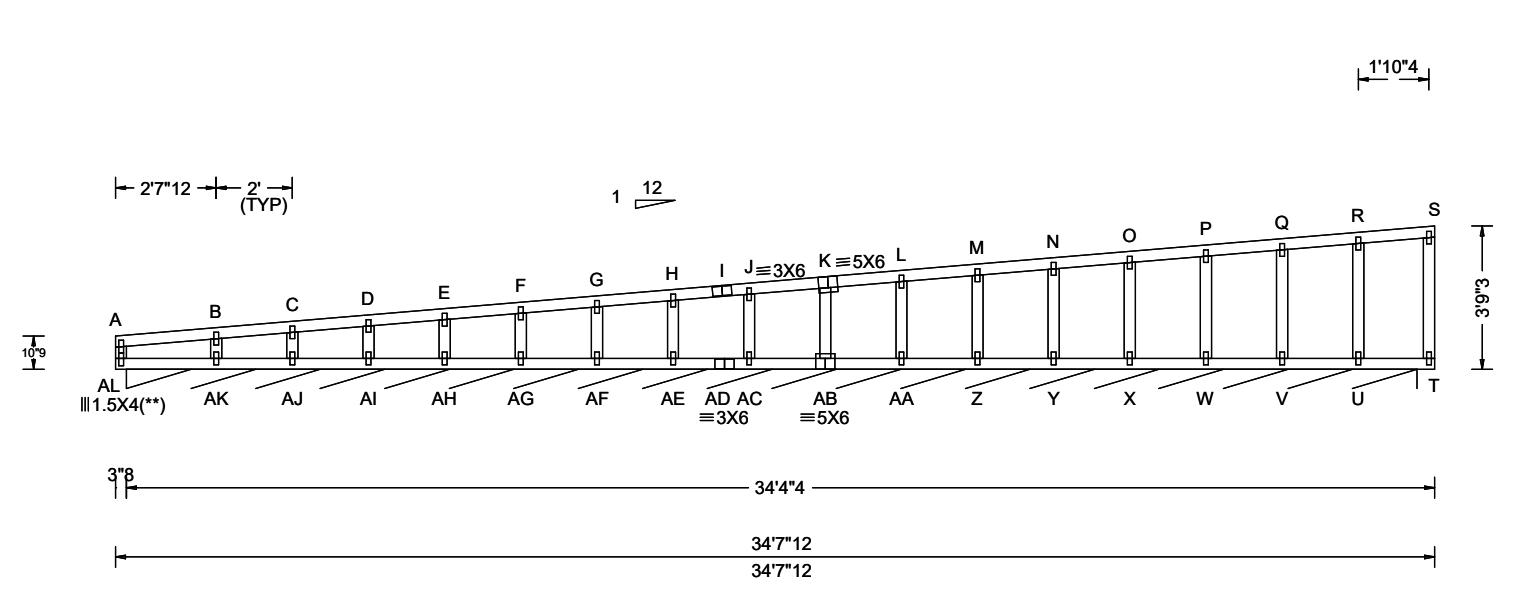
Gables	Tens.Comp.	Gables	Tens.	Comp.
A -AL	20 - 148	K -AB	71	- 224
B -AK	129 - 336	L -AA	73	- 230
C -AJ	55 - 195	M - Z	72	- 228
D -AI	75 - 234	N - Y	72	- 228
E -AH	72 - 227	O - X	72	- 228
F -AG	72 - 228	P - W	72	- 228
G -AF	72 - 228	Q - V	72	- 225
H -AE	72 - 228	R - U	76	- 252
J -AC	73 - 231	S - T	33	- 94

****WARNING**** READ AND FOLLOW ALL NOTES ON THIS DRAWING!

****IMPORTANT**** FURNISH THIS DRAWING TO ALL CONTRACTORS INCLUDING THE INSTALLERS

Trusses require extreme care in fabricating, handling, shipping, installing and bracing. Refer to and follow the latest edition of BCSI (Building Component Safety Information, by TPI and SBCA) for safety practices prior to performing these functions. Installers shall provide temporary bracing per BCSI. Unless noted otherwise, top chord shall have properly attached structural sheathing and bottom chord shall have a properly attached rigid ceiling. Locations shown for permanent lateral restraint of webs shall have bracing installed per BCSI sections B3, B7, or B10, as applicable. Apply plates to each face of truss and position as shown above and on the Joint Details, unless noted otherwise. Refer to drawings 160A-Z for standard plate positions.

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Loading Criteria (psf)	Wind Criteria	Snow Criteria (Pg,Pf in PSF)	Defl/CSI Criteria	▲ Maximum Reactions (lbs), or *=PLF					
				Loc	R	/ U	/ Rw	/ Rh	/ RL / W
TCLL: 47.00	Wind Std: ASCE 7-05	Pg: 60.0 Ct: 1.1 CAT: II	PP Deflection in loc L/defl L/#	AL*137	/ 18	/ 16	/ -	/ 2	/ 406
TCDL: 10.00	Speed: 115 mph	Pf: 46.2 Ce: 1.0	VERT(LL): 0.003 S 999 240	Wind reactions based on MWFRS					
BCLL: 0.00	Enclosure: Closed	Lu: - Cs: not used	VERT(TL): 0.005 S 988 180	AL Min Brg Width Req = -					
BCDL: 10.00	Category: II	Snow Duration: 1.15	HORZ(LL): -0.025 S - -	Bearing AL is a rigid surface.					
	EXP: B		HORZ(TL): -0.036 S - -						
Des Ld: 67.00	Mean Height: 16.32 ft	Code / Misc Criteria Bldg Code: IBC 2009 TPI Std: 2007 Rep Factors Used: Yes FT/RT:0(0)/3(0) Plate Type(s): WAVE	Creep Factor: 1.5	Maximum Top Chord Forces Per Ply (lbs)					
NCBCLL: 0.00	TCDL: 4.2 psf		Max TC CSI: 0.121	Chords	Tens.Comp.		Chords	Tens. Comp.	
Soffit: 0.00	BCDL: 3.0 psf		Max BC CSI: 0.080	A - B	0	-114	J - K	2	-57
Load Duration: 1.15	MWFRS Parallel Dist: 0 to h/2		Max Web CSI: 0.093	B - C	0	-104	K - L	4	-51
Spacing: 24.0 "	C&C Dist a: 3.46 ft		Mfg Specified Camber:	C - D	0	-99	L - M	5	-44
	Loc. from endwall: Any		D - E	0	-92	M - N	6	-36	
	I: 1.0 GCpi: 0.18								
	Wind Duration: 1.60		VIEW Ver: 16.01.00F.0504.19						

Lumber
Top chord 2x4 SPF #1/#2
Bot chord 2x4 SPF #1/#2
Webs 2x4 SPF Stud

Bracing
Fasten rated sheathing to one face of this frame.

Plating Notes
All plates are 1.5X4 except as noted.

(**) 1 plate(s) require special positioning. Refer to scaled plate plot details for special positioning requirements.

Handling stresses not considered for plates. Handling of this truss requires special care by truss manufacturer and installation contractor to prevent plate damage.

Wind
Wind loads based on MWFRS with additional C&C member design.
Right end vertical not exposed to wind pressure.
Left and right cantilevers are exposed to wind

