



Lump Sum Contract # 20150909

City of Springfield Lump Sum Contract Tracer Log

INSTRUCTIONS: Upon receipt, please initial and write in the date of receipt on this Tracer form. When your department has approved and signed the blanket contract, please initial and date in the forwarding section and deliver to the next department.

DEPARTMENT	DATE RECEIVED		DATE FORWARDED TO NEXT DEPT.	
	Initials	Date	Initials	Date
Office of Procurement			mg	2/24/2015
Disaster Recovery	tg	2/24/15	tg	2/24/15
City Comptroller	DLU	2/24/15	DLU	2/24/15
Law	PF	3.5.15	PF	3.5.15
Mayor	CG	3/5/15	CG	3/5/15
Office of Procurement				

Vendor No.: 422 Contract Date: 2/17/2015 Contract Amt.: \$73,900.00

Requisition No. 15010660 Acct No: 26401811-529200-64014

Vendor Name: JAY-MOR ENTERPRISES INC.

Contract Purpose: DEMOLITION 158-162 RIFLE STREET

Requesting Dept.: OFFICE OF DISASTER RECOVERY & COMPLIANCE

TYPE OF DOCUMENT (Please select at least one):

- New
 Amendment
 Extension
 Renewal



City of Springfield
Office of Procurement
36 Court Street – Room 307
Springfield, MA 01103

March 9, 2015

Jay-Mor Enterprises Inc.
P.O. Box 785
Hudson, NH 03051

DEMOLITION / DECONSTRUCTION 158-162 RIFLE STREET

Attached please find one (1) finalized copy of your City Contract with the City of Springfield per the above subject.

This enclosed copy is for your records only.

Sincerely,
Maria Gomes
Office of Procurement

Att:1

CONTRACT AGREEMENT

This Agreement, made this 17TH day of February in the year 2015 at Springfield, in the County of Hampden and Commonwealth of Massachusetts, by and between Jay-Mor Enterprises Inc., a Corporation with a principal place of business at 10 West Road, Hudson, Rockingham County, New Hampshire, 03051 (hereinafter called the Contractor), and the City of Springfield, a municipal corporation with an address of 36 Court Street, Springfield, Hampden County, MA. 01103, acting by and through Office of Disaster Recovery & Compliance with the approval of its Mayor (hereinafter called the "CITY" or "Owner");

WITNESSETH as follows:

ARTICLE I

The Contractor shall perform all work and provide all the apparatus, energy equipment, fuel, labor, light, materials, scaffolding, tools, transportation, insurance, utensils or things required for the construction of the **Services: Demolition/Deconstruction of Various Properties - 15 Pine Street Court, 158-162 Rifle Street, 116 Walnut Street, Springfield, Massachusetts**, in accordance with the Specifications titled **Services: Demolition/Deconstruction of Various Properties - 15 Pine Street Court, 158-162 Rifle Street, 116 Walnut Street, Springfield, Massachusetts** dated **February 11, 2015** as prepared by **City of Springfield, Office of Disaster Recovery & Compliance and Cardno ATC, 73 William Franks Drive, West Springfield, MA 01089, Environmental Compliance Services, Inc. (ECS) 588 Silver Street, Agawam, MA 01001** acting as and in these Contract Documents hereinafter called the Engineers. The said Specifications are hereby referred to and made a part of this Contract to the same extent as if the same and each and all thereof were herein specifically set forth, except as otherwise herein provided for in said Specifications. Reference is made to all Addenda and modifications issued to execution of this Contract; the said Addenda and modifications are made a part of this Contract to the same extent as if the same and each and all thereof were herein specifically set forth, except as otherwise herein provided or in said Addenda or modifications. All of the work and labor performed under this Contract shall be performed and all of the materials furnished shall be in strict conformity with the said Drawings, Specifications, Addenda, or modifications and the Contractor accepts and consents to the conditions contained in said Drawings, Specifications, Addenda, or modifications and expressly agrees to comply with every requirement and stipulation therein contained.

The term "**Contract Documents**" or "**Contract**" shall mean the following:

1. The Contract Agreement
2. The Project Manuals
3. Addendum # 1
4. The Contractor's Bid
5. Corporate Certificate
6. The Contractor's Labor & Materials Payment Bond
7. The Affirmative Action Plan
8. Contractor's Insurance Certificate
9. The Minority Business Enterprise Commitment
10. The Prevailing Wage Rates
11. The Davis Bacon Wage Rates
12. Supplemental Equal Employment Opportunity Anti Discrimination and Affirmative Action Program

In the event that any provisions in any of the Contract Documents conflict with any other provisions thereof, the provision contained in the portion of the Contract Documents first enumerated above in this paragraph will govern, except as may otherwise be specifically stated.

ARTICLE II

Contractor has familiarized himself with the nature and extent of the Contract Documents, and Federal, State and local laws, ordinances, rules and regulations that in any manner may affect cost, progress or performances of the Work.

Contractor has given the Engineers written notice of any conflict, error or discrepancy that he has discovered in the Contract documents and the written resolution thereof by Architects is acceptable to Contractor.

Contractor agrees that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work. The work shall be done under the general direction of the Engineers and the Consultant's decision as to the true construction and meaning of the drawings and specifications shall be final. The Architects shall furnish to the Contractor such further drawings or explanation as may be necessary to detail and illustrate the work to be done, and the Contractor shall conform to the same as part of this contract so far as they may be consistent with the original drawings and specifications referred to in Article I.

ARTICLE III

No alteration shall be made in the work shown or described by the drawings and specifications except upon a written order of the Engineers accompanied by written approval of Department of Public Works, and the Mayor of the City. The work shall be performed in accordance with such order, if any, and the value of work so added or omitted shall be computed by the Engineers and the amount so ascertained shall be added or deducted from the contract price. All change orders shall be executed in conformity with Section 4.12.070 of the Springfield Revised Ordinances, 1986, as amended, and with Chapter 468 of the Acts of 2008. Contractor has familiarized himself with the nature and extent of the Contract Documents, and Federal and local laws, ordinances, rules and regulations that in any manner may affect cost, progress or performance of the Work.

Contractor has given Engineers written notice of any conflict, error or discrepancy that he has discovered in the Contract Documents and the written resolution thereof by Engineers is acceptable to Contractor.

Contractor agrees that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work.

Change order requests shall be in accordance with this Article and the Special Supplementary General Conditions 7.2.3.1.

ARTICLE IV

All work and materials shall comply in every respect with state and local laws and regulations and the directions of state and city inspectors of state and city inspectors of buildings. MGL C. 149 regulates this Contract. The Contractor shall give the proper authorities all required notices relating to this work, obtain all official permits required, and pay all fees for the same. The Contractor shall comply with Section 40, regulations of OSHA. The Contractor shall comply with Section 40, Chapter 82 of the Massachusetts General Laws, which requires contractors to notify public utility companies in writing at least forty eight (48) hours (excluding Saturdays, Sundays and legal holidays) before

excavating in any public way.

ARTICLE V

The Owner shall have power to require the Contractor immediately to dismiss any workman, watchman, or other servant of the contractor, who shall in the Owner's opinion be incompetent, disorderly or otherwise unsatisfactory, and the Contractor shall forthwith comply with such requirement.

ARTICLE VI

The Contractor shall not employ any subcontractor for the execution of the same, or any part thereof, without the previous written consent of the Owner, and shall neither assign nor underlet this contract, nor assign, either legally or equitably, any of the monies payable hereunder, or any claims thereto, unless with the previous consent of the City expressed in writing signed in its name by Office of Housing & Neighborhood Services and the Mayor.

ARTICLE VII

A competent foreman shall always be kept upon the premises, to whom all notices and orders may be delivered, and who shall superintend the workmen in the foreman's respective department. A foreman shall maintain at the site for the City one copy of all Drawings, Specifications, Addenda, approved Shop Drawings, Change Orders, and other modifications, in good order and marked to record all changes made during construction. All of these shall be made available to the Engineers and shall be delivered to the Chief Procurement Officer upon completion of the work.

ARTICLE VIII

The Contractor hereby agrees to and shall at all times defend, indemnify and hold the City and its officers, agents and employees, wholly harmless from any and all losses, cost, expenses (including court costs and attorneys' fees, interest and profits), claims, demands, suits by any person or persons, injuries, damages or death, and other liabilities of whatever kind or nature, caused by, resulting from, incident to, connected with, or arising directly or indirectly out of the negligent or willful act or omission by the Contractor, any Subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable whether or not caused in part by any act or neglect on the part of the City, its officers, employees, agents or servants, or others, including parties indemnified hereunder. This indemnity shall survive termination of the contract.

ARTICLE IX

The Contractor shall provide sufficient safe and proper facilities at all times for the inspection of the work by the Owner and the Architects or their authorized representatives, and shall, within twenty four (24) hours after receiving written notice from the Architects to that effect, proceed to remove from the grounds or buildings all materials condemned by him whether worked or unworked, and to take down all portions of the work which shall be, by written notice, condemned as unsound or improper, or as in any way failing to conform to the drawings and specifications, and shall complete such removal or raking down within such reasonable time as may be specified in such notice. In case the Contractor fails to comply with any such notice the City may do the work therein specified and charge the cost thereof to the account of the Contractor.

ARTICLE X

If the Contractor shall at any time refuse or neglect to supply a sufficiency of properly skilled workmen or materials of the proper quality, or fail in any respect to prosecute the work with

promptness and diligence, or fail in the performance of any of the agreements herein contained, such refusal, neglect or failure being certified by the Architects the City may, after three (3) days written notice given to the Contractor by the Engineers, provide any such labor or materials, and deduct the cost thereof from any money then due or thereafter to become due to the Contractor under this contract. If the Engineers shall certify that such refusal, neglect or failure is sufficient ground for such action, or if the Contractor shall be adjudged a bankrupt, or if he shall make a general assignment for the benefit of the contractor's creditors, or if a receiver shall be appointed to take charge of the Contractor's property, the City may terminate the employment of the Contractor for the said work and enter upon the premises and take possession, for the purpose of completing the work included under this contract, of all materials, tools and appliances thereon. The City may employ any other person or persons to finish the work, and may provide the materials thereof, and in case of such discontinuance of the employment of the Contractor, the Contractor shall not be entitled to receive any further payment under this contract until the expiration of sixty five (65) days after said work shall be wholly finished, at which time, if the unpaid balance of the amount to be paid under this contract shall exceed the expense incurred by the City in finishing the work, such excess shall be paid by the City to the Contractor. If the expense incurred by the City shall exceed such unpaid balance, the Contractor shall pay the difference to the City. The expense incurred by the City as herein provided, either for furnishing materials or for finishing the work, and any damage incurred through such default, shall be audited and certified by the Engineers, whose certificate thereof shall be conclusive on the parties hereto.

ARTICLE XI

The Contractor shall achieve Substantial Completion of the whole of the work comprehended in this contract by the time or times stated, to wit:

WITHIN FORTY FIVE (45) CALENDAR DAYS FROM THE DATE OF THE EXECUTION OF THE CONTRACT OR THE ISSUANCE OF A NOTICE TO PROCEED, AN ADDITIONAL TEN (10) DAYS PER PROPERTY WILL BE GRANTED FOR EVERY ADDITIONAL PEOPERTY ADDED TO THE CONTRACT

The Contractor will commence the work required within Five (5) calendar days from the date of the NOTICE TO PROCEED, or Contract signing by Mayor, whichever first. The calendar days shall be consecutive. Payment by the Contractor of Two Hundred and Fifty Dollars and 00/100 (\$250.00) for each and every calendar day the Contract extends beyond the stipulated time, as liquated damages, is hereby agreed to. The Owner may, at its discretion and in writing, extend the time for completion of the work.

The Contractor agrees that the Work shall be prosecuted regularly, diligently, and uninterrupted an at such rate of progress as will insure full completion thereof within the Contract time stated above, it is expressly understood and agreed, by and between Contractor and Owner, that the Contract time is reasonable for the completion of the Work.

The Contractor further agrees that within THIRTY (30) days of Substantial Completion, the project shall achieve Final Completion and Acceptance by Owner, or be subject to liquidated damages as described above.