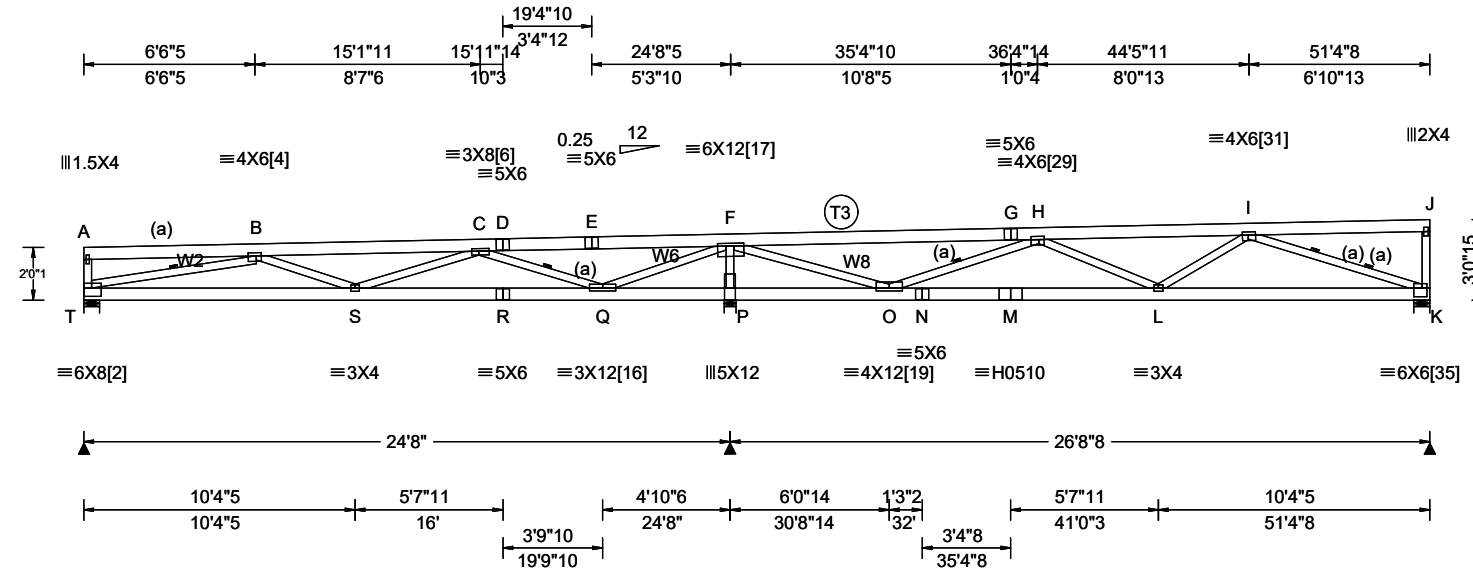
Additional Notes
See DWGS A12030051014 & GBLLETIN1014 for gable wind bracing requirements.
Snow loading based on an unobstructed roof.
Complete drainage required.
Truss must be installed as shown with top chord up.

Maximum Bot Chord Forces Per Ply (lbs)

Chords	Tens.Comp.	Chords	Tens. Comp.		
AL-AK	231	0	AC-AB	7	-6
AK-AJ	117	0	AB-AA	6	-6
AJ-AI	118	0	AA- Z	5	-5
AI-AH	119	0	Z - Y	4	-5
AH-AG	120	0	Y - X	3	-5
AG-AF	120	0	X - W	2	-4
AF-AE	121	0	W - V	1	-4
AE-AD	121	0	V - U	0	-4
AD-AC	9	-7	U - T	0	-7

Maximum Gable Forces Per Ply (lbs)

Gables	Tens.Comp.	Gables	Tens. Comp.		
A -AL	14	-130	K -AB	71	-223
B -AK	118	-305	L -AA	73	-231
C -AJ	61	-206	M - Z	72	-228
D -AI	74	-232	N - Y	72	-228
E -AH	72	-227	O - X	72	-228
F -AG	72	-228	P - W	73	-229
G -AF	72	-228	Q - V	70	-220
H -AE	72	-228	R - U	80	-260
J -AC	73	-231	S - T	32	-90



Loading Criteria (psf)	Wind Criteria	Snow Criteria (Pg,Pf in PSF)	Defl/CSI Criteria	▲ Maximum Reactions (lbs)
TCLL: 47.00 TCDL: 10.00 BCLL: 0.00 BCDL: 10.00 Des Ld: 67.00 NCBCLL: 0.00 Soffit: 0.00 Load Duration: 1.15 Spacing: 24.0 "	Wind Std: ASCE 7-05 Speed: 115 mph Enclosure: Closed Category: II EXP: B Mean Height: 22.88 ft TCDL: 4.2 psf BCDL: 3.0 psf MWFRS Parallel Dist: 0 to h/2 C&C Dist a: 5.14 ft Loc. from endwall: Any I: 1.0 GCpi: 0.18 Wind Duration: 1.60	Pg: 60.0 Ct: 1.1 CAT: II Pf: 46.2 Ce: 1.0 Lu: - Cs: not used Snow Duration: 1.15 Code / Misc Criteria Bldg Code: IBC 2009 TPI Std: 2007 Rep Factors Used: Yes FT/RT:0(0)/3(0) Plate Type(s): WAVE, HS	PP Deflection in loc L/defl L/# VERT(LL): 0.264 S 999 240 VERT(TL): 0.556 S 532 180 HORZ(LL): 0.049 K - - HORZ(TL): 0.088 Q - - Creep Factor: 1.5 Max TC CSI: 0.920 Max BC CSI: 0.794 Max Web CSI: 0.981 Mfg Specified Camber: VIEW Ver: 16.01.00F.0504.19	Loc R / U / Rw / Rh / RL / W T 1360 / 190 / 144 / - / 31 / 7.3 P 4245 / 663 / 485 / - / - / 5.5 K 1561 / 219 / 163 / - / - / 7.3 Wind reactions based on MWFRS T Min Brg Width Req = 2.1 P Min Brg Width Req = 5.6 K Min Brg Width Req = 2.4 Bearings T, P, & K are a rigid surface.
Maximum Top Chord Forces Per Ply (lbs)				
Chords Tens.Comp. Chords Tens. Comp.				
A - B 11 -43 F - G 1343 -1275 B - C 770 -3692 G - H 1344 -1250 C - D 1345 -324 H - I 800 -3688 D - E 1346 -324 I - J 3 -30 E - F 1349 -324				

Lumber
Top chord 2x6 SPF #1/#2 :T3 2x6 SPF 2100f-1.8E:
Bot chord 2x6 SPF #1/#2
Webs 2x4 SPF Stud :W2, W6 2x4 SPF #1/#2:
:W8 2x4 SPF 2100f-1.8E:

Additional Notes
WARNING: Furnish a copy of this DWG to the installation contractor. Special care must be taken during handling, shipping and installation of trusses. See "WARNING" note below.

Provide for complete drainage of roof.
Truss must be installed as shown with top chord up.

Bracing	Provide for complete drainage of roof.	Maximum Bot Chord Forces Per Ply (lbs)			
(a) Continuous lateral restraint equally spaced on member.	Truss must be installed as shown with top chord up.	Chords	Tens.Comp.	Chords	Tens. Com
Plating Notes Handling stresses not considered for plates. Handling of this truss requires special care by truss manufacturer and installation contractor to prevent		T - S	3716 -968	O - N	3960 -830
		S - R	3138 -608	N - M	3960 -830
		R - Q	3138 -608	M - L	3960 -830
		Q - P	1119 -4107	L - K	3174 -779
		P - O	1122 -4116		

Plating Notes
Handling stresses not considered for plates. Handling of this truss requires special care by truss manufacturer and installation contractor to prevent plate damage.

Plate Shift Table	Maximum Web Forces Per Ply (lbs)
JT Plate Lateral Chord JT Plate Lateral Chord No Size Shift Bite No Size Shift Bite [2] 6X8 S 3.75 [4] 4X6 3.75 L 1.50 [6] 3X8 3.25 L 1.25 [16] 3X12 S 1.25 [17] 6X12 4.00 L 1.25 [19] 4X12 S 1.25 [29] 4X6 2.50 R 1.50 [31] 4X6 3.25 R 1.50 [35] 6X6 2.25 R 4.00	Webs Tens.Comp. Webs Tens. Comp. A - T 96 -317 F - O 4199 -1117 T - B 942 -3798 O - H 965 -3286 B - S 335 -361 H - L 620 -317 S - C 956 -214 L - I 620 -71 C - Q 969 -3317 I - K 823 -3349 Q - F 3366 -897 J - K 105 -339 F - P 1143 -4041

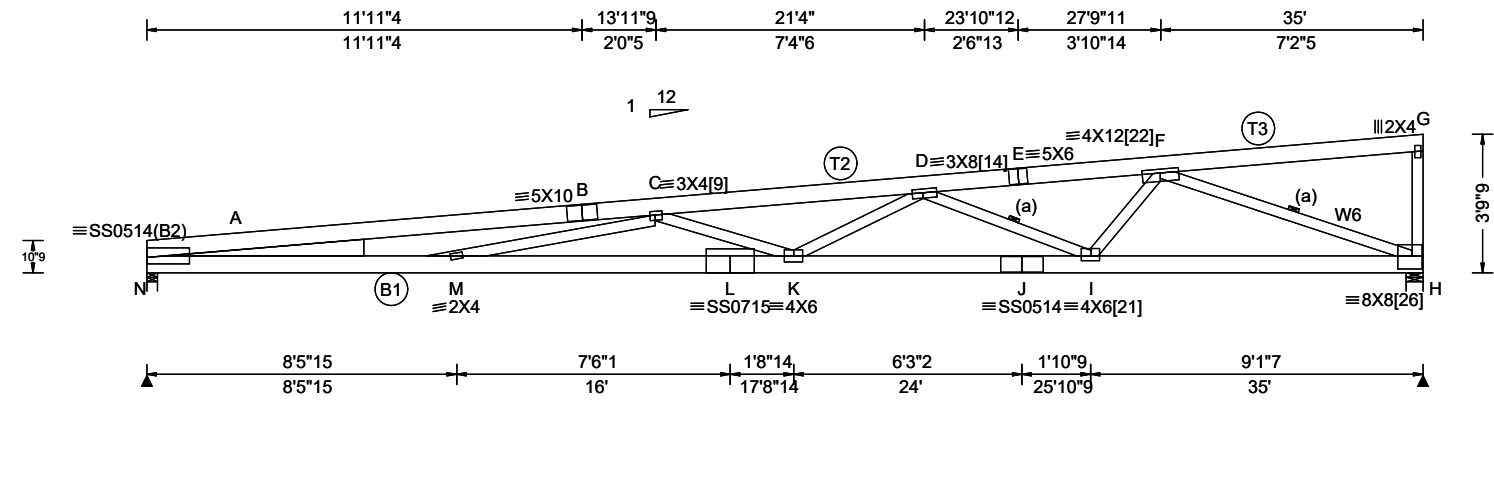
Wind
Wind loads based on MWFRS with additional C&C member design.
End verticals not exposed to wind pressure.

Camber
Max JT VERT DEFL: LL: 0.26" DL: 0.32". See detail DEFLCMB1014 for camber recommendations.
Provide for adequate drainage of roof.

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For more information see this job's general notes page and these web sites: ALPINE: www.alpineitw.com; TPI: www.tpinst.org; SBICA: www.sbcindustry.com; ICC: www.iccsafe.org



Loading Criteria (psf)	Wind Criteria	Snow Criteria (Pg,Pf in PSF)	Defl/CSI Criteria	▲ Maximum Reactions (lbs)
TCLL: 47.00 TCDL: 9.00 BCLL: 0.00 BCDL: 10.00 Des Ld: 66.00 NCBCLL: 0.00 Soffit: 0.00 Load Duration: 1.15 Spacing: 24.0 "	Wind Std: ASCE 7-05 Speed: 115 mph Enclosure: Closed Category: II EXP: B Mean Height: 16.34 ft TCDL: 4.2 psf BCDL: 3.0 psf MWFRS Parallel Dist: 0 to h/2 C&C Dist a: 3.50 ft Loc. from endwall: Any I: 1.0 GCpi: 0.18 Wind Duration: 1.60	Pg: 60.0 Ct: 1.1 CAT: II Pf: 46.2 Ce: 1.0 Lu: - Cs: not used Snow Duration: 1.15 Code / Misc Criteria Bldg Code: IBC 2009 TPI Std: 2007 Rep Factors Used: Yes FT/RT:0(0)/3(0) Plate Type(s): 18SS, WAVE	PP Deflection in loc L/defl L/# VERT(LL): 1.329 C 314 240 VERT(TL): 2.136 C 195 180 HORZ(LL): 0.147 H - - HORZ(TL): 0.236 H - - Creep Factor: 1.5 Max TC CSI: 0.911 Max BC CSI: 0.967 Max Web CSI: 0.887 Mfg Specified Camber: VIEW Ver: 16.01.00F.0504.19	Loc R / U / Rw / Rh / RL / W N 2319 / 304 / 270 / - / 76 / 3.5 H 2300 / 310 / 267 / - / - / 5.5 Wind reactions based on MWFRS N Min Brg Width Req = 1.9 H Min Brg Width Req = 2.9 Bearings N & H are a rigid surface. Maximum Top Chord Forces Per Ply (lbs) Chords Tens.Comp. Chords Tens. Comp. A - B 3226- 11693 D - E 1651 - 6018 B - C 3228- 11638 E - F 1653 - 5994 C - D 2857- 10367 F - G 14 - 54

Lumber
Top chord 2x6 SP 2400f-2.0E :T2 2x6 SPF 2100f-1.8E:
:T3 2x6 SPF #1/#2:
Bot chord 2x6 SP 2100f-1.8E :B1 2x6 SP 2400f-2.0E:
Webs 2x4 SPF Stud :W6 2x4 SPF 2100f-1.8E:
:Lt Wedge 2x6 SPF #1/#2:

Bracing
(a) Continuous lateral restraint equally spaced on member.

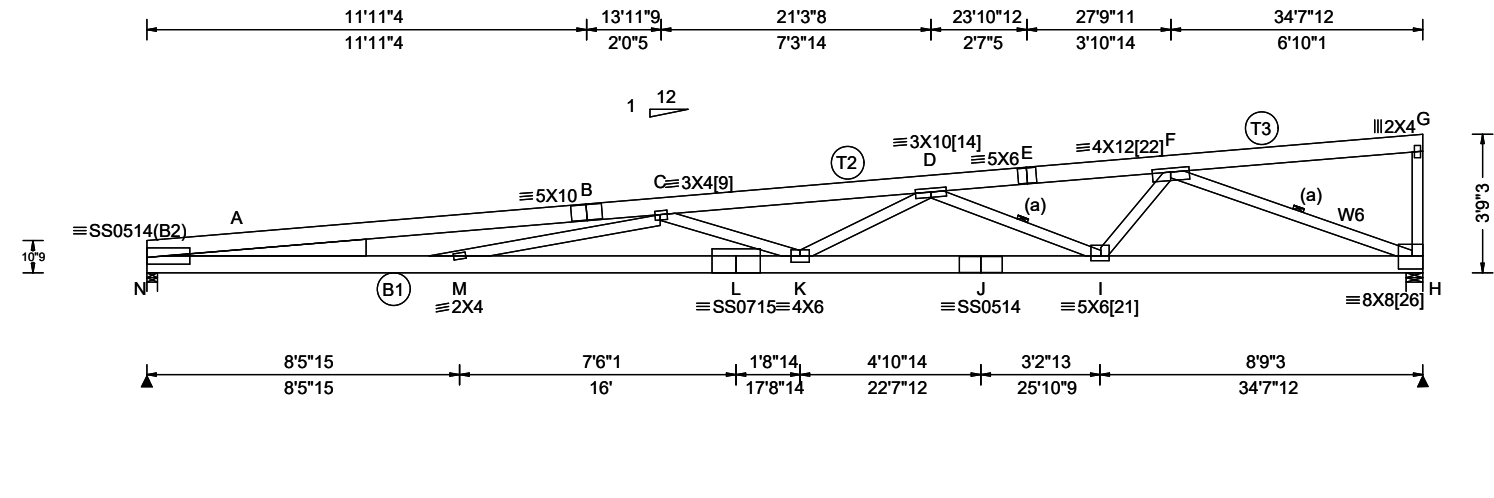
Plating Notes
Handling stresses not considered for plates. Handling of this truss requires special care by truss manufacturer and installation contractor to prevent plate damage.

Plate Shift Table							
JT No	Plate Size	Lateral Shift	Chord Bite	JT No	Plate Size	Lateral Shift	Chord Bite
[9]	3X4	1.75	L 1.25	[14]	3X8	4.50	R 1.25
[21]	4X6	2.75	R 1.50	[22]	4X12	S	1.25
[26]	8X8	3.25	R 4.25				

Wind
Wind loads based on MWFRS with additional C&C member design.
Right end vertical not exposed to wind pressure.

Additional Notes
Snow loading based on an unobstructed roof.
Complete drainage required.
Truss must be installed as shown with top chord up.

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Lumber
Top chord 2x6 SP 2400f-2.0E :T2 2x6 SPF 2100f-1.8E:
:T3 2x6 SPF #1/#2:
Bot chord 2x6 SP 2100f-1.8E :B1 2x6 SP 2400f-2.0E:
Webs 2x4 SPF Stud :W6 2x4 SPF 2100f-1.8E:
:Lt Wedge 2x6 SPF #1/#2:

Bracing
(a) Continuous lateral restraint equally spaced on member.

Plating Notes
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Wind loads based on MWFRS with additional C&C member design.
Right end vertical not exposed to wind pressure.