ARTICLE XII

Should the Contractor be obstructed or delayed in the prosecution or completion of the work by the act, delay or default of the City, or of any other Contractor employed by the City upon the work, or by any damage which may happen by fire, lightning, earthquake, or cyclone, severe winter weather freezing conditions (as determined by the Engineers and approved by the City) or the abandonment of the work by the employees through no default of the Contractor, then the time herein fixed for the

completion of the work may be extended for such period as the Engineers shall determine and certify in writing to the Contractor and to the City to be equivalent to the time lost by reason of any or all of the causes aforesaid. No such allowance shall be made unless a claim therefore is presented in writing to the Engineers and to the City within twenty four (24) hours of the occurrence of such delay, and in no event shall the Contractor have any claim against the City for damages on account of any such delay in the completion of the work.

ARTICLE XIII

All materials used shall be of the best quality of their respective kinds, and all the work performed shall be executed in the most skillful and workmanlike manner, and both materials used and work performed shall be in every respect to the entire and complete satisfaction of the Engineers.

ARTICLE XIV

The Contractor at all times shall keep the construction site free from accumulation of waste materials or rubbish caused by the Contractor's operation. The Contractor shall provide temporary barriers, warning lights and other implements in order to protect areas not requiring construction work. The Contractor shall, upon the completion of said work, remove all the scaffolding, fencing, rubbish, tools, construction equipment, machinery and surplus materials then remaining in or about the said construction site and shall leave the construction site in a perfect and proper condition.

ARTICLE XV

The maximum sum to be paid by the city to the Contractor for said work and materials shall be:

CONTRACT PRICE: SEVENTY THREE THOUSAND AND NINE HUNDRED AND TEN DOLLARS AND 00/100. (\$73,900.00)

(COST FOR PROPERTY DEMOLITION, 158-162 RIFLE STREET)

Said payment shall be subject to the provisions of Massachusetts General Laws chapter 30, section 39K as follows: within fifteen (15) days after receipt from the contractor, at the place designated by the Awarding Authority if such a place is so designated, of a periodic estimate requesting payment of the amount due for the preceding month, the Awarding Authority will make a periodic payment to the Contractor for the work performed during the preceding month and for the materials not incorporated in the work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the Contractor has title or to which a subcontractor has title and has authorized the Contractor to transfer title to the Awarding Authority, less:

1. A retention based on its estimate of the fair value of its claims against the contractor, and less
2. A retention for direct payment to subcontractor based on demands for same accordance with the provisions of section thirty nine F, Chapter 30; and less
3. A retention not exceeding five (5%) percent of the approved amount of the periodic payment.

After the receipt of a periodic estimate requesting final payment and within sixty five (65) days after (a) the Contractor fully completes the work or substantially completes the work so the value of the work remaining to be done is, in the estimate of the Awarding Authority, less than one (1%) percent of the original price, (b) the Contractor substantially completes the work and the Awarding Authority takes possession for occupancy, whichever occurs first, the Awarding Authority shall pay the Contractor the entire balance due on the contract, less:

1. A retention based on its estimate of the fair value of its claims against the Contractor and the cost of completing the incomplete and unsatisfactory items of work; and less
2. A retention for direct payments to subcontractors based on demands for same in accordance with the provisions of section thirty nine F or based on the record of payments by the contractor to the subcontractors under this contract of such record if payment indicates that the contractor has not paid subcontractors as provided thirty nine F.

If the Awarding Authority fails to make payments as herein provided there shall be added to each such payment daily interest at the rate of three (3%) percentage points above the rediscount rate then charged by the Federal Reserve Bank of Boston commencing on the first day after said payment is due and continuing until the payment is delivered or mailed to the Contractor; provided, that no interest shall be due in any event, on the amount due on a periodic estimate for final payment until fifteen (15) days (twenty four (24) days in the case of the Commonwealth) after receipt of such a periodic estimate from the Contractor, at the place designated by the Awarding Authority if such place is so designated. The Contractor agrees to pay to each Subcontractor a portion of any such interest paid in accordance with the amount due each Subcontractor. The Awarding Authority may make changes in any periodic estimate submitted by the Contractor and the payment due on said periodic estimate shall be computed in accordance with the changes so made, but such changes or any requirement for a corrected periodic estimate shall not affect the due date for the periodic payment or the date for the commencement of interest charges on the amount of the periodic payment computed in accordance with the changes made as provided herein; provided, that the Awarding Authority may, within seven (7) days after receipt, return to the Contractor for correction, any periodic estimate which is not in the required form or which contains computations not arithmetically correct and in that event the date of receipt of such periodic estimate shall be the date 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 date thereafter. The provisions of section thirty-nine G. shall not apply to any contract for the construction, reconstruction, alteration, remodeling, repair, or demolition of any public building to which this section applies.

All periodic estimates shall be submitted to the Awarding Authority or to its designee as set forth in writing to the Contractor, and the date of receipt by the Awarding Authority or its designee shall be marked on the estimate. All periodic estimates shall contain a separate item for each filed sub trade and a column listing the amount paid to each filed subcontractor as of the date the periodic estimate is filed. The person making payment for the Awarding Authority shall add the daily interest provided for herein to each payment for each day beyond the due date based on the date of receipt marked on the estimate. A certificate of the Engineers to the effect that the Contractor has fully or substantially completed the work shall, subject to the provisions of section 39 J. be conclusive for the purpose of this section.

ARTICLE XVI (Section 39F, C. 30 M.G.L.)

- A. Forthwith after the General Contractor receives payment on account of a periodic estimate, the General Contractor shall pay to each Subcontractor the amount paid for the labor performed and materials furnished by that subcontractor, less any amount specified in any court proceedings barring such payment and also less any amount claimed due from the Subcontractor by the General Contractor.
- B. Not later than the sixty fifth (65) day after each Sub-Contractor substantially completes his work in accordance with the plans and specifications, the entire balance due under the Sub-Contractor less amounts retained by the awarding authority as the estimated cost of completing the incomplete and unsatisfactory items of work shall be due the Sub-Contractor; and the Awarding Authority shall pay that amount to the general Contractor. The General contractor shall forthwith pay to the Sub-Contractor the full amount received from

the Awarding Authority less any amount specified in any court proceedings barring such payment and also less any amount claimed due from the Sub-Contractor by the General Contractor.

- C. Each payment made by the Awarding Authority to the General Contractor pursuant to subparagraphs A. and B. of this paragraph for the labor performed and the materials furnished by a Subcontractor shall be made to the General Contractor for the account of that Subcontractor; and the Awarding Authority shall take reasonable steps to compel the General Contractor to make such payment to each Subcontractor. If the Awarding Authority has received a demand for direct payment from a Sub-Contractor for any amount which has already been included in a payment to the General Contractor for payment to the Sub-Contractor as provided in subparagraphs (a) and (b), the Awarding Authority shall act upon the demand as provided in this Section.
- D. If, within seventy (70) days after the Sub-Contractor has substantially completed the subcontract work, the Sub-contractor has not received from the General Contractor the balance due under the subcontract including any amount due for extra labor and materials furnished to the General Contractor, less any amount retained by the Awarding Authority as the estimated cost of completing the incomplete and unsatisfactory items of work, the Sub-Contractor may demand direct payment of that balance from the Awarding Authority. The demand shall be by a sworn statement delivered to or sent by certified mail to the Awarding Authority and a copy shall be delivered to or sent by certified mail to the General Contractor at the same time. The demand shall contain a detailed breakdown of the balance due under the subcontract and also a statement of the status of completion of the subcontract work. Any demand made after substantial completion of the subcontract work shall be valid even if delivered or mailed prior to the seventieth (70) day after the Sub-Contractor has substantially completed the subcontract work. Within (10) days after the Sub-Contractor has delivered or so mailed the demand to the Awarding Authority and delivered or so mailed a copy to the General Contractor, the General Contractor may reply to the demand. The reply shall be sworn statement delivered or sent by certified mail to the Awarding Authority and a copy shall be delivered to or sent by certified mail to the Sub-Contractor at the same time. The reply shall contain a detailed breakdown of the balance due under the subcontract including any amount for extra labor and materials to the General Contractor and of the amount due for each claim by the General Contractor and of the amount due for each claim made by the General Contractor against the Sub-Contractor.
- E. Within fifteen (15) days after receipt of the demand by the Awarding Authority, but in no event prior to the seventieth (70) day after substantial completion of the subcontract work, the Awarding Authority shall make direct payment to the sub-contractor of the balance due under the subcontract including any amount due for extra labor and materials furnished to the General Contractor, less any amount (1) retained by the Awarding Authority as the estimated cost of completing the incomplete or unsatisfactory items of work; (2) specified in any court proceedings barring such payment; or (3) disputed by the General Contractor in the sworn reply; provided that the Awarding Authority shall not deduct from a direct payment any amount as provided in part (3) if the reply is not sworn to, or for which the sworn reply does not contain the detailed breakdown required by paragraph D. above. The Awarding Authority shall make further direct payments to the Sub-Contractor forthwith after the removal of the basis for deductions from direct payments made as provided in parts (1) and (2) of this subparagraph.
- F. The Awarding Authority shall forthwith deposit the amount deducted from a direct payment as provided in part (3) of subparagraph E. above in an interest-bearing joint account in the names of the General Contractor and the Sub-Contractor in a bank in Massachusetts selected by the Awarding Authority or agreed upon by the General Contractor and the Sub-Contractor and shall notify the General Contractor and the Sub-Contractor of the date of the

deposit and the bank receiving the deposit. The bank shall pay the amount in the account, including accrued interest, as provided in an agreement between the General Contractor and the Sub-Contractor or as determined by decree of a court of competent jurisdiction.

- G. All direct payments and all deductions from demands for direct payments deposited in an interest-bearing account in a bank pursuant to subparagraph F shall be made out of accounts payable to the General Contractor at the time of receipt of a demand for direct payment from a Sub-Contractor and out of amounts which later become payable to the General Contractor and in the order of receipt of such demands from Sub-Contractors. All direct payments shall discharge the obligation of the Awarding Authority to the General Contractor to the extent of such payment.
- H. The Awarding Authority shall deduct from payments to a General Contractor amounts which, together with the deposits in interest bearing accounts pursuant to subparagraph F, are sufficient to satisfy all unpaid balances of demands for direct payments, and the Sub-Contractor shall have a right in such deductions prior to any claims against such amount by creditors of the General Contractor.
- I. If the Sub-Contractor does not receive payment as provided in subparagraph A or if the General Contractor does not submit a periodic estimate for the value of the labor or materials performed or furnished by the Sub-Contractor and the Sub-Contractor does not receive payment for same when due less the deductions provided for in subparagraph A, the Sub-Contractor may demand direct payment by following the procedure in subparagraph D, and the General Contractor may file a sworn reply as provided in that same paragraph. A demand made after the first day of the month following that for which the Sub-Contractor performed or furnished the labor and materials for which the Sub-Contractor seeks payment shall be valid even if delivered or mailed prior to the time payment was due on a periodic estimate from the General Contractor. Thereafter the awarding Authority shall proceed as provided in subparagraphs E, F, G, and H.

ARTICLE XVII (Section 39N, C. 30 M.G.L.)

If during the progress of the work, the contractor or the Awarding Authority discovers that the actual sub surface or latent physical conditions encountered at the site differ substantially or materially from those shown on the plans or indicated in the contract documents either the Contractor or the Contracting Authority may request an equitable adjustment in the contract price of the contract applying to work affected by the differing site conditions.

A request for such an adjustment shall be in writing and shall be delivered by the party making such claims to the other party as soon as possible after such conditions are discovered. Upon receipt of such a claim from a Contractor or upon its own initiative, the Contracting Authority shall make an investigation of such physical conditions, and, if they differ substantially or materially from those shown on the plans or indicate in the contract documents or from those ordinarily encountered and generally recognized as inherent in work of the character provided for in the plans and contract documents and are of such a nature as to cause an increase or decrease in the cost of performance or the work or a change in the construction methods required for the performance of the work which results in an increase or decrease in the cost of the work, the Contracting Authority shall make an equitable adjustment in the contract price and the contract shall be modified in writing accordingly.