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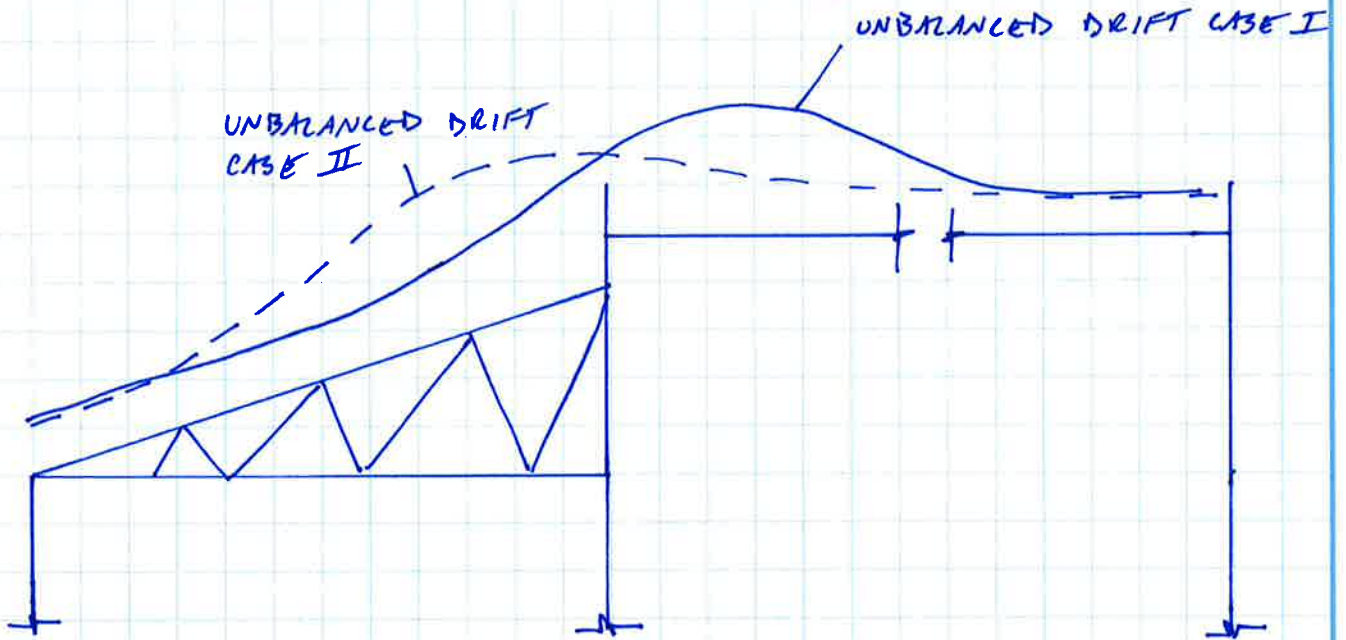
Preliminary Wood Truss Shop Drawing Review Comments 7/13/2017:

A. DESIGN CRITERIA:

1. Allowable deflection: $L/240$ total load; $L/360$ live, snow, and/or wind load
2. Ground snow load (P_g): 60 lbs./s.f. before adjustment for configuration, use 40 lbs./sf minimum. Consider drifting, sliding, and balanced snow loads.
3. Top chord dead load: 12 lbs/s.f.
4. Bottom chord dead load: 12 lbs./s.f., + equipment loads
5. Bottom chord live load: 20 lbs/s.f. for non-habitable storage area
- ~~6. Catwalks: 40 lbs/s.f. maintenance access only~~
7. Wind pressure or suction: Design Wind Speed, V , = 90 mph. Use Exposure Category B for design. Calculate pressure or suction per Massachusetts State Building Code 8th Edition and referenced documents (IBC 2009 and ASCE 7-05).
8. Top and bottom chord member size shall be 2x6 minimum.

NOTE(S):

1. NOTE THAT BUILDING DESIGN CATEGORY IS III FOR SNOW, WIND AND SEISMIC DESIGN.
2. EXCERPT FROM SPECIFICATION ABOVE, ALSO REFER TO S0.01.
3. THE STRUCTURE DOES NOT CONTAIN A CATWALK; THEREFORE, DESIGN CRITERIA 6 CAN BE REMOVED.
4. DESIGN CRITERIA 6 FOR BOTTOM CHORD LIVE LOAD MAY BE REDUCED TO 10 PSF.
5. CURRENT SUBMITTAL STATES 10 PSF FOR BOTH TOP AND BOTTOM CHORDS. UPDATE TO DESIGN CRITERIA 3 AND 4, WHICH IS 12 PSF PER CHORD (TYP.).
6. SEE SHEET H2.01 FOR TRUSS MOUNTED EQUIPMENT TYPES AND CORRESPONDING LOCATIONS.
7. REFER TO SUBMITTALS 23.8239.16, 238239.16a2.5 FOR UNIT HEATER LOCATIONS AND WEIGHTS.
8. CONSIDER UNBALANCED DRIFT LOADING AT SLOPED ROOF TO FLAT ROOF TRANSITION. SEE ATTACHED SKETCH.
9. DESIGN WIND SPEED PER ASCE 7-05 AND MA STATE BUILDING CODE IS 90 MPH.
10. TRUSS MANUFACTURER TO SPECIFY HURRICANE TIES AND/OR HOLD DOWNS.
11. ALL TRUSS SPAN LENGTHS AND BEARING LOCATIONS ARE TO BE CONFIRMED BY THE GC.





THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR
DIVISION OF OCCUPATIONAL SAFETY
PREVAILING WAGE PROGRAM
www.mass.gov/dos/pw

APPENDIX C

The Massachusetts Prevailing Wage Law **M.G.L. c. 149, §§26-27**

NOTICE TO AWARDING AUTHORITIES

The enclosed wage schedule applies only to the specific project listed at the top of the schedule, and these rates will remain in effect for the duration of the project.

You should request an updated wage schedule from the Division of Occupational Safety if you have not opened bids or selected a contractor within 90 days of the date of issuance of the enclosed wage schedule.

The wage schedule shall be incorporated in any advertisement or call for bids for the project for which it has been issued.

Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project.

NOTICE TO CONTRACTORS

The enclosed wage schedule must be posted in a conspicuous place at the work site during the life of the project.

The wages listed on the enclosed wage schedule must be paid to employees on public works projects regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.

The enclosed wage schedule applies to all phases of the project, including the final clean-up. Contractors whose only role is to perform final clean-up must pay their employees according to this wage schedule.

All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAT, they must be paid the "total rate" listed on the wage schedule regardless of experience or skill level. For further information, please call 617-626-5409, or write to DAT, 19 Staniford Street, Floor 1, P.O. Box 146759, Boston, MA 02114.

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years from the date of completion of the project.

Each such contractor or subcontractor shall furnish to the awarding authority directly within 15 days after completion of its portion of the work, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form.

STATEMENT OF COMPLIANCE

_____, 20____

I, _____, _____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____
Title _____

Date recieved by awarding authority
/ /



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA
Secretary
WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Colrain

Contract Number:

City/Town: COLRAIN

Description of Work: Solar installation on highway garage roof

Job Location: 9 Jacksonville Rd, Colrain

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 3)</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 3 (BUILDING & SITE)</i>	12/02/2019	\$32.25	\$8.10	\$14.78	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2019	\$32.25	\$8.10	\$12.72	\$0.00	\$53.07
	06/01/2020	\$33.06	\$8.10	\$12.72	\$0.00	\$53.88
	12/01/2020	\$33.87	\$8.10	\$12.72	\$0.00	\$54.69
	06/01/2021	\$34.71	\$8.10	\$12.72	\$0.00	\$55.53
	12/01/2021	\$35.54	\$8.10	\$12.72	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2019	\$33.30	\$12.50	\$8.35	\$0.00	\$54.15
	06/01/2020	\$34.20	\$12.50	\$8.35	\$0.00	\$55.05
	12/01/2020	\$35.10	\$12.50	\$8.35	\$0.00	\$55.95
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2019	\$31.75	\$8.10	\$12.72	\$0.00	\$52.57
	06/01/2020	\$32.56	\$8.10	\$12.72	\$0.00	\$53.38
	12/01/2020	\$33.37	\$8.10	\$12.72	\$0.00	\$54.19
	06/01/2021	\$34.21	\$8.10	\$12.72	\$0.00	\$55.03
	12/01/2021	\$35.04	\$8.10	\$12.72	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$32.25	\$8.10	\$14.78	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2019	\$32.25	\$8.10	\$12.72	\$0.00	\$53.07
	06/01/2020	\$33.06	\$8.10	\$12.72	\$0.00	\$53.88
	12/01/2020	\$33.87	\$8.10	\$12.72	\$0.00	\$54.69
	06/01/2021	\$34.71	\$8.10	\$12.72	\$0.00	\$55.53
	12/01/2021	\$35.54	\$8.10	\$12.72	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	08/01/2019	\$42.81	\$10.75	\$19.41	\$0.00	\$72.97
	02/01/2020	\$42.81	\$10.75	\$19.96	\$0.00	\$73.52
	08/01/2020	\$44.16	\$10.75	\$20.11	\$0.00	\$75.02
	02/01/2021	\$44.71	\$10.75	\$20.11	\$0.00	\$75.57
	08/01/2021	\$46.11	\$10.75	\$20.27	\$0.00	\$77.13
	02/01/2022	\$46.64	\$10.75	\$20.27	\$0.00	\$77.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.41	\$10.75	\$19.41	\$0.00	\$51.57
2	60	\$25.69	\$10.75	\$19.41	\$0.00	\$55.85
3	70	\$29.97	\$10.75	\$19.41	\$0.00	\$60.13
4	80	\$34.25	\$10.75	\$19.41	\$0.00	\$64.41
5	90	\$38.53	\$10.75	\$19.41	\$0.00	\$68.69