ARTICLE XVIII (Section 39O, C. 30 M.G.L.)

- A. The Awarding Authority may order the General Contractor in writing to suspend, delay, or interrupt all or any part of the work for such period of time as it may determine to be appropriate for the convenience of the Awarding Authority; provided, however, that if there is a suspension, delay or interruption for fifteen (15) days or more due to a failure of the

Awarding Authority to act within the time specified in this contract the Awarding Authority shall make an adjustment in this contract price for any increase in the cost of performance of this contract but shall not include any profit to General Contractor on such increase; and provided further, that the Awarding Authority shall not make any adjustment in the contract price under this provision for any suspension, delay interruption or failure to act to the extent that such is due to any cause for which this contract provides for an equitable adjustment of the contract price under any other contract provisions.

- B. The General Contractor must submit the amount of a claim under provisions (A) to the Awarding Authority in writing as soon as practicable after the end of the suspension, delay, interruption or failure to act and, in any event not later than the date of final payment under this contract and except for costs due to a suspension order, the Awarding Authority shall not approve any costs in the claim incurred more than twenty (20) days before the General Contractor notified the Awarding Authority in writing of the act or failure to act involved in the claim.

ARTICLE XIX

No certificate given or payment made under this contract, except the final certificate or final payment, shall be evidence of the performance of this contract, either wholly or in part, or be construed as a waiver of the right of the City either to reject any defective work or material or to require the fulfillment of any of the terms of the contract; and such final certificate or final payment shall not prevent a recovery by the City.

ARTICLE XX

The Contractor shall pay to the City all expenses, losses and damages incurred in consequence of any defect, omission or mistake of the Contractor or the Contractor's Sub-Contractors or the Contractor's employees; and any defects which may appear within twelve (12) months from the completion of the contract due to defective or improper materials or workmanship, shall upon request in writing, be immediately remedied and made good by the Contractor at the Contractor's own costs; and in case of default, the City may recover the cost of making good the same from the Contractor and from the sureties on the bond given to secure the performance of this contract. If the Contractor in the performance of said contract shall either depart from the original plans or substitute any other materials for a material named in the original specifications, by whomsoever the Contract may have been directed to make such departure or substitution the Contractor shall be responsible for any damage resulting therefrom to the City and shall reimburse the City thereof.

ARTICLE XXI

The Contractor further covenants and agrees to hold and save the City, its officers, agents, servants and employees, harmless from and against all demands of any kind for or on account of the use of any patents invention article or appliance included in materials furnished or employed under this contract.

ARTICLE XXII

The Contractor shall comply and the Contractor shall require each of the Contractor's Sub-Contractors employed in the completion of the Project to comply with all applicable Federal, State, Territorial, and Local laws. The Contractor certifies that the work will be carried out in accordance with Chapter 149 of the Massachusetts General Laws. The Contractor shall not participate in or cooperate with an international boycott, as defined in Section 999 (b) (3) and (4) of the Internal Revenue code of 1954, as amended, or engage in conduct declared to be unlawful by Section 2 of Chapter 151E of the Massachusetts General Laws.

ARTICLE XXIII

The goals for minority business enterprise (MBE) and women's business enterprise (WBE) participation for this contract is a cumulative goal of twenty per cent (20%) of MBE/WBE participation on the basis of the total dollars paid, minority/ women workforce, or a combination of these, as described in the MBE/WBE Enterprise Program bid documents. The Contractor shall take all affirmative steps necessary to achieve this goal, and shall provide reports documenting the portion of contract and subcontract dollars paid to minority and women owned business, and its efforts to achieve the goals, with each invoice submitted or at such greater intervals as specified by the City of Springfield. The Contractor shall require similar reports from its Sub-Contractors. The Contractor agrees to make a good faith best effort to provide opportunities to eligible, bonafide minority and women owned and controlled businesses, as described in the "City of Springfield Minority and Women Business Enterprise Program" attached to this contract and incorporated herein by reference.

The term "a minority business enterprise" means a business at least fifty (50%) percent of which is owned by minority group members or, in the case of a publicly owned business, at least fifty-one (51%) percent of the stock which is owned by minority group members. For the purpose of the preceding sentence, "minority business group members" are citizens of the United States who are Black, Hispanic, Asian, American Indian, Alaskan Native, Cape Verdean, Eskimos and Aleuts.

ARTICLE XXIV

In the employment of mechanics, teamsters and laborers in the construction, addition to and alteration of said work preference shall be given (1) to citizens of said City who are veterans as defined in clause forty three of section seven of chapter four, M.G.L., and who are qualified to perform the work to which employment relates; (2) to citizens of said City in general; (3) to citizens of the Commonwealth who are veterans aforesaid in the Armed Forces of the United States and have been discharged or released and are qualified, as aforesaid; (4) to citizens of the Commonwealth generally; and (5) if they cannot be obtained in sufficient numbers then to citizens of the United States.

ARTICLE XXV

The rate per hour of wages to said mechanics and apprentices, teamsters, chauffeurs and laborers employed in the construction addition to or alteration of said work shall not be less than the rate or rates of wages to be determined by the Commissioner of Labor and industries as hereinafter provided; provided, that the wages paid to laborers employed on said works shall not be less than those paid to laborers in the municipal services of the City; provided, further that if in the City a wage rate or wage rates have been established in certain trades and occupations by collective agreements or understandings between organized labor and employers, the rate or rates to be paid on said works shall not be less than the rates so established; provided, further, that if no such rate or rates have been so established in the City, the wages paid to mechanics and apprentices, teamsters, chauffeurs and laborers on said work, shall not be less than the prevailing wages paid to the employees in the same trades and occupations by private employers engaged in the construction industry in the City. This article and Article XXIV herein, are intended to be in compliance with Chapter 149, Section 26, of the General Laws and any acts in amendments thereof or in addition thereto.

ARTICLE XXVI

A schedule of rates or rates of wages obtained from the Commissioner of Labor and Industries pursuant to a list submitted to the Commission of the jobs upon which mechanics and apprentices, teamsters, chauffeurs and laborers are to be employed in connection with said work, is attached hereto and made a part hereof; and it is agreed that said schedule shall be the minimum rate or

rates of wages for said employees during the life of the contract. The Contractor shall cause a legible copy of said schedule to be kept posted in a conspicuous place at the site of said works during the life of the contract. This article is intended to be in compliance with Chapter 149, Section 27, of the General Laws and any acts in amendment thereof of in addition thereto.

ARTICLE XXVII

It is agreed that wages paid to reserve police officers in connection with said work shall be at the prevailing rate of wage paid to regular officers in the City. This article is intended to be in compliance with Chapter 149, Section 34B, of the General Laws and acts in amendment thereof or addition thereto.

ARTICLE XXVIII

In case of any dispute as to wages arising under the preceding sections, the Commissioner of Labor and Industries shall investigate and decide what rate of wages in accordance with the preceding sections, shall be paid.

ARTICLE XXIX

The Contractor shall keep a true and accurate record of all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said works, showing the name, address, and occupational classification of each such employee, and shall furnish copies of same in required form and manner to the Commissioner of Labor and Industries and/or the City upon request. The Contractor shall preserve its payroll records for a period of six (6) years from the date of completion of the contract. The Contractor shall furnish to the Commissioner of Labor and Industries within fifteen (15) days after the completion of its portion of the work (as any Sub-Contractor shall within fifteen (15) days after the completion of its portion of the work) a Statement of Compliance, in the form set forth in Chapter 149, Section 27B of the General Laws and any acts in amendment thereof or in addition thereto.

ARTICLE XXX

No laborer, workman, or mechanic, foreman or inspector working within the Commonwealth, in the employ of the Contractor, Sub Contractor or other person doing or contracting to do the whole or part of the work contemplated by the contract, shall be required or permitted to work more than eight (8) hours in any one day or more than forty-eight (48) hours in any one week, except in cases of emergency, or in case any town subject to section thirty one is a party to such a contract, more than eight (8) hours in any one (1) day, except as aforesaid. This article is intended to be in compliance with Chapter 149, Section 34, of the General Laws and acts in amendment thereof or in addition thereto.

ARTICLE XXXI

No Architects or teamster working within the Commonwealth in the employ of the Contractor, Sub-Contractor or other person doing or contracting to do the whole or part of the work contemplated by this contract, shall be required or permitted to work more than eight (8) hours in any one day or more than forty-eight (48) hours in any one week, except in cases of emergency, or in case any town subject to Section thirty-one is a party to such a contract, more than eight (8) hours in any one day, except as aforesaid.

ARTICLE XXXII

The Contractor shall not, nor shall the Contractor's agents or employees, directly or indirectly

require, as a condition of employment in the work provided for by this contract, that any employee shall lodge, board or trade at a particular place or with a particular person. Every employee in public works shall lodge, board and trade where and with whom he (or she) elects; and no person or his agents or employees under contract with the Commonwealth, or county, city or town or with a department, board, commission or officer acting therefore, for the doing of public works shall directly or indirectly require, as a condition of employment therein, that the employee shall lodge, board or trade at a particular place or with a particular person.

ARTICLE XXXIII

The Contractor shall procure such policies of insurance as will protect him and the City against claims under the Workmen's Compensation Acts and any other claims for damages for personal injury, including death, which may arise from operation under this contract. Certificates of such insurance, naming the City as a co-insured shall be filed with the City and affixed to this contract, and shall be subject to the approval of the Engineers and the City for adequacy or protection. The Contractor shall, before commencing performance of the contract, at the Contractor's own expense, provide by insurance for the payment of compensation and the furnishing of other benefits under chapter one hundred and fifty two of the General Laws to all persons to be employed under the contract, and the contractor shall continue at the Contractor's own expense, such insurance in full force and effect during term of the contract. Failure to provide and continue in force such insurance as aforesaid shall be deemed a material breach of the contract and shall operate as an immediate termination thereof. No cancellation of such insurance, whether by the insurer or by the insured, shall be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the City at least fifteen (15) days prior to the intended Notice of Cancellation sent by the party proposing cancellation by registered mail, postage prepaid, with a return receipt of the addressee requested shall be sufficient notice. This section shall apply to the legal representative, trustee in bankruptcy, receiver, assignee, trustee and the successor in interest of the contractor.

ARTICLE XXXIV

The Contractor shall within five (5) days of Notice of Award furnish the City with a Performance Bond in an amount equal to one hundred percent (100%) of the Contract sum as security for the faithful performance of this Contract and also a Labor & Materials Payment Bond in an amount equal to one hundred percent (100%) of the Contract sum as security for the payment of all persons performing labor on the Project under this Contract and furnishing materials in connection with this Contract. The said Performance and Labor and Materials bonds shall be affixed to this contract at its execution and have surety or sureties which are licensed to do business in the Commonwealth of Massachusetts approved by the Law Department and Mayor of the City.

ARTICLE XXXV

During the performance of this contract, the Contractor agrees as follows:

1. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The Contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this non-discrimination clause.
2. The Contractor will, in all solicitations or advertisements for employees place by or on

behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

3. The Contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided by the Contract Compliance Officer advising the said labor union or worker's representatives of the Contractor's commitment under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
4. The Contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, as amended, and the rules, regulations, and relevant orders of the Secretary of Labor.
5. The Contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, as amended, and by rules, regulations and orders of the Secretary of Labor, or pursuant thereto, and will permit access to the Contractor's books, records, and accounts by the Department and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
6. In the event of the Contractor's noncompliance with the non-discrimination clauses of this contract or with any of said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the Contractor may be declared ineligible for further Government contracts of federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, as amended, or by rule, regulation or order of the Secretary of Labor, or as otherwise provided by Law.
7. The Contractor shall include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order 11246 of September 24, 1965, as amended, so that such provisions will be binding upon each subcontract or purchase order as the Department may direct as a means of enforcing such provisions, including sanctions for noncompliance, provided however, that in the event a Contractor becomes involved in, or is threatened with, litigation with Sub-Contractor or vendor as a result of such direction by the Department, the contract may request the United States to enter into such litigation to protect the interest of the United States.

ARTICLE XXXVI

The City shall have the right to terminate the Contract in whole or in part if:

- A. any representative made by the Contractor to the City in connection with the Contract Documents shall be incorrect or incomplete in any material respect.
- B. The Contractor fails to comply with the essential conditions of this agreement, that it shall diligently pursue the development of this project. It is expressly understood and agreed that the Contractor shall notify both the Engineers and the City in the event delays occur which delays affect the start of on-site labor or accomplishment of the project. Time is of the essence of the completion of this project.
- C. The intent and purpose of the Project is changed substantially so as to significantly affect the accomplishment of the Project as intended.
- D. The Contractor has violated commitments made by it in its proposal and supporting documents or has violated any of the terms of conditions of this Agreement.

- E. Any official, employee, Engineers attorney, Engineer or inspector of or for the City or any State or local official or representative, becomes directly or indirectly interested financially in the acquisition of any materials or equipment, or in any construction for the Project, or in the furnishings of any service to or in connection with the Project, or in any benefit arising therefrom.
- F. The Contractor fails to report immediately to the City any change of authorized representative(s) acting in lieu of or on behalf of the Contractor.
- G. The Contractor fails to fulfill its bonafide minority and women business enterprise commitments outlined in Contract Documents.

Should the City elect to terminate the Contract under clauses A, B, D, or G, the Contractor shall forthwith repay to the City all money received by it under the Contract. The City reserves the right to suspend the Contract and withhold further payment, or prohibit the Contractor from incurring additional obligations pending corrective action by the Contractor or a decision by the City to terminate the Contract unless the Project is completed to the satisfaction of the City.

ARTICLE XXXVII

The Contractor shall establish, maintain and preserve and the Contractor shall require each of its Sub-Contractors to establish, maintain and preserve property management, project performance, financial management, payrolls and reporting documents and systems, and such other books, records and other data pertinent to the Project as the City may require. All such records shall be retained for a period of six (6) years following receipt of final payment. The Contractor shall render and shall require each of its Sub Contractors to render to the City or any authorized representative of the City the right to inspect and monitor all work, materials, payrolls, record and personnel, invoices and other relevant data and records pertaining to the development and construction of the Project. The Contractor shall give the City access to and the right to examine all records, books, papers or documents related to the Project for the entire time period beginning with Project commencement and ending six (6) years after final acceptance and final payment. The Contractor shall provide such information on this Project as is required by the City

ARTICLE XXXVIII

The Contractor shall furnish and install all "weather protection" materials in accordance with M.G.L. c149, s44G, Chapter 497 of the Acts of 1970.

- A. **"Weather Protection"** shall mean the temporary protection of that work adversely affected provide adequate working areas during the months of November through March as determined by the Awarding Authority and be consistent with the approved construction schedule to permit the continuous progress of all work necessary to maintain an orderly and efficient sequence of construction operations.
- B. Standards for such protection shall be established by the Deputy Commissioner of Planning and Operations in the Executive Office for Administration and Finance.
- C. Responsibility for Weather Protection
 - 1. The entire responsibility for weather protection during construction until Substantial Completion, shall be assumed by the Contractor, who shall be liable for any damage to any work caused by the Contractor's failure to supply proper weather protection and proper ventilation as required.

2. Any work damaged by frost shall be removed and replaced by the Contractor at the Contractor's own expense and as directed by the Engineers.
3. It is to be specifically understood that the Contractor shall do no work at any time or under any conditions that he or she deems unsuitable to the perfect execution of the Work. This provision shall not be interpreted as constituting any waiver, release or lessening of the Contractor's obligation to bring the Work to Substantial Completion with the period of time set forth in the Agreement.

ARTICLE XXXIX

1. The words defined herein shall have the meaning stated below whenever they appear in this section:
 - A. **"Contractor"** means any person, corporation, partnership, joint venture, sole proprietorship, or other entity awarded a contract pursuant to section thirty-nine M of chapter 30, Sections forty-four A through H inclusive of chapter one hundred and forty-nine
 - B. **"Contract"** means any contract awarded or executed pursuant to section thirty-nine M of chapter thirty, or sections forty-four A through H, inclusive, of chapter one hundred and forty-nine.
 - C. **"Records"** means books of original entry, accounts, checks, bank statements and all other banking documents, correspondence, memoranda, invoices, computer printouts, tapes, discs, papers, and other documents or transcribed information of any type, whether expressed in ordinary or machine language.
 - D. **"Independent Certified Public Accountant"** means a person duly registered in good standing and entitled to practice as a certified public accountant under the laws of the place of the accountant's residence or principal office and who is in fact independent. In determining whether an accountant is independent with respect to a particular person, appropriate consideration should be given to all relationships between the accountant and that person or any affiliate thereof. Determination of an accountant's independence shall not be confined to the relationships existing in connection with the filling of reports with the Awarding Authority.
 - E. **"Audit"**, when used in regard to financial statements, means an examination of records by an independent certified public accountant in accordance with generally accepted accounting principles and auditing standards for the purpose of expressing a certified opinion thereon, or, in the alternative, a qualified opinion or a declination to express an opinion for stated reasons.
 - F. **"Accountant's Report"**, when used in regard to financial statements, means a document in which an independent certified accountant indicates the scope of the audit which said accountant has made and sets forth said accountant's opinion regarding the financial statements taken as a whole with a listing of noted exceptions and qualifications, or an assertion to the effect that an overall opinion cannot be expressed. When an overall opinion cannot be expressed, the reason therefore shall be stated. An accountant's report shall include as part thereof a signed statement by the responsible corporate officer attesting that management has fully disclosed all material facts to the independent certified public accountant, and that the audited financial statement is a true and complete statement of the financial condition of the contractor.

- G. **"Management"**, when used herein, means the chief executive officers, partners, principal or other person or persons primarily responsible for the financial and operational policies and practices of the contractor.
- H. **"Accounting terms"**, unless otherwise defined herein, shall have a meaning in accordance with generally accepted accounting principles and auditing standards.
2. The Contractor shall make, and keep for at least six years after final payment, books, records, and accounts which in reasonable detail accurately and fairly reflect the transactions and dispositions of the contractor, and
- A. Until the expiration of six (6) years after final payment, the Awarding Authority, the Office of the Inspector General and the Deputy Commissioner of Capital Asset Management shall have the right to examine any books, documents, papers or records of the Contractor or his or her Subcontractor that directly pertain to, and involve transactions relating to the Contractor or his or her Subcontractor, and
- B. If the agreement is a contract as defined herein, the Contractor shall describe any change in the method of maintaining records or recording or recording transactions which materially affect any statements filed with the Awarding Authority, including in the Contractor's description the date of the change and reasons thereof, and shall accompany said description with a letter from the Contractor's independent certified public accountant approving or otherwise commenting on the changes, and
- C. If the agreement is a contract as defined herein, the Contractor has filed a statement of management on internal accounting controls as set forth below prior to the execution of the contract, and
- D. If the agreement is a contract as defined herein, the Contractor has filed prior to the execution of the contracts and will continue to file annually, an audit financial statement for the most recent completed fiscal year as set forth below.
- E. The Contractor shall file with the Awarding Authority a statement of management as to whether the system of internal accounting controls of the Contractor and its subsidiaries reasonably assures that:
1. transactions are executed in accordance with management's general and specific authorization,
 2. transactions are recorded as necessary to permit preparation of financial statements in conformity with generally accepted accounting principles, and to maintain accountability for assets,
 3. access to assets is permitted only in accordance with management's general or specific authorization; and
 4. the recorded accountability for assets is compared with the existing assets at reasonable intervals and appropriate action was taken with respect to any difference.
3. The Contractor shall also file with the Awarding Authority a statement prepared and signed by an independent certified public accountant, stating that said accountant has examined the statement of management on internal accounting controls, and expressing an opinion as to:
- A. Whether the representations of management in response to these paragraphs are

consistent with the result of management's evaluation of the system of internal accounting controls; and

- B. Whether such representations of management are, in addition, reasonable with respect to transactions and assets in amounts which would be material when measured in relation to the applicant's financial statements.

The Contractor shall annually file with the Awarding Authority during the term of the contract a financial statement prepared by an independent certified public accountant on the basis of an audit by such accountant. The final statement filed shall include the date of final payment. All statements shall be accompanied by an accountant's report.

The Office of Inspector General, the Deputy Commissioner of Capital Planning and Operations and the Awarding Authority shall enforce the provisions of this section. The Deputy Commissioner of Capital Planning and Operations may after providing an opportunity for the Inspector General and other interested parties to comment, promulgate pursuant to the provisions of the chapter thirty A such rules, regulations and guidelines as are necessary to effectuate the purposes of this section. Such rules, regulations and guidelines may be applicable to the authorities. The contractor's failure to satisfy any of the requirements of this section may be grounds for disqualification pursuant to section forty-four C of chapter one hundred and forty-nine.

ARTICLE XL

The Contractor shall not employ any alien in the United States in violation of the Immigration and Nationality Act or any other law, convention, or treaty of the United States relating to the immigration, exclusion, deportation, or expulsion of aliens.

ARTICLE XLI

The Contractor and its Sub-Contractors shall use raw material mined or produced in the United States and from United States Manufacturers substantially made from materials mined, produced or manufactured in the United States.

ARTICLE XLII

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

ARTICLE XLIII

The Contractor shall give special consideration, consistent with existing applicable collective bargaining agreements and practices to the employment on the Project of qualified disabled veterans defined in 38 USC 2011 (1), and to qualified Vietnam era veterans defined in 38 USC 2011 (2) (A).

ARTICLE XLIV

The laws of the Commonwealth of Massachusetts shall govern this agreement, unless otherwise specified. Any action, whether at law or equity, shall be brought only in the Superior Court of Hampden County, or the Federal District Court for the district of Massachusetts, sitting in Springfield.

Section 3 Clause included in Contract No. 20150906

Section 3 Clause

A. The work to be performed under this contract is subject to the requirements of section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u (section 3). The purpose of section 3 is to ensure that employment and other economic opportunities generated by HUD assistance or HUD-assisted projects covered by section 3, shall, to the greatest extent feasible, be directed to low- and very low-income persons, particularly persons who are recipients of HUD assistance for housing.

B. The parties to this contract agree to comply with HUD's regulations in 24 CFR part 135, which implement section 3. As evidenced by their execution of this contract, the parties to this contract certify that they are under no contractual or other impediment that would prevent them from complying with the part 135 regulations.

C. The contractor agrees to send to each labor organization or representative of workers with which the contractor has a collective bargaining agreement or other understanding, if any, a notice advising the labor organization or workers' representative of the contractor's commitments under this section 3 clause, and will post copies of the notice in conspicuous places at the work site where both employees and applicants for training and employment positions can see the notice. The notice shall describe the section 3 preference, shall set forth minimum number and job titles subject to hire, availability of apprenticeship and training positions, the qualifications for each; and the name and location of the person(s) taking applications for each of the positions; and the anticipated date the work shall begin.

D. The contractor agrees to include this section 3 clause in every subcontract subject to compliance with regulations in 24 CFR part 135, and agrees to take appropriate action, as provided in an applicable provision of the subcontract or in this section 3 clause, upon a finding that the subcontractor is in violation of the regulations in 24 CFR part 135. The contractor will not subcontract with any subcontractor where the contractor has notice or knowledge that the subcontractor has been found in violation of the regulations in 24 CFR part 135.

E. The contractor will certify that any vacant employment positions, including training positions, that are filled (1) after the contractor is selected but before the contract is executed, and (2) with persons other than those to whom the regulations of 24 CFR part 135 require employment opportunities to be directed, were not filled to circumvent the contractor's obligations under 24 CFR part 135.

F. Noncompliance with HUD's regulations in 24 CFR part 135 may result in sanctions, termination of this contract for default, and debarment or suspension from future HUD assisted contracts.

G. With respect to work performed in connection with section 3 covered Indian housing assistance, section 7(b) of the Indian Self-Determination and Education Assistance Act (25 U.S.C 450e) also applies to the work to be performed under this contract. Section 7(b) requires that to the greatest extent feasible (i) preference and opportunities for training and employment shall be given to Indians, and (ii) preference in the award of contracts and subcontracts shall be given to Indian organizations and Indian-owned Economic Enterprises. Parties to this contract that are subject to the provisions of section 3 and section 7(b) agree to comply with section 3 to the maximum extent feasible, but not in derogation of compliance with section 7(b).