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.41	\$10.75	\$19.96	\$0.00	\$52.12
2	60	\$25.69	\$10.75	\$19.96	\$0.00	\$56.40
3	70	\$29.97	\$10.75	\$19.96	\$0.00	\$60.68
4	80	\$34.25	\$10.75	\$19.96	\$0.00	\$64.96
5	90	\$38.53	\$10.75	\$19.96	\$0.00	\$69.24

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	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 LABORERS - FOUNDATION AND MARINE	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 LABORERS - FOUNDATION AND MARINE	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"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	09/02/2019	\$37.54	\$7.84	\$16.87	\$0.00	\$62.25
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	03/01/2020	\$38.04	\$7.84	\$16.87	\$0.00	\$62.75
	09/01/2020	\$38.54	\$7.84	\$16.87	\$0.00	\$63.25
	03/01/2021	\$39.04	\$7.84	\$16.87	\$0.00	\$63.75
	09/01/2021	\$39.54	\$7.84	\$16.87	\$0.00	\$64.25
	03/01/2022	\$40.04	\$7.84	\$16.87	\$0.00	\$64.75
	09/01/2022	\$40.54	\$7.84	\$16.87	\$0.00	\$65.25
	03/01/2023	\$41.04	\$7.84	\$16.87	\$0.00	\$65.75

Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin

Effective Date - 09/02/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.77	\$7.84	\$1.32	\$0.00	\$27.93
2	60	\$22.52	\$7.84	\$1.32	\$0.00	\$31.68
3	70	\$26.28	\$7.84	\$12.91	\$0.00	\$47.03
4	75	\$28.16	\$7.84	\$12.91	\$0.00	\$48.91
5	80	\$30.03	\$7.84	\$14.23	\$0.00	\$52.10
6	80	\$30.03	\$7.84	\$14.23	\$0.00	\$52.10
7	90	\$33.79	\$7.84	\$15.55	\$0.00	\$57.18
8	90	\$33.79	\$7.84	\$15.55	\$0.00	\$57.18

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.02	\$7.84	\$1.32	\$0.00	\$28.18
2	60	\$22.82	\$7.84	\$1.32	\$0.00	\$31.98
3	70	\$26.63	\$7.84	\$12.91	\$0.00	\$47.38
4	75	\$28.53	\$7.84	\$12.91	\$0.00	\$49.28
5	80	\$30.43	\$7.84	\$14.23	\$0.00	\$52.50
6	80	\$30.43	\$7.84	\$14.23	\$0.00	\$52.50
7	90	\$34.24	\$7.84	\$15.55	\$0.00	\$57.63
8	90	\$34.24	\$7.84	\$15.55	\$0.00	\$57.63

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$26.05/ 3&4 \$31.09/ 5&6 \$48.35/ 7&8 \$53.42

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN						
All Aspects of New Wood Frame Work						

Apprentice - CARPENTER (Wood Frame) - 336 Hampden Hampshire

Effective Date - 10/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.09	\$7.07	\$0.00	\$0.00	\$21.16
2	60	\$14.09	\$7.07	\$0.00	\$0.00	\$21.16
3	65	\$15.27	\$7.07	\$7.86	\$0.00	\$30.20
4	70	\$16.44	\$7.07	\$7.86	\$0.00	\$31.37
5	75	\$17.62	\$7.07	\$7.86	\$0.00	\$32.55
6	80	\$18.79	\$7.07	\$7.86	\$0.00	\$33.72
7	85	\$19.97	\$7.07	\$7.86	\$0.00	\$34.90
8	90	\$21.14	\$7.07	\$7.86	\$0.00	\$36.07

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$17.64/ 3&4 \$24.74/ 5&6 \$31.37/ 7&8 \$33.72

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	01/01/2020	\$41.94	\$12.70	\$17.64	\$0.62	\$72.90
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Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.08
2	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.12
3	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.42
6	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.51
7	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.71

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
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For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2019	\$38.90	\$11.94	\$14.35	\$0.00	\$65.19
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 3	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

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

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	\$18.86	\$0.00	\$62.73
6	75	\$38.22	\$8.20	\$19.40	\$0.00	\$65.82
7	80	\$40.77	\$8.20	\$19.94	\$0.00	\$68.91
8	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.08

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.23
2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.77
3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.92
4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.06
5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.50
6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.65
7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.79
8	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</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 3)</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 3)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Apprentice - *ELECTRICIAN - Local 7*

Effective Date - 12/29/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.36	\$6.00	\$0.52	\$0.00	\$23.88
2	45	\$19.53	\$6.00	\$0.59	\$0.00	\$26.12
3	50	\$21.71	\$11.00	\$6.95	\$0.00	\$39.66
4	55	\$23.88	\$11.00	\$7.02	\$0.00	\$41.90
5	65	\$28.22	\$11.00	\$8.15	\$0.00	\$47.37
6	70	\$30.39	\$11.00	\$9.21	\$0.00	\$50.60

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2020	\$54.85	\$15.73	\$18.41	\$0.00	\$88.99
	01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$15.73	\$0.00	\$0.00	\$43.16
2	55	\$30.17	\$15.73	\$18.41	\$0.00	\$64.31
3	65	\$35.65	\$15.73	\$18.41	\$0.00	\$69.79
4	70	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
5	80	\$43.88	\$15.73	\$18.41	\$0.00	\$78.02

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.35	\$15.88	\$0.00	\$0.00	\$44.23
2	55	\$31.18	\$15.88	\$19.31	\$0.00	\$66.37
3	65	\$36.85	\$15.88	\$19.31	\$0.00	\$72.04
4	70	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
5	80	\$45.35	\$15.88	\$19.31	\$0.00	\$80.54

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2019	\$31.75	\$8.10	\$12.72	\$0.00	\$52.57
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2020	\$32.56	\$8.10	\$12.72	\$0.00	\$53.38
	12/01/2020	\$33.37	\$8.10	\$12.72	\$0.00	\$54.19
	06/01/2021	\$34.21	\$8.10	\$12.72	\$0.00	\$55.03
	12/01/2021	\$35.04	\$8.10	\$12.72	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
OPERATING ENGINEERS LOCAL 98						
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
OPERATING ENGINEERS LOCAL 98						
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
OPERATING ENGINEERS LOCAL 98						
FIRE ALARM INSTALLER	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
ELECTRICIANS LOCAL 7						
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
/ COMMISSIONINGELECTRICIANS						
LOCAL 7						
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
OPERATING ENGINEERS LOCAL 98						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.92	\$11.94	\$14.35	\$0.00	\$47.21
2	70	\$24.41	\$11.94	\$14.35	\$0.00	\$50.70
3	80	\$27.90	\$11.94	\$14.35	\$0.00	\$54.19
4	90	\$31.38	\$11.94	\$14.35	\$0.00	\$57.67

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2019	\$23.50	\$8.10	\$12.72	\$0.00	\$44.32
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2020	\$23.50	\$8.10	\$12.72	\$0.00	\$44.32
	12/01/2020	\$24.50	\$8.10	\$12.72	\$0.00	\$45.32
	06/01/2021	\$24.50	\$8.10	\$12.72	\$0.00	\$45.32
	12/01/2021	\$24.50	\$8.10	\$12.72	\$0.00	\$45.32

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

FLOORCOVERER	09/01/2019	\$37.44	\$7.84	\$16.87	\$0.00	\$62.15
FLOORCOVERERS LOCAL 2168 ZONE III						

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.72	\$7.84	\$1.32	\$0.00	\$27.88
2	55	\$20.59	\$7.84	\$1.32	\$0.00	\$29.75
3	60	\$22.46	\$7.84	\$12.91	\$0.00	\$43.21
4	65	\$24.34	\$7.84	\$12.91	\$0.00	\$45.09
5	70	\$26.21	\$7.84	\$14.23	\$0.00	\$48.28
6	75	\$28.08	\$7.84	\$14.23	\$0.00	\$50.15
7	80	\$29.95	\$7.84	\$15.55	\$0.00	\$53.34
8	85	\$31.82	\$7.84	\$15.55	\$0.00	\$55.21

Notes: Steps are 750 hrs.

% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$26.01/ 3&4 \$31.03/ 5&6 \$48.28/ 7&8 \$53.34

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	12/01/2019	\$35.09	\$11.94	\$14.35	\$0.00	\$61.38
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	12/01/2019	\$31.64	\$11.94	\$14.35	\$0.00	\$57.93
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
GLAZIERS LOCAL 1333	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - GLAZIER - Local 1333
Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.09	\$10.60	\$1.80	\$0.00	\$31.49
2	56	\$21.48	\$10.60	\$1.80	\$0.00	\$33.88
3	63	\$23.86	\$10.60	\$2.40	\$0.00	\$36.86
4	69	\$26.25	\$10.60	\$2.40	\$0.00	\$39.25
5	75	\$28.64	\$10.60	\$2.90	\$0.00	\$42.14
6	81	\$31.02	\$10.60	\$2.90	\$0.00	\$44.52
7	88	\$33.41	\$10.60	\$9.90	\$0.00	\$53.91
8	94	\$35.79	\$10.60	\$9.90	\$0.00	\$56.29

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

Notes:
Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
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For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
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For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
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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>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
	09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
	03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
	09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
	03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
	09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
	03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
	09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
	03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
	09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
	03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
	09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
	03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
	09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
	03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
	09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
	03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2019	\$32.25	\$8.10	\$12.72	\$0.00	\$53.07
	06/01/2020	\$33.06	\$8.10	\$12.72	\$0.00	\$53.88
	12/01/2020	\$33.87	\$8.10	\$12.72	\$0.00	\$54.69
	06/01/2021	\$34.71	\$8.10	\$12.72	\$0.00	\$55.53
	12/01/2021	\$35.54	\$8.10	\$12.72	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2019	\$38.75	\$12.80	\$16.40	\$0.00	\$67.95

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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.38	\$12.80	\$11.90	\$0.00	\$44.08
2	60	\$23.25	\$12.80	\$12.80	\$0.00	\$48.85
3	70	\$27.13	\$12.80	\$13.70	\$0.00	\$53.63
4	80	\$31.00	\$12.80	\$14.60	\$0.00	\$58.40

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
IRONWORKER/WELDER	09/16/2019	\$35.10	\$8.00	\$20.75	\$0.00	\$63.85
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2020	\$35.95	\$8.00	\$20.75	\$0.00	\$64.70
	09/16/2020	\$36.85	\$8.00	\$20.75	\$0.00	\$65.60
	03/16/2021	\$37.70	\$8.00	\$20.75	\$0.00	\$66.45

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 09/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.06	\$8.00	\$20.75	\$0.00	\$49.81
2	70	\$24.57	\$8.00	\$20.75	\$0.00	\$53.32
3	75	\$26.33	\$8.00	\$20.75	\$0.00	\$55.08
4	80	\$28.08	\$8.00	\$20.75	\$0.00	\$56.83
5	85	\$29.84	\$8.00	\$20.75	\$0.00	\$58.59
6	90	\$31.59	\$8.00	\$20.75	\$0.00	\$60.34

Effective Date - 03/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.57	\$8.00	\$20.75	\$0.00	\$50.32
2	70	\$25.17	\$8.00	\$20.75	\$0.00	\$53.92
3	75	\$26.96	\$8.00	\$20.75	\$0.00	\$55.71
4	80	\$28.76	\$8.00	\$20.75	\$0.00	\$57.51
5	85	\$30.56	\$8.00	\$20.75	\$0.00	\$59.31
6	90	\$32.36	\$8.00	\$20.75	\$0.00	\$61.11

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
LABORERS - ZONE 3 (BUILDING & SITE)						

For apprentice rates see "Apprentice- LABORER"

LABORER	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
LABORERS - ZONE 3 (BUILDING & SITE)						

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/02/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$8.10	\$14.78	\$0.00	\$41.78
2	70	\$22.05	\$8.10	\$14.78	\$0.00	\$44.93
3	80	\$25.20	\$8.10	\$14.78	\$0.00	\$48.08
4	90	\$28.35	\$8.10	\$14.78	\$0.00	\$51.23

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2019	\$31.50	\$8.10	\$12.72	\$0.00	\$52.32
	06/01/2020	\$32.31	\$8.10	\$12.72	\$0.00	\$53.13
	12/01/2020	\$33.12	\$8.10	\$12.72	\$0.00	\$53.94
	06/01/2021	\$33.96	\$8.10	\$12.72	\$0.00	\$54.78
	12/01/2021	\$34.79	\$8.10	\$12.72	\$0.00	\$55.61

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$8.10	\$12.72	\$0.00	\$39.72
2	70	\$22.05	\$8.10	\$12.72	\$0.00	\$42.87
3	80	\$25.20	\$8.10	\$12.72	\$0.00	\$46.02
4	90	\$28.35	\$8.10	\$12.72	\$0.00	\$49.17

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.39	\$8.10	\$12.72	\$0.00	\$40.21
2	70	\$22.62	\$8.10	\$12.72	\$0.00	\$43.44
3	80	\$25.85	\$8.10	\$12.72	\$0.00	\$46.67
4	90	\$29.08	\$8.10	\$12.72	\$0.00	\$49.90

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2019	\$31.60	\$8.10	\$14.78	\$0.00	\$54.48
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$32.50	\$8.10	\$14.78	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2019	\$31.75	\$8.10	\$12.72	\$0.00	\$52.57
	06/01/2020	\$32.56	\$8.10	\$12.72	\$0.00	\$53.38
	12/01/2020	\$33.37	\$8.10	\$12.72	\$0.00	\$54.19
	06/01/2021	\$34.21	\$8.10	\$12.72	\$0.00	\$55.03
	12/01/2021	\$35.04	\$8.10	\$12.72	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2019	\$31.75	\$8.10	\$12.72	\$0.00	\$52.57
	06/01/2020	\$32.56	\$8.10	\$12.72	\$0.00	\$53.38
	12/01/2020	\$33.37	\$8.10	\$12.72	\$0.00	\$54.19
	06/01/2021	\$34.21	\$8.10	\$12.72	\$0.00	\$55.03
	12/01/2021	\$35.04	\$8.10	\$12.72	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/01/2019	\$35.17	\$10.75	\$18.87	\$0.00	\$64.79
	02/01/2020	\$35.17	\$10.75	\$19.37	\$0.00	\$65.29
	08/01/2020	\$36.17	\$10.75	\$19.49	\$0.00	\$66.41
	02/01/2021	\$36.67	\$10.75	\$19.49	\$0.00	\$66.91
	08/01/2021	\$37.67	\$10.75	\$19.62	\$0.00	\$68.04
	02/01/2022	\$38.12	\$10.75	\$19.62	\$0.00	\$68.49

Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.59	\$10.75	\$18.87	\$0.00	\$47.21
2	60	\$21.10	\$10.75	\$18.87	\$0.00	\$50.72
3	70	\$24.62	\$10.75	\$18.87	\$0.00	\$54.24
4	80	\$28.14	\$10.75	\$18.87	\$0.00	\$57.76
5	90	\$31.65	\$10.75	\$18.87	\$0.00	\$61.27

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.59	\$10.75	\$19.37	\$0.00	\$47.71
2	60	\$21.10	\$10.75	\$19.37	\$0.00	\$51.22
3	70	\$24.62	\$10.75	\$19.37	\$0.00	\$54.74
4	80	\$28.14	\$10.75	\$19.37	\$0.00	\$58.26
5	90	\$31.65	\$10.75	\$19.37	\$0.00	\$61.77

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

Apprentice - *MILLWRIGHT - Local 1121 Zone 3*

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.41	\$9.90	\$5.31	\$0.00	\$35.62
2	65	\$24.12	\$9.90	\$15.13	\$0.00	\$49.15
3	75	\$27.83	\$9.90	\$16.10	\$0.00	\$53.83
4	85	\$31.54	\$9.90	\$17.06	\$0.00	\$58.50

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
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For apprentice rates see "Apprentice- LABORER"

OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$30.56	\$11.94	\$14.35	\$0.00	\$56.85
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$28.58	\$11.94	\$14.35	\$0.00	\$54.87
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	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

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**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	\$18.86	\$0.00	\$62.73
6	75	\$38.22	\$8.20	\$19.40	\$0.00	\$65.82
7	80	\$40.77	\$8.20	\$19.94	\$0.00	\$68.91
8	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.08

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.23
2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.77
3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.92
4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.06
5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.50
6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.65
7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.79
8	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SIGN, PICTORIAL & DISPLAY)

06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

PAINTERS LOCAL 35 - ZONE 3

Classification

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

Apprentice - PAINTER SIGN - Local 35 Zone 3

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) *	01/01/2020	\$34.33	\$8.20	\$18.20	\$0.00	\$60.73
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2020	\$35.43	\$8.20	\$18.20	\$0.00	\$61.83
	01/01/2021	\$36.53	\$8.20	\$18.20	\$0.00	\$62.93