IN WITNESS WHEREOF the City of Springfield has caused these presents to be signed in its name and behalf, Office of Disaster Recovery & Compliance - , with the approval of its Mayor and the said Contractor has caused these presents to be signed in the contractor's named and behalf by its hereto duly authorized the day and year the same is signed by all necessary parties, on the latest date noted below.

CONTRACTOR

BY:

James Morgan
JAY-MOR ENTERPRISES, INC.

James Morgan, President

APPROVED AS TO APPROPRIATION

PURSUANT TO M.G.L. c. 44, s31C § 73, 90b.00

26401311-529260-04014

BY:

Peter A. Pina
COMPTROLLER

APPROVED:

BY:

[Signature]
OFFICE OF DISASTER RECOVERY & COMPLIANCE

CITY OF SPRINGFIELD

BY:

Therese Theodoras
OFFICE OF PROCUREMENT

APPROVED AS TO FORM

BY:

[Signature]
LAW DEPARTMENT

REVIEWED AND APPROVED:

[Signature]
MAYOR

This 5th day of March, 2015

Performance Bond

CONTRACTOR:

(Name, legal status and address)

JAY-MOR ENTERPRISES, INC.
10 WEST ROAD
PO BOX 785
HUDSON, NH 03051

SURETY:

(Name, legal status and principal place of business)

WESTCHESTER FIRE INSURANCE COMPANY
436 Walnut Street
PHILADELPHIA, PA 19106

OWNER:

(Name, legal status and address)

CITY OF SPRINGFIELD
36 Court Street
Springfield, MA 01103

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

AIA Document A312-2010 combines two separate bonds, a Performance Bond and a Payment Bond, into one form. This is not a single combined Performance and Payment Bond

CONSTRUCTION CONTRACT

Date: **2/17/2015**

Amount: **\$73,900.00**

Bond Number: K09154309

Description: **DEMOLITION/DECONSTRUCTION OF 158-162 RIFLE STREET, SPRINGFIELD, MA, PROJECT NO. 15-164.**

(Name and location)

BOND

Date: **2/17/2015**

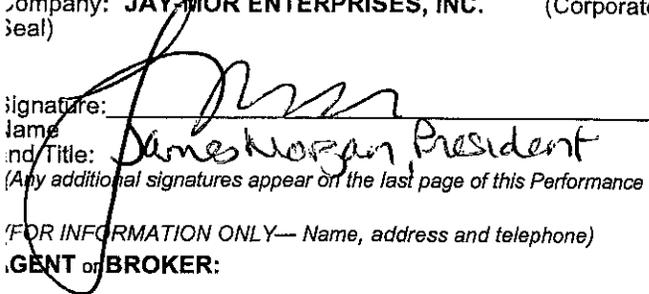
(Not earlier than Construction Contract Date)

Amount: **\$73,900.00**

Modifications to this Bond: X None See Section 16

CONTRACTOR AS PRINCIPAL

Company: **JAY-MOR ENTERPRISES, INC.** (Corporate Seal)

Signature: 
Name: **James Morgan**
And Title: **President**
(Any additional signatures appear on the last page of this Performance Bond)

(FOR INFORMATION ONLY— Name, address and telephone)

AGENT or BROKER:

KILLINGS SHAW & ASSOCIATES, INC.
PO BOX 481, 103 PARK STREET
NEWTON, ME 04243-0481

SURETY

Company: **WESTCHESTER FIRE INSURANCE COMPANY** (Corporate Seal)

Signature: 
Name: **NANCY CASTONGUAY**
And Title: **Attorney-In-Fact**

OWNER'S REPRESENTATION:

(Architect, Engineer or other party)

§ 1 The Contractor and Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the Owner for the performance of the Construction Contract, which is incorporated herein by reference.

§ 2 If the Contractor performs the Construction Contract, the Surety and the Contractor shall have no obligation under this Bond, except when applicable to participate in a conference as provided in Section 3.

§ 3 If there is no Owner Default under the Construction Contract, the Surety's obligation under this Bond shall arise after

- .1 the Owner first provides notice to the Contractor and the Surety that the Owner is considering declaring a Contractor Default. Such notice shall indicate whether the Owner is requesting a conference among the Owner, Contractor and Surety to discuss the Contractor's performance. If the Owner does not request a conference, the Surety may, within five (5) business days after receipt of the Owner's notice, request such a conference. If the Surety timely requests a conference, the Owner shall attend. Unless the Owner agrees otherwise, any conference requested under this Section 3.1 shall be held within ten (10) business days of the Surety's receipt of the Owner's notice. If the Owner, the Contractor and the Surety agree, the Contractor shall be allowed a reasonable time to perform the Construction Contract, but such an agreement shall not waive the Owner's right, if any, subsequently to declare a Contractor Default;
- .2 the Owner declares a Contractor Default, terminates the Construction Contract and notifies the Surety; and
- .3 the Owner has agreed to pay the Balance of the Contract Price in accordance with the terms of the Construction Contract to the Surety or to a contractor selected to perform the Construction Contract.

§ 4 Failure on the part of the Owner to comply with the notice requirement in Section 3.1 shall not constitute a failure to comply with a condition precedent to the Surety's obligations, or release the Surety from its obligations, except to the extent the Surety demonstrates actual prejudice.

§ 5 When the Owner has satisfied the conditions of Section 3, the Surety shall promptly and at the Surety's expense take one of the following actions:

§ 5.1 Arrange for the Contractor, with the consent of the Owner, to perform and complete the Construction Contract;

§ 5.2 Undertake to perform and complete the Construction Contract itself, through its agents or independent contractors;

§ 5.3 Obtain bids or negotiated proposals from qualified contractors acceptable to the Owner for a contract for performance and completion of the Construction Contract, arrange for a contract to be prepared for execution by the Owner and a contractor selected with the Owner's concurrence, to be secured with performance and payment bonds executed by a qualified surety equivalent to the bonds issued on the Construction Contract, and pay to the Owner the amount of damages as described in Section 7 in excess of the Balance of the Contract Price incurred by the Owner as a result of the Contractor Default; or

§ 5.4 Waive its right to perform and complete, arrange for completion, or obtain a new contractor and with reasonable promptness under the circumstances:

- .1 After investigation, determine the amount for which it may be liable to the Owner and, as soon as practicable after the amount is determined, make payment to the Owner; or
- .2 Deny liability in whole or in part and notify the Owner, citing the reasons for denial.

§ 6 If the Surety does not proceed as provided in Section 5 with reasonable promptness, the Surety shall be deemed to be in default on this Bond seven days after receipt of an additional written notice from the Owner to the Surety demanding that the Surety perform its obligations under this Bond, and the Owner shall be entitled to enforce any remedy available to the Owner. If the Surety proceeds as provided in Section 5.4, and the Owner refuses the payment or the Surety has denied liability, in whole or in part, without further notice the Owner shall be entitled to enforce any remedy available to the Owner.

§ 7 If the Surety elects to act under Section 5.1, 5.2 or 5.3, then the responsibilities of the Surety to the Owner shall not be greater than those of the Contractor under the Construction Contract, and the responsibilities of the Owner to the Surety shall not be greater than those of the Owner under the Construction Contract. Subject to the commitment by the Owner to pay the Balance of the Contract Price, the Surety is obligated, without duplication, for

1. the responsibilities of the Contractor for correction of defective work and completion of the Construction Contract;
2. additional legal, design professional and delay costs resulting from the Contractor's Default, and resulting from the actions or failure to act of the Surety under Section 5; and
3. liquidated damages, or if no liquidated damages are specified in the Construction Contract, actual damages caused by delayed performance or non-performance of the Contractor.

§ 8 If the Surety elects to act under Section 5.1, 5.3 or 5.4, the Surety's liability is limited to the amount of this Bond.

§ 9 The Surety shall not be liable to the Owner or others for obligations of the Contractor that are unrelated to the Construction Contract, and the Balance of the Contract Price shall not be reduced or set off on account of any such unrelated obligations. No right of action shall accrue on this Bond to any person or entity other than the Owner or its heirs, executors, administrators, successors and assigns.

§ 10 the Surety hereby waives notice of any change, including changes of time, to the Construction Contract or to related subcontracts, purchase orders and other obligations.

§ 11 Any proceeding, legal or equitable, under this Bond may be instituted in any court of competent jurisdiction in the location in which the work or part of the work is located and shall be instituted within two years after a declaration of Contractor Default or within two years after the Contractor ceased working or within two years after the Surety refuses or fails to perform its obligations under this Bond, whichever occurs first. If the provisions of this Paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.

§ 12 Notice to the Surety, the Owner or the Contractor shall be mailed or delivered to the address shown on the page on which their signature appears.

§ 13 When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the construction was to be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

§ 14 Definitions

§ 14.1 **Balance of the Contract Price.** The total amount payable by the Owner to the Contractor under the Construction Contract after all proper adjustments have been made, including allowance to the Contractor of any amounts received or to be received by the Owner in settlement of insurance or other claims for damages to which the Contractor is entitled, reduced by all valid and proper payments made to or on behalf of the Contractor under the Construction Contract.

§ 14.2 **Construction Contract.** The agreement between the Owner and Contractor identified on the cover page, including all Contract Documents and changes made to the agreement and the Contract Documents.

§ 14.3 **Contractor Default.** Failure of the Contractor, which has not been remedied or waived, to perform or otherwise to comply with a material term of the Construction Contract.

§ 14.4 **Owner Default.** Failure of the Owner, which has not been remedied or waived, to pay the Contractor as required under the Construction Contract or to perform and complete or comply with the other material terms of the Construction Contract.

§ 14.5 **Contract Documents.** All the documents that comprise the agreement between the Owner and Contractor.

§ 15 If this Bond is issued for an agreement between a Contractor and subcontractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor

§ 16 Modifications to this bond are as follows:

Space is provided below for additional signatures of added parties, other than those appearing on the cover page.)

CONTRACTOR AS PRINCIPAL	SURETY
Company: (Corporate Seal)	Company: (Corporate Seal)
Signature:	Signature:
Name and Title:	Name and Title:
Address:	Address:

Caution: You should sign an original AIA Contract Document, on which this text appears in RED. An original assures that changes will be not be obscured.

Payment Bond

CONTRACTOR:

(Name, legal status and address)
JAY-MOR ENTERPRISES, INC.
10 WEST ROAD
PO BOX 785
HUDSON, NH 03051

SURETY:

(Name, legal status and principal place of business)

WESTCHESTER FIRE INSURANCE COMPANY
436 Walnut Street
PHILADELPHIA, PA 19106

OWNER:

(Name, legal status and address)

CITY OF SPRINGFIELD
36 Court Street
Springfield, MA 01103

CONSTRUCTION CONTRACT

Date: 2/17/2015

Amount: \$73,900.00

Bond Number: K09154309

Description: DEMOLITION/DECONSTRUCTION OF 158-162 RIFLE STREET,
SPRINGFIELD, MA, PROJECT NO. 15-164.

(Name and location)

BOND

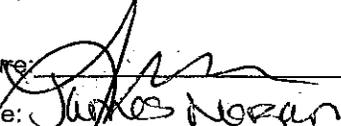
Date: 2/17/2015
(Not earlier than Construction Contract Date)

Amount: \$73,900.00

Modifications to this Bond: X None See Section 18

CONTRACTOR AS PRINCIPAL

Company: **JAY-MOR ENTERPRISES, INC.** (Corporate Seal)

Signature: 
Name and Title: **James Moran**
(Any additional signatures appear on the last page of this Performance Bond)

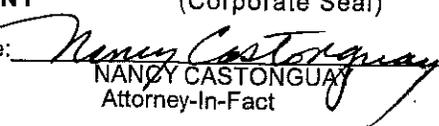
(FOR INFORMATION ONLY— Name, address and telephone)

AGENT or BROKER:

KILLINGS SHAW & ASSOCIATES, INC.
PO BOX 481, 103 PARK STREET
NEWTON, ME 04243-0481

SURETY

Company: **WESTCHESTER FIRE INSURANCE COMPANY** (Corporate Seal)

Signature: 
Name and Title: **NANCY CASTONGUAY**
Attorney-In-Fact

OWNER'S REPRESENTATION:

(Architect, Engineer or other party:

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

AIA Document A312-2010 combines two separate bonds, a Performance Bond and a Payment Bond, into one form. This is not a single combined Performance and Payment Bond

§ 1 The Contractor and Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the Owner to pay for labor, materials and equipment furnished for use in the performance of the Construction Contract, which is incorporated herein by reference, subject to the following terms.

§ 2 If the Contractor promptly makes payment of all sums due to Claimants, and defends, indemnifies and holds harmless the Owner from claims, demands, liens or suits by any person or entity seeking payment for labor, materials or equipment furnished for use in the performance of the Construction Contract, then the Surety and the Contractor shall have no obligation under this Bond.

§ 3 If there is no Owner Default under the Construction Contract, the Surety's obligation to the Owner under this Bond shall arise after the Owner has promptly notified the Contractor and the Surety (at the address described in Section 13) of claims, demands, liens or suits against the Owner or the Owner's property by any person or entity seeking payment for labor, materials or equipment furnished for use in the performance of the Construction Contract and tendered defense of such claims, demands, liens or suits to the Contractor and the Surety.

§ 4 When the Owner has satisfied the conditions in Section 3, the Surety shall promptly and at the Surety's expense defend, indemnify and hold harmless the Owner against a duly tendered claim, demand, lien or suit.

§ 5 The Surety's obligations to a Claimant under this Bond shall arise after the following:

§ 5.1 Claimants, who do not have a direct contract with the Contractor,

- 1 have furnished a written notice of non-payment to the Contractor, stating with substantial accuracy the amount claimed and the name of the party to whom the materials were, or equipment was, furnished or supplied or for whom the labor was done or performed, within ninety (90) days after having last performed labor or last furnished materials or equipment included in the Claim; and
- 2 have sent a Claim to the Surety (at the address described in Section 13).

§ 5.2 Claimants, who are employed by or have a direct contract with the Contractor, have sent a Claim to the Surety (at the address described in Section 13).

§ 6 If a notice of non-payment required by Section 5.1.1 is given by the Owner to the Contractor, that is sufficient to satisfy a Claimant's obligation to furnish a written notice of non-payment under Section 5.1.1.

7 When a Claimant has satisfied the conditions of Sections 5.1 or 5.2, whichever is applicable, the Surety shall promptly and at the Surety's expense take the following actions:

§ 7.1 Send an answer to the Claimant, with a copy to the Owner, within sixty (60) days after receipt of the Claim, stating the amounts that are undisputed and the basis for challenging any amounts that are disputed; and

§ 7.2 Pay or arrange for payment of any undisputed amounts.

§ 7.3 The Surety's failure to discharge its obligations under Section 7.1 or Section 7.2 shall not be deemed to constitute a waiver of defenses the Surety or Contractor may have or acquire as to a Claim, except as to undisputed amounts for which the Surety and Claimant have reached agreement. If, however, the Surety fails to discharge its obligations under Section 7.1 or Section 7.2, the Surety shall indemnify the Claimant for the reasonable attorney's fees the Claimant incurs thereafter to recover any sums found to be due and owing to the Claimant.

§ 8 The Surety's total obligation shall not exceed the amount of this Bond, plus the amount of reasonable attorney's fees provided

under Section 7.3, and the amount of this Bond shall be credited for any payments made in good faith by the Surety.

§ 9 Amounts owed by the Owner to the Contractor under the Construction Contract shall be used for the performance of the Construction Contract and to satisfy claims, if any, under any construction performance bond. By the Contractor furnishing and the Owner accepting this Bond, they agree that all funds earned by the Contractor in the performance of the Construction Contract are dedicated to satisfy obligations of the Contractor and Surety under this Bond, subject to the Owner's priority to use the funds for the completion of the work.

§ 10 The Surety shall not be liable to the Owner, Claimants or others for obligations of the Contractor that are unrelated to the Construction Contract. The Owner shall not be liable for the payment of any costs or expenses of any Claimant under this Bond, and shall have under this Bond no obligation to make payments to, or give notice on behalf of, Claimants or otherwise have any obligations to Claimants under this Bond.

§ 11 The Surety hereby waives notice of any change, including changes of time, to the Construction Contract or to related subcontracts, purchase orders and other obligations.

§ 12 No suit or action shall be commenced by a Claimant under this Bond other than in a court of competent jurisdiction in the state in which the project that is the subject of the Construction Contract is located or after the expiration of one year from the date (1) on which the Claimant sent a Claim to the Surety pursuant to

Section 5.1.2 or 5.2, or (2) on which the last labor or service was performed by anyone or the last materials or equipment were furnished by anyone under the Construction Contract, whichever of (1) or (2) first occurs. If the provisions of this Paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.

§ 13 Notice and Claims to the Surety, the Owner or the Contractor shall be mailed or delivered to the address shown on the page on which their signature appears. Actual receipt of notice or Claims, however accomplished, shall be sufficient compliance as of the date received.

§ 14 When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the construction was to be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

§ 15 Upon request by any person or entity appearing to be a potential beneficiary of this Bond, the Contractor and Owner shall promptly furnish a copy of this Bond or shall permit a copy to be made.

§ 16 Definitions

§ 16.1 Claim. A written statement by the Claimant including at a minimum:

- .1 the name of the Claimant;
- .2 the name of the person for whom the labor was done, or materials or equipment furnished;
- .3 a copy of the agreement or purchase order pursuant to which labor, materials or equipment was furnished for use in the performance of the Construction Contract;
- .4 a brief description of the labor, materials or equipment furnished;
- .5 the date on which the Claimant last performed labor or last furnished materials or equipment for use in the performance of the Construction Contract;
- .6 the total amount earned by the Claimant for labor, materials or equipment furnished as of the date of the Claim;
- .7 the total amount of previous payments received by the Claimant; and
- .8 the total amount due and unpaid to the Claimant for labor, materials or equipment furnished as of the date of the Claim.

§ 16.2 Claimant. An individual or entity having a direct contract with the Contractor or with a subcontractor of the Contractor to furnish labor, materials or equipment for use in the performance of the Construction Contract. The term Claimant also includes any individual or entity that has rightfully asserted a claim under an applicable mechanic's lien or similar statute against the real property upon which the Project is located. The intent of this Bond shall be to include without limitation in the terms "labor, materials or equipment" that part of water, gas, power, light, heat, oil, gasoline, telephone service or rental equipment used in the Construction Contract, architectural and engineering services required for performance of the work of the Contractor and the Contractor's subcontractors, and all other items for which a mechanic's lien may be asserted in the jurisdiction where the labor, materials or equipment were furnished.

16.3 Construction Contract. The agreement between the Owner and Contractor identified on the cover page, including all Contract documents and all changes made to the agreement and the Contract Documents.

§ 16.4 Owner Default. Failure of the Owner, which has not been remedied or waived, to pay the Contractor as required under the Construction Contract or to perform and complete or comply with the other material terms of the Construction Contract.

§ 16.5 Contract Documents. All the documents that comprise the agreement between the Owner and Contractor.

§ 17 If this Bond is issued for an agreement between a Contractor and subcontractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

§ 18 Modifications to this bond are as follows:

Space is provided below for additional signatures of added parties, other than those appearing on the cover page.)	
CONTRACTOR AS PRINCIPAL	SURETY
Company: (Corporate Seal)	Company: (Corporate Seal)
Signature:	Signature:
Name and Title:	Name and Title:
Address:	Address:
Caution: You should sign an original AIA Contract Document, on which this text appears in RED. An original assures that changes will be not be obscured.	
Document A312™ — 2010. The American Institute of Architects	
8	

Power of Attorney

WESTCHESTER FIRE INSURANCE COMPANY

Know all men by these presents: That WESTCHESTER FIRE INSURANCE COMPANY, a corporation of the Commonwealth of Pennsylvania pursuant to the following Resolution, adopted by the Board of Directors of the said Company on December 11, 2006, to wit:

"RESOLVED, that the following authorizations relate to the execution, for and on behalf of the Company, of bonds, undertakings, recognizances, contracts and other written commitments of the Company entered into the ordinary course of business (each a "Written Commitment"):

- (1) Each of the Chairman, the President and the Vice Presidents of the Company is hereby authorized to execute any Written Commitment for and on behalf of the Company, under the seal of the Company or otherwise.
- (2) Each duly appointed attorney-in-fact of the Company is hereby authorized to execute any Written Commitment for and on behalf of the Company, under the seal of the Company or otherwise, to the extent that such action is authorized by the grant of powers provided for in such persons written appointment as such attorney-in-fact.
- (3) Each of the Chairman, the President and the Vice Presidents of the Company is hereby authorized, for and on behalf of the Company, to appoint in writing any person the attorney-in-fact of the Company with full power and authority to execute, for and on behalf of the Company, under the seal of the Company or otherwise, such Written Commitments of the Company as may be specified in such written appointment, which specification may be by general type or class of Written Commitments or by specification of one or more particular Written Commitments.
- (4) Each of the Chairman, the President and Vice Presidents of the Company is hereby authorized, for and on behalf of the Company, to delegate in writing any other officer of the Company the authority to execute, for and on behalf of the Company, under the Company's seal or otherwise, such Written Commitments of the Company as are specified in such written delegation, which specification may be by general type or class of Written Commitments or by specification of one or more particular Written Commitments.
- (5) The signature of any officer or other person executing any Written Commitment or appointment or delegation pursuant to this Resolution, and the seal of the Company, may be affixed by facsimile on such Written Commitment or written appointment or delegation.

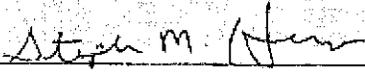
FURTHER RESOLVED, that the foregoing Resolution shall not be deemed to be an exclusive statement of the powers and authority of officers, employees and other persons to act for and on behalf of the Company, and such Resolution shall not limit or otherwise affect the exercise of any such power or authority otherwise validly granted or vested.

Does hereby nominate, constitute and appoint Heidi Rodzen, Joline L Binette, Melanie A Bonnevie, Nancy Castonguay, Robert Shaw, Jr., all of the City of LEWISTON, Maine, each individually if there be more than one named, its true and lawful attorney-in-fact, to make, execute, seal and deliver on its behalf, and as its act and deed any and all bonds, undertakings, recognizances, contracts and other writings in the nature thereof in penalties not exceeding Ten million dollars & zero cents (\$10,000,000.00) and the execution of such writings in pursuance of these presents shall be as binding upon said Company, as fully and amply as if they had been duly executed and acknowledged by the regularly elected officers of the Company at its principal office,

IN WITNESS WHEREOF, the said Stephen M. Haney, Vice-President, has hereunto subscribed his name and affixed the Corporate seal of the said WESTCHESTER FIRE INSURANCE COMPANY this 11 day of December 2014.

WESTCHESTER FIRE INSURANCE COMPANY

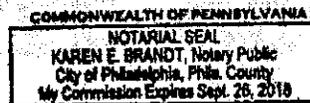


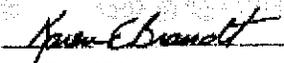

Stephen M. Haney, Vice President

COMMONWEALTH OF PENNSYLVANIA
COUNTY OF PHILADELPHIA ss.

On this 11 day of December, AD. 2014 before me, a Notary Public of the Commonwealth of Pennsylvania in and for the County of Philadelphia came Stephen M. Haney, Vice-President of the WESTCHESTER FIRE INSURANCE COMPANY to me personally known to be the individual and officer who executed the preceding instrument, and he acknowledged that he executed the same, and that the seal affixed to the preceding instrument is the corporate seal of said Company, that the said corporate seal and his signature were duly affixed by the authority and direction of the said corporation, and that Resolution, adopted by the Board of Directors of said Company, referred to in the preceding instrument, is now in force.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my official seal at the City of Philadelphia the day and year first above written.