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.17	\$8.20	\$0.00	\$0.00	\$25.37
2	55	\$18.88	\$8.20	\$3.80	\$0.00	\$30.88
3	60	\$20.60	\$8.20	\$4.14	\$0.00	\$32.94
4	65	\$22.31	\$8.20	\$4.49	\$0.00	\$35.00
5	70	\$24.03	\$8.20	\$16.13	\$0.00	\$48.36
6	75	\$25.75	\$8.20	\$16.48	\$0.00	\$50.43
7	80	\$27.46	\$8.20	\$16.82	\$0.00	\$52.48
8	90	\$30.90	\$8.20	\$17.51	\$0.00	\$56.61

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.72	\$8.20	\$0.00	\$0.00	\$25.92
2	55	\$19.49	\$8.20	\$3.80	\$0.00	\$31.49
3	60	\$21.26	\$8.20	\$4.14	\$0.00	\$33.60
4	65	\$23.03	\$8.20	\$4.49	\$0.00	\$35.72
5	70	\$24.80	\$8.20	\$16.13	\$0.00	\$49.13
6	75	\$26.57	\$8.20	\$16.48	\$0.00	\$51.25
7	80	\$28.34	\$8.20	\$16.82	\$0.00	\$53.36
8	90	\$31.89	\$8.20	\$17.51	\$0.00	\$57.60

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2020	\$31.65	\$8.20	\$18.20	\$0.00	\$58.05
PAINTERS LOCAL 35 - ZONE 3	07/01/2020	\$32.75	\$8.20	\$18.20	\$0.00	\$59.15
	01/01/2021	\$33.85	\$8.20	\$18.20	\$0.00	\$60.25

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.83	\$8.20	\$0.00	\$0.00	\$24.03
2	55	\$17.41	\$8.20	\$3.80	\$0.00	\$29.41
3	60	\$18.99	\$8.20	\$4.14	\$0.00	\$31.33
4	65	\$20.57	\$8.20	\$4.49	\$0.00	\$33.26
5	70	\$22.16	\$8.20	\$16.13	\$0.00	\$46.49
6	75	\$23.74	\$8.20	\$16.48	\$0.00	\$48.42
7	80	\$25.32	\$8.20	\$16.82	\$0.00	\$50.34
8	90	\$28.49	\$8.20	\$17.51	\$0.00	\$54.20

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.38	\$8.20	\$0.00	\$0.00	\$24.58
2	55	\$18.01	\$8.20	\$3.80	\$0.00	\$30.01
3	60	\$19.65	\$8.20	\$4.14	\$0.00	\$31.99
4	65	\$21.29	\$8.20	\$4.49	\$0.00	\$33.98
5	70	\$22.93	\$8.20	\$16.13	\$0.00	\$47.26
6	75	\$24.56	\$8.20	\$16.48	\$0.00	\$49.24
7	80	\$26.20	\$8.20	\$16.82	\$0.00	\$51.22
8	90	\$29.48	\$8.20	\$17.51	\$0.00	\$55.19

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

01/01/2020	\$32.93	\$8.20	\$18.20	\$0.00	\$59.33
07/01/2020	\$34.03	\$8.20	\$18.20	\$0.00	\$60.43
01/01/2021	\$35.13	\$8.20	\$18.20	\$0.00	\$61.53

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.47	\$8.20	\$0.00	\$0.00	\$24.67
2	55	\$18.11	\$8.20	\$3.80	\$0.00	\$30.11
3	60	\$19.76	\$8.20	\$4.14	\$0.00	\$32.10
4	65	\$21.40	\$8.20	\$4.49	\$0.00	\$34.09
5	70	\$23.05	\$8.20	\$16.13	\$0.00	\$47.38
6	75	\$24.70	\$8.20	\$16.48	\$0.00	\$49.38
7	80	\$26.34	\$8.20	\$16.82	\$0.00	\$51.36
8	90	\$29.64	\$8.20	\$17.51	\$0.00	\$55.35

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.02	\$8.20	\$0.00	\$0.00	\$25.22
2	55	\$18.72	\$8.20	\$3.80	\$0.00	\$30.72
3	60	\$20.42	\$8.20	\$4.14	\$0.00	\$32.76
4	65	\$22.12	\$8.20	\$4.49	\$0.00	\$34.81
5	70	\$23.82	\$8.20	\$16.13	\$0.00	\$48.15
6	75	\$25.52	\$8.20	\$16.48	\$0.00	\$50.20
7	80	\$27.22	\$8.20	\$16.82	\$0.00	\$52.24
8	90	\$30.63	\$8.20	\$17.51	\$0.00	\$56.34

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

01/01/2020	\$30.25	\$8.20	\$18.20	\$0.00	\$56.65
07/01/2020	\$31.35	\$8.20	\$18.20	\$0.00	\$57.75
01/01/2021	\$32.45	\$8.20	\$18.20	\$0.00	\$58.85

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.13	\$8.20	\$0.00	\$0.00	\$23.33
2	55	\$16.64	\$8.20	\$3.80	\$0.00	\$28.64
3	60	\$18.15	\$8.20	\$4.14	\$0.00	\$30.49
4	65	\$19.66	\$8.20	\$4.49	\$0.00	\$32.35
5	70	\$21.18	\$8.20	\$16.13	\$0.00	\$45.51
6	75	\$22.69	\$8.20	\$16.48	\$0.00	\$47.37
7	80	\$24.20	\$8.20	\$16.82	\$0.00	\$49.22
8	90	\$27.23	\$8.20	\$17.51	\$0.00	\$52.94

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.68	\$8.20	\$0.00	\$0.00	\$23.88
2	55	\$17.24	\$8.20	\$3.80	\$0.00	\$29.24
3	60	\$18.81	\$8.20	\$4.14	\$0.00	\$31.15
4	65	\$20.38	\$8.20	\$4.49	\$0.00	\$33.07
5	70	\$21.95	\$8.20	\$16.13	\$0.00	\$46.28
6	75	\$23.51	\$8.20	\$16.48	\$0.00	\$48.19
7	80	\$25.08	\$8.20	\$16.82	\$0.00	\$50.10
8	90	\$28.22	\$8.20	\$17.51	\$0.00	\$53.93

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2019	\$31.50	\$8.10	\$12.72	\$0.00	\$52.32
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2020	\$32.31	\$8.10	\$12.72	\$0.00	\$53.13
	12/01/2020	\$33.12	\$8.10	\$12.72	\$0.00	\$53.94
	06/01/2021	\$33.96	\$8.10	\$12.72	\$0.00	\$54.78
	12/01/2021	\$34.79	\$8.10	\$12.72	\$0.00	\$55.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
PILE DRIVER LOCAL 56 (ZONE 3)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
PILE DRIVER LOCAL 56 (ZONE 3)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 3						
Effective Date - 08/01/2019						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<div> Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$54.34/2\$58.99/3\$63.65/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8\$72.96 </div>						
Apprentice to Journeyworker Ratio:1:5						
<hr/>						
PIPELAYER	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>						
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)	12/01/2019	\$31.75	\$8.10	\$12.72	\$0.00	\$52.57
<i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>						
	06/01/2020	\$32.56	\$8.10	\$12.72	\$0.00	\$53.38
	12/01/2020	\$33.37	\$8.10	\$12.72	\$0.00	\$54.19
	06/01/2021	\$34.21	\$8.10	\$12.72	\$0.00	\$55.03
	12/01/2021	\$35.04	\$8.10	\$12.72	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
<i>PLUMBERS & PIPEFITTERS LOCAL 104</i>						
	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
	09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
	03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
	09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
	03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
	09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
	03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
	09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
	03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06

Apprentice - PLUMBER/PIPEFITTER - Local 104**Effective Date - 09/17/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.54	\$8.75	\$9.60	\$0.00	\$36.89
2	50	\$20.61	\$8.75	\$9.60	\$0.00	\$38.96
3	55	\$22.67	\$8.75	\$9.60	\$0.00	\$41.02
4	60	\$24.73	\$8.75	\$9.60	\$0.00	\$43.08
5	65	\$26.79	\$8.75	\$9.60	\$0.00	\$45.14
6	70	\$28.85	\$8.75	\$9.60	\$0.00	\$47.20
7	75	\$30.91	\$8.75	\$9.60	\$0.00	\$49.26
8	80	\$32.97	\$8.75	\$9.60	\$0.00	\$51.32
9	80	\$32.97	\$8.75	\$16.35	\$0.00	\$58.07
10	80	\$32.97	\$8.75	\$16.35	\$0.00	\$58.07