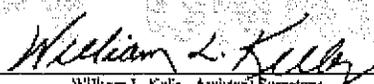



Notary Public

I, the undersigned Assistant Secretary of the WESTCHESTER FIRE INSURANCE COMPANY, do hereby certify that the original POWER OF ATTORNEY, of which the foregoing is a substantially true and correct copy, is in full force and effect.

In witness whereof, I have hereunto subscribed my name as Assistant Secretary, and affixed the corporate seal of the Corporation, this 17TH day of FEBRUARY, 2015




William L. Kelly, Assistant Secretary

THIS POWER OF ATTORNEY MAY NOT BE USED TO EXECUTE ANY BOND WITH AN INCEPTION DATE AFTER March 14, 2016.



LABOR & MATERIALS BOND

BID NO. 15-164 OOP'15 C# 20150909 V 422

Know all men by these present, that **JAY-MOR ENTERPRISES, INC., 10 WEST ROAD, HUDSON, ROCKINGHAM COUNTY, NEW HAMPSHIRE 03051**, hereinafter called **PRINCIPAL**, as principal and _____ a corporation duly established by law and having a usual place of business in _____ County, hereinafter called the **SURETY**, as Surety, which is authorized to do a surety, guaranty and indemnity business in the Commonwealth of Massachusetts, and has complied with all the requirements of law for the transaction of such a business in said Commonwealth, are held and stand firmly bound unto the City of Springfield, a corporation duly established by law in the County of Hampden, in said Commonwealth, hereinafter call the **OBLIGEE**, As surety, you are held and firmly bound unto the **CITY OF SPRINGFIELD** in the sum of

SEVENTY THREE THOUSAND AND NINE HUNDRED DOLLARS 00/100. (\$73,900.00)

Lawful money of the United States of American, to be paid to the City Treasurer, Springfield, Massachusetts for payment, well and truly made, we bind ourselves, our representative heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these present. Whereas, the said principal has made a contract with the City acting through its Mayor, Chief Procurement Officer under date of February 17, 2015.

**DEMOLITION/DECONSTRUCTION OF 158-162 RIFLE STREET
SPRINGFIELD, MASSACHUSETTS**

Now the condition of this obligation is such that if the principal shall pay for all labor performed or furnished and for all materials used or employed in said contract and in any and all duly authorized modifications, alterations, extensions of time, changes or additions to said contract that may hereafter be made, notice to the surety of such modifications, alterations, extensions of time, changes or additions being hereby waived, the foregoing to include any other purposes or items set out in, and to be subject to, the provisions of Massachusetts General Laws Chapter 149, as amended, then this obligations shall become null and void; otherwise it shall remain in full force and virtue.

In witness we hereunto set our hands and seal this _____ day of _____ 2015

PRINCIPAL: JAY-MOR ENTERPRISES, INC.

SURETY: _____

BY: _____

BY: _____

ITS: _____

ITS: _____

CORPORATE SEAL

CORPORATE SEAL

(Affix)
(Seal)
(Here)

(Affix)
(Seal)
(Here)

Approved as to Form:

Approved By:

ASSOCIATE CITY SOLICITOR

DOMENIC J. SARNO, MAYOR

CORPORATE CERTIFICATE

I, Robert Morgan, a resident of 700 Romans Rd Londham
in the State of New Hampshire, DO HEREBY CERTIFY: that I am the
Clerk / Secretary of JAY-MOR ENTERPRISES, INC., a Corporation duly organized and existing under
and by virtue of the laws of the State of Massachusetts and that I have custody of the
records of such Corporation; and that as of the date herein after below recited

James Morgan _____ *

is the President (Officer) of such Corporation and is duly authorized
(Title) to execute and deliver in the name and on behalf of the Corporation the following:

DEMOLITION OF 158-162 RIFLE STREET

Witness WHEREOF, I have hereunto set my hand and affixed the Corporate Seal
of such Corporation this 23rd day of February, 2015

(Affix)
(Seal)
(Here)

** _____
Clerk / Secretary

* THIS MUST BE THE NAME OF THE PERSON AUTHORIZED IN YOUR BY-LAWS TO SIGN CONTRACTS

** SINCE AN OFFICER CANNOT CERTIFY HIMSELF, THIS MUST BE SIGNED BY SOMEONE OTHER THAN THE ONE SIGNING THE CONTRACT

PERFORMANCE/PAYMENT BOND

BID NO. 15-164 C # 20150909 OOP'15 V 422

KNOW ALL MEN BY THESE PRESENTS THAT **JAY-MOR ENTERPRISES, INC., 10 WEST ROAD HUDSON, ROCKINGHAM COUNTY, NEW HAMPSHIRE, 03051.** Hereinafter called the **PRINCIPAL**, as Principal and _____ a corporation duly established by law and having a usual place of business in _____ County, hereinafter called the **SURETY**, as Surety, which is authorized to do a surety, guaranty and indemnity business in the Commonwealth of Massachusetts, and has complied with all the requirements of law for the transaction of such a business in said Commonwealth, are holden and stand firmly bound unto the City of Springfield, a corporation duly established by law in the County of Hampden, in said Commonwealth, hereinafter called the **OBLIGEE**, in the sum of:

SEVENTY THREE THOUSAND AND NINE HUNDRED DOLLARS 00/100. (\$73,900.00)

to the payment of which to the said City of Springfield, or its successors or assigns, we hereby jointly and severally bind ourselves, our successors and assigns. **THE CONDITION** of this obligation is such _____ that, **WHEREAS** the said Principal has entered into a written contract with the said City of Springfield **February 17, 2015.**

**DEMOLITION/DECONSTRUCTION OF 158-162 RIFLE STREET
SPRINGFIELD, MASSACHUSETTS**

NOW THEREFORE, if the said Principal shall truly and faithfully perform and do all the things which the said Principal agrees, promises and covenants in said contract to do and perform at the times and in the manner in said contract set forth; and if said Principal and said Surety shall jointly or severally indemnify the obligee against any loss or damage directly or indirectly arising by reason of the failure of the Principal to faithfully perform said contract at the time and in the manner aforesaid, then this obligation shall be void, otherwise to remain in full force and effect.

IN WITNESS WHEREOF the said Principal, has caused these presents to be signed and its official seal hereto affixed in triplicate by _____ its _____ thereunto duly authorized and the said Surety, has caused these presents to be signed and its official seal hereto affixed in triplicate by its _____
In witness we hereunto set our hands and seal this _____ day of _____ 2015

PRINCIPAL: JAY-MOR ENTERPRISES, INC.

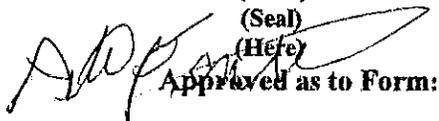
SURETY: _____

BY: _____

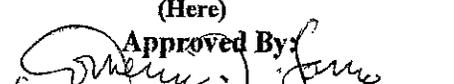
BY: _____

**ITS: _____
CORPORATE SEAL**

**ITS: _____
CORPORATE SEAL**

(Affix)
(Seal)
(Here)

Approved as to Form:

ASSOCIATE CITY SOLICITOR

(Affix)
(Seal)
(Here)
Approved By: 

DOMENIC J. SARNO, MAYOR

2015-0909
73,900.00
Corp.
V422
100/100
LAW FIRM

BID FORM

DEMOLITION OF PROPERTIES

Bid No. 15-164 Opening Date: February 11, 2015

- A. The undersigned proposes to furnish all labor and materials required for the demolition or deconstruction of the below referenced properties, in Springfield, Massachusetts, in accordance with the accompanying specifications prepared by the City of Springfield, Office of Disaster Recovery for the contract price specified below, subject to additions and deductions according to the terms of the specifications.
- B. This bid included addenda numbered 1, _____, _____, _____.
- C. The contract will be awarded to the lowest qualified bidder. The City reserves the right to award properties individually. Please insert bids below:

15 Pine Street Court	\$ <u>30,572.00</u>
158-162 Rifle Street	\$ <u>73,900.00</u>
116 Walnut Street	\$ <u>31,975.00</u>
Total Proposed Price for Demolition of All Properties:	\$ <u>136,447.00</u>

- D. The undersigned as bidder declares that the only persons or parties interested in this proposal as principles are those named therein; that this proposal is made with out collusion with any other firm; that the undersigned has carefully examined the location of the proposed work, that proposed form of contract and the plans and specifications therein referred to; and the undersigned proposes and agrees if this proposal is accepted that he will contract with the awarding authority to provide all necessary machinery, tools, apparatus and other means of construction to do all work and furnish all materials specified in the contract in the manner and time therein described and according to the City's requirements therein set forth.
- E. The undersigned agrees that if he is selected as General Contractor, he will within five days, Saturdays, Sundays and legal holidays, excluded, after presentation thereof by Awarding Authority, execute a Contract in accordance with the terms of this bid and furnish a Performance Bond and also a Labor & Materials or Payment Bond, each of a surety company qualified to do business under the laws of the Commonwealth and satisfactory to the Awarding Authority and each in the sum of 100% of the contract price, the premiums for which are to be paid by the General Contractor and are included in the contract price.
- F. The undersigned hereby agrees that all work is to be completed within forty five (45) calendar days from the date of the execution of the contract or the issuance of a Notice to Proceed, an additional ten (10) days per property will be granted for every additional property added to the contract. The Director of Disaster Recovery and/or her authorized representative may grant additional time in which to complete the work if an emergency arises. Payment by the Contractor of two-hundred fifty (\$250) dollars for each and every calendar day the Contract extends beyond the stipulated time, as liquidated damages, is hereby agreed to. The City may, at its discretion and in writing, extend the time for completion of the work.
- G. The undersigned hereby certified that he/she is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work and that he/she will comply fully with all laws and regulations applicable to the awards made subject to section forty-four A.

- H. The undersigned further certifies under the penalties of perjury that this bid in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection, the "person" shall mean any natural person, joint venture, partnership, corporation, or other business or legal entity.
- I. The undersigned certified under penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine F of chapter 29, or any other applicable debarment provisions of any other chapter of the General laws or any rule or regulations promulgated there under.

Date: 2 / 6 / 15

Jay Mol Enterprises, Inc
(Name of General Bidder)

By: James Morgan, President
(Name of Person Signing Bid & Title)

By: [Signature]
(Signature of Person Signing Bid)

10 West Rd. P.O. Box 785
(Business Address)

Hudson NH. 03051
(City) (State) (Zip Code)

(603) 459-8584 (603) 459-5858
(Business Phone) Jm (Fax)

Email: Jaymcent@Comcast.net

- If a corporation, it must be signed and sealed by a duly authorized officer.
- If a partnership, so state, and give names and residential addresses of all partners.
- If an individual, so state, and give residential address if different from business address and sign.

COLLUSION OR FRAUD STATEMENT

THE UNDERSIGNED CERTIFIES UNDER PENALTIES OF PERJURY THAT THIS BID IS IN ALL RESPECTS BONA FIDE, FAIR AND MADE WITHOUT COLLUSION OR FRAUD WITH ANY OTHER PERSON. AS USED IN THIS SECTION THE WORD "PERSON" SHALL MEAN ANY NATURAL PERSON, JOINT VENTURE, PARTNERSHIP, CORPORATION OR OTHER BUSINESS OR LEGAL ENTITY.

James Morgan, President
(NAME OF PERSON SIGNING BID)


(SIGNATURE) James Morgan

Jim-Mor Enterprises, Inc.
Jim (COMPANY)

THIS FORM MUST BE SIGNED & RETURNED WITH YOUR BID OFFER. FAILURE TO SUBMIT THIS FORM MAY BE CAUSE FOR IMMEDIATE REJECTION

TAX CERTIFICATION AFFIDAVIT FOR CONTRACTS

04-3246864
Federal Identification Number

Individual Social Security Number

State Identification Number

Company:

Jay-Nor Enterprises, Inc.