Effective Date - 03/17/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.99	\$8.75	\$9.60	\$0.00	\$37.34
2	50	\$21.11	\$8.75	\$9.60	\$0.00	\$39.46
3	55	\$23.22	\$8.75	\$9.60	\$0.00	\$41.57
4	60	\$25.33	\$8.75	\$9.60	\$0.00	\$43.68
5	65	\$27.44	\$8.75	\$9.60	\$0.00	\$45.79
6	70	\$29.55	\$8.75	\$9.60	\$0.00	\$47.90
7	75	\$31.66	\$8.75	\$9.60	\$0.00	\$50.01
8	80	\$33.77	\$8.75	\$9.60	\$0.00	\$52.12
9	80	\$33.77	\$8.75	\$16.35	\$0.00	\$58.87
10	80	\$33.77	\$8.75	\$16.35	\$0.00	\$58.87

Notes: **1:1,2:5,3:9,4:12**Apprentice to Journeyworker Ratio:****

PNEUMATIC CONTROLS (TEMP.)	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
	09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
	03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
	09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
	03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
	09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
	03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
	09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
	03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2019	\$31.75	\$8.10	\$12.72	\$0.00	\$52.57
<i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$32.56	\$8.10	\$12.72	\$0.00	\$53.38
	12/01/2020	\$33.37	\$8.10	\$12.72	\$0.00	\$54.19
	06/01/2021	\$34.21	\$8.10	\$12.72	\$0.00	\$55.03
	12/01/2021	\$35.04	\$8.10	\$12.72	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER	12/02/2019	\$32.50	\$8.10	\$14.78	\$0.00	\$55.38
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>						
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2019	\$32.50	\$8.10	\$12.72	\$0.00	\$53.32
<i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$33.31	\$8.10	\$12.72	\$0.00	\$54.13
	12/01/2020	\$34.12	\$8.10	\$12.72	\$0.00	\$54.94
	06/01/2021	\$34.96	\$8.10	\$12.72	\$0.00	\$55.78
	12/01/2021	\$35.79	\$8.10	\$12.72	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE)	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
<i>OPERATING ENGINEERS LOCAL 98</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
<i>OPERATING ENGINEERS LOCAL 98</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER	05/01/2019	\$21.74	\$10.87	\$6.50	\$0.00	\$39.11
<i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>						
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
<i>OPERATING ENGINEERS LOCAL 98</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch)	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
<i>ROOFERS LOCAL 248</i>						
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofing)	07/16/2019	\$32.16	\$10.05	\$15.70	\$0.00	\$57.91
<i>ROOFERS LOCAL 248</i>						

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.30	\$10.05	\$0.00	\$0.00	\$29.35
2	65	\$20.90	\$10.05	\$15.70	\$0.00	\$46.65
3	70	\$22.51	\$10.05	\$15.70	\$0.00	\$48.26
4	75	\$24.12	\$10.05	\$15.70	\$0.00	\$49.87
5	80	\$25.73	\$10.05	\$15.70	\$0.00	\$51.48
6	85	\$27.34	\$10.05	\$15.70	\$0.00	\$53.09
7	90	\$28.94	\$10.05	\$15.70	\$0.00	\$54.69
8	95	\$30.55	\$10.05	\$15.70	\$0.00	\$56.30

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i> For apprentice rates see "Apprentice- ROOFER"	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i> For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i> For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i> For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$31.64	\$11.94	\$14.35	\$0.00	\$57.93
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SHEET METAL WORKER - Local 63
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.65	\$6.21	\$4.67	\$0.00	\$27.53
2	50	\$18.50	\$6.55	\$5.19	\$0.00	\$30.24
3	55	\$20.34	\$6.88	\$9.33	\$1.08	\$37.63
4	60	\$22.19	\$7.22	\$9.33	\$1.14	\$39.88
5	65	\$24.04	\$7.55	\$9.33	\$1.20	\$42.12
6	70	\$25.89	\$7.88	\$9.33	\$1.27	\$44.37
7	75	\$27.74	\$8.22	\$9.33	\$1.33	\$46.62
8	80	\$29.59	\$9.30	\$15.18	\$1.59	\$55.66
9	85	\$31.44	\$9.64	\$15.18	\$1.66	\$57.92
10	90	\$33.29	\$9.98	\$15.18	\$1.72	\$60.17

Notes:
Apprentice to Journeyworker Ratio:1:3

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
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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 SPRINKLER FITTERS LOCAL 669	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 669
Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.68	\$7.75	\$0.00	\$0.00	\$26.43
2	50	\$20.76	\$7.75	\$0.00	\$0.00	\$28.51
3	55	\$22.83	\$10.02	\$7.25	\$0.00	\$40.10
4	60	\$24.91	\$10.02	\$7.25	\$0.00	\$42.18
5	65	\$26.98	\$10.02	\$7.50	\$0.00	\$44.50
6	70	\$29.06	\$10.02	\$7.50	\$0.00	\$46.58
7	75	\$31.13	\$10.02	\$7.50	\$0.00	\$48.65
8	80	\$33.21	\$10.02	\$7.50	\$0.00	\$50.73
9	85	\$35.28	\$10.02	\$7.50	\$0.00	\$52.80
10	90	\$37.36	\$10.02	\$7.50	\$0.00	\$54.88

Notes:
Apprentice to Journeyworker Ratio:1:1
TELECOMMUNICATION TECHNICIAN
ELECTRICIANS LOCAL 7

12/29/2019

\$43.41

\$11.00

\$12.60

\$0.00

\$67.01

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7
Effective Date - 12/29/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.36	\$6.00	\$0.52	\$0.00	\$23.88
2	45	\$19.53	\$6.00	\$0.59	\$0.00	\$26.12
3	50	\$21.71	\$11.00	\$6.95	\$0.00	\$39.66
4	55	\$23.88	\$11.00	\$7.02	\$0.00	\$41.90
5	65	\$28.22	\$11.00	\$8.15	\$0.00	\$47.37
6	70	\$30.39	\$11.00	\$9.24	\$0.00	\$50.63

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1
TERRAZZO FINISHERS
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

08/01/2019

\$53.34

\$10.75

\$21.30

\$0.00

\$85.39

02/01/2020

\$53.34

\$10.75

\$21.94

\$0.00

\$86.03

08/01/2020

\$54.69

\$10.75

\$22.09

\$0.00

\$87.53

02/01/2021

\$55.33

\$10.75

\$22.09

\$0.00

\$88.17

08/01/2021

\$56.73

\$10.75

\$22.25

\$0.00

\$89.73

02/01/2022

\$57.32

\$10.75

\$22.25

\$0.00

\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)

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	\$26.67	\$10.75	\$21.94	\$0.00	\$59.36
2	60	\$32.00	\$10.75	\$21.94	\$0.00	\$64.69
3	70	\$37.34	\$10.75	\$21.94	\$0.00	\$70.03
4	80	\$42.67	\$10.75	\$21.94	\$0.00	\$75.36
5	90	\$48.01	\$10.75	\$21.94	\$0.00	\$80.70

Notes:

Apprentice to Journeyworker Ratio:1:5

TERRAZZO MECHANIC	08/01/2019	\$54.42	\$10.75	\$21.30	\$0.00	\$86.47
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

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	\$27.21	\$10.75	\$21.93	\$0.00	\$59.89
2	60	\$32.65	\$10.75	\$21.93	\$0.00	\$65.33
3	70	\$38.09	\$10.75	\$21.93	\$0.00	\$70.77
4	80	\$43.54	\$10.75	\$21.93	\$0.00	\$76.22
5	90	\$48.98	\$10.75	\$21.93	\$0.00	\$81.66

Notes:

Apprentice to Journeyworker Ratio:1:5

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 <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
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 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2019	\$31.75	\$8.10	\$12.72	\$0.00	\$52.57
	06/01/2020	\$32.56	\$8.10	\$12.72	\$0.00	\$53.38
	12/01/2020	\$33.37	\$8.10	\$12.72	\$0.00	\$54.19
	06/01/2021	\$34.21	\$8.10	\$12.72	\$0.00	\$55.03
	12/01/2021	\$35.04	\$8.10	\$12.72	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
	09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
	03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
	09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
	03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
	09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
	03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
	09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
	03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$31.03	\$8.00	\$3.43	\$0.00	\$42.46
2	65	\$33.61	\$8.00	\$3.51	\$0.00	\$45.12
3	70	\$36.20	\$8.00	\$3.59	\$0.00	\$47.79
4	75	\$38.78	\$8.00	\$5.16	\$0.00	\$51.94
5	80	\$41.37	\$8.00	\$5.24	\$0.00	\$54.61
6	85	\$43.95	\$8.00	\$5.32	\$0.00	\$57.27
7	90	\$46.54	\$8.00	\$7.40	\$0.00	\$61.94

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						

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. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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