P.O. Box (if any):

786

Street Address Only:

10 West Rd.

City/State/Zip Code:

Hudson, N.H. 03051

Telephone Number:

603-459-8584

Fax Number:

603-459-8858

Email:

jaymcent@comcast.net

List address(es) of all other property owned by company in Springfield:

none

Please identify if the bidder/proposer is a Corporation

Individual

Name of Individual:

Partnership

Names of all Partners:

Limited Liability Company

Names of all Managers:

Limited Liability Partnership

Names of Partners:

Limited Partnership

Names of all General Partners:

You must complete the following certifications and have the signature(s) notarized on the lines below. Any certification that does not apply to you, write N/A in the blanks provided.

FEDERAL TAX CERTIFICATION

I, James Morgan (authorized agent) certify under the pains and penalties of perjury that Jay-Nor Ent. (Bidder/Proposer) to my best knowledge and belief, has/have complied with all United States Federal taxes required by law.

Jay-Nor Ent. Inc.
Bidder/Proposer/Contracting Entity

James Morgan
Authorized Person's Signature
James Morgan, President

Date: 2-6-15

CITY OF SPRINGFIELD TAX CERTIFICATION

I, James Morgan (authorized agent) certify under the pains and penalties of perjury that Jay-Nor Ent. (Bidder/Proposer) to my best knowledge and belief, has/have complied with all City of Springfield taxes required by law (has/have entered into a Payment Agreement with the City).

Jay-Nor Ent. Inc.
Bidder/Proposer/Contracting Entity

James Morgan
Authorized Person's Signature
James Morgan, President

Date: 2-6-15

COMMONWEALTH OF MASSACHUSETTS TAX CERTIFICATION

Pursuant to M.G.L. c. 62C §49A, I, James Morgan (authorized agent) certify under the pains and penalties of perjury that Jay-Nor Ent. (Bidder/Proposer) to my best knowledge and belief, has/have complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Jay-Nor Ent. Inc.
Bidder/Proposer/Contracting Entity

James Morgan
Authorized Person's Signature
James Morgan, President

Date: 2-6-15

Notary Public

STATE OF New Hampshire
County of Rockingham, ss.

Feb 6, 2015

Then personally appeared before me [name] James Morgan [title] President of [company] Jay-Nor Ent. Inc., being duly sworn, and made oath that he/she has read the foregoing document, and knows the contents thereof, and that the facts stated therein are true of his/her own knowledge, and stated the foregoing to be his/her free act and deed and the free act and deed of [company name] Jay-Nor Ent. Inc.

Laurence H. Morgan
Notary Public
March 10, 2015

My commission expires:

YOU MUST FILL THIS FORM OUT COMPLETELY AND, SIGNATURES MUST BE NOTARIZED ON THIS FORM AND YOU MUST FILE THIS FORM WITH YOUR BID/CONTRACT. TAX AFFIDAVITS THAT ARE NOT SIGNED AND NOTARIZED MAY BE REJECTED.

DCAM OSHA Safety Statement

Chapter 306 of the Acts of 2004, An Act Relative to the Health and Safety of Public Construction Projects, amends Section 39M of Chapter 30 of the Massachusetts General Laws. In summary fashion, the Act states that the lowest responsible and eligible bidder [who is awarded the c.30 or c.149 contract] shall certify that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

Please sign below to acknowledge the requirement of *Chapter 306 of Acts of 2004*.

Jay-Mor Enterprises, Inc
(Please print business name of bidder)

Signed by: James Morgan 2-16-15
(Please sign and date) President

DEBARMENT DISCLOSURE FORM

**PUBLIC CONTRACTS - DEBARMENT
CHAPTER 550, ACTS OF 1991**

The said undersigned certifies under penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F 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 2-6-15

Name of Bidder Jay-Mor Enterprises, Inc.

By: [Signature] Signature

James Moran, President
Print Name & Title of Person Signing

10 West Rd. P.O. Box 795
Address jm

Hudson, NH. 03051
City, State, ZIP

THIS FORM MUST BE SIGNED & RETURNED WITH YOUR BID OFFER.

BIDDER'S/PROPOSER'S CERTIFICATION

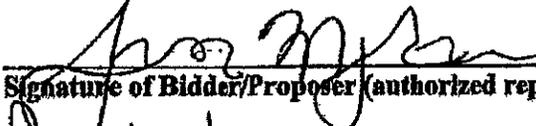
(This form is to be completed for all bids/proposals)

The undersigned *bidder/proposer* hereby certifies he/she will comply with the minority/women workforce percentage ratio and specific affirmative action steps contained in this program and will make good faith best efforts to comply with the Minority/Women Business Enterprise goals under these contract provisions, as well as all other requirements deemed necessary by the Contract Compliance Officer for this type of contract.

Bidder will include in any contract with a subcontractor the following conditions:

"The subcontractor agrees that he/she shall make good faith best efforts to comply with the Minority/Woman Workforce Ratio and the Minority/Women Enterprise compliance specified in the City of Springfield's Minority/Women Business Enterprise Program attached to the project specification."

Jay Nor Enterprises, Inc.
Name of firm

 President
Signature of Bidder/Proposer (authorized representative) James Morgan

President
Title

2-6-15
Date

THE AWARDING AUTHORITY MAY REJECT ANY BID/PROPOSAL NOT ACCOMPANIED BY THIS CERTIFICATION.

THIS FORM TO BE SUBMITTED BY THE BIDDER WITH THE BID/PROPOSAL, AND SIGNED BY THE BIDDING COMPANY IF THE REQUIRED INFORMATION IS PROVIDED OR NOT.

MBE/WBE UTILIZATION REPORT

The City of Springfield in its commitment to equal opportunity for all its citizens and businesses, through the policies of the City requires all bidders on this project to make good faith best efforts to achieve the MBE/WBE participation goals. Bidder certifies that it intends to use the following utilization of such MBE/WBE's which shall include subcontractors, consultants, materials and supplies contracts. Bidder certifies that it will make substitution only as approved by the awarding authority in accordance with applicable law.

	Name and address Of MBE/WBE	Telephone #	Nature of Work to be performed	\$ value of work
MBE/WBE	TBD			
MBE/WBE				
MBE/WBE				
MBE/WBE				

Minority/Females Employees (check here) _____

\$Value of Work _____

Project Name _____ Project Bid # _____ Total Bid Amount: _____

Total MBE % _____ Total WBE % _____ Total MBE/WBE % _____

Should you need assistance in procuring MBE/WBE's please contact the City's Contract Compliance Officer at (413) 787-7762.

(Company Name) Jay-Nob/Ent. Inc. (Address) 10 West Rd PO Box 785
 (Telephone) 603-459-5884 (Authorized Signature) [Signature] (Date) 2-6-15 Hudson, NH.
James Morison, President 03051

THIS FORM TO BE SUBMITTED BY THE BIDDER WITH THE BID/PROPOSAL, AND SIGNED BY THE BIDDING COMPANY IF THE REQUIRED INFORMATION IS PROVIDED OR NOT.

**AFFIRMATIVE ACTION PLAN
(GOODS AND SERVICES BID ONLY)**

NAME OF PROJECT Demo/Decon 15 Pine St, 18-162 Rifle St, and 116 Walnut St. BID NO. 15-1164

A.) What is the total number of employees that is currently employed by your company?

NUMBER OF EMPLOYEES										
OVERALL TOTALS (SUM OF COL B THRU F) A	MALE					FEMALE				
	WHITE (NOT OF HISPANIC ORIGIN) B	BLACK (NOT OF HISPANIC ORIGIN) C	HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	WHITE (NOT OF HISPANIC ORIGIN) B	BLACK (NOT OF HISPANIC ORIGIN) C	HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F
9	5		1			2		1		

B.) What is your anticipated work force for this project/service? 9
 Number of Minorities 1 Number of Females 0

C.) Is your company at least 51% owned and controlled by one of the following groups members? Please circle the appropriate categories. NO

MALE—FEMALE: Black, Hispanic, Asian, American Indian, Alaskan Native, Cape Verdean, Caucasian

James Morgan President 2-6-15
 AUTHORIZED SIGNATURE DATE

Jay-Nor Enterprises, Inc.
 FIRM

10 West Rd. P.O. Box 785 Hudson, NH. 03051
 ADDRESS

603-459-8584
 TELEPHONE NUMBER

THIS FORM MUST BE SUBMITTED BY THE BIDDER WITH THE BID /PROPOSAL, AND SIGNED BY THE BIDDING COMPANY IF THE REQUIRED INFORMATION IS PROVIDED OR NOT.

MBE/WBE LETTER OF INTENT

(To be completed by each MBE/WBE listed in the Bidder/Proposer's MBE/WBE Utilization Report (Form 2).

MBE/WBE Company Name TBD MBE/WBE Address _____

MBE/WBE Telephone _____

Project Name: _____ Project Location: _____

Please identify whether the above company is an: MBE _____ or WBE _____

1. The MBE/WBE company has been certified by SOMWBA (State Office of Minority/Women Business Assistance) and it has not changed its women/minority ownership, control, or management without notifying SOMWBA within thirty (30) days of such change.

2. I understand that if we are awarded the contract by the City of Springfield, we agree to negotiate an agreement in good faith with the above mentioned company. I also understand that our company, as Bidder, certifies that it will make substitution only as approved by the awarding authority in accordance with applicable law.

Bidding Company Jay-Mor Enterprises, Inc.

Authorized Person's Signature James J. Morgan President
James Morgan Date 2-6-15

THIS FORM TO BE SUBMITTED BY THE BIDDER WITH THE BID/PROPOSAL, AND SIGNED BY THE BIDDING COMPANY IF THE REQUIRED INFORMATION IS PROVIDED OR NOT.

INFORMATION ON UNSUCCESSFUL CONTACT
OF MBE/WBE

N/A

(Additional copies of this information form shall be prepared by the Bidder in the quantity necessary to comply with the bidding requirements)

1. NAME OF MBE/WBE COMPANY CONTACTED:

2. ADDRESS OF COMPANY: _____

3. TELEPHONE NO.: _____

4. DATE CONTACTED: _____

How was contact made? (Check appropriate answer) Telephone # _____ In person _____

MBE/MBE Firm Declined Job: _____ Offer declined by: _____
(Name & Title)

MBE/WBE Firm offered to do the job at the price of \$: _____ which was determined to be too high based on our price : \$ _____.

MBE/WBE Company price was satisfactory, but the MBE/WBE Company was judged by our company to be unqualified for the job. Based on what factors? Please explain.

I certify under the pains and penalties of perjury that to my best knowledge and belief the above information is accurate and complete.

Bidding Company Jay-Mo Enterprises, Inc.

Authorized Person's Signature James Morgan Date 2-6-15
James Morgan, President

THIS FORM TO BE SUBMITTED BY THE BIDDER WITH BID/PROPOSAL, AND SIGNED BY THE BIDDING COMPANY IF THE REQUIRED INFORMATION IS PROVIDED OR NOT.



DEVAL L. PATRICK
GOVERNOR

The Commonwealth of Massachusetts
Executive Office for Administration and Finance
Division of Capital Asset Management and Maintenance

One Ashburton Place
Boston, Massachusetts 02108

Tel: (617) 727-4050

Fax: (617) 727-5363

GLEN SHOR
SECRETARY, ADMINISTRATION &
FINANCE

CAROLE CORNELISON
COMMISSIONER

Prime/General
Certificate of Contractor Eligibility

CONTRACTOR IDENTIFICATION NUMBER: 0503

This Certificate Shall Be Used for Submitting Prime/General Bids Only

- CERTIFICATION PERIOD:** This Certificate is valid from 9/5/2014 to 9/5/2015
- CONTRACTOR'S NAME:** Jay-Mor Enterprises, Inc.
- CONTRACTOR'S ADDRESS:** 505 Bridge Street / P.O. Box 195, Pelham, NH 03076
- WORK CATEGORIES:** This Contractor is certified to file bids under Massachusetts General Laws Chapter 149, Chapter 149A and Chapter 25A in the following checked Categories of Work:

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Alarm Systems | <input type="checkbox"/> Elevators | <input type="checkbox"/> Historical Masonry | <input type="checkbox"/> Painting |
| <input type="checkbox"/> Asbestos Removal | <input type="checkbox"/> Energy Management Systems | <input type="checkbox"/> Historical Painting | <input type="checkbox"/> Plumbing |
| <input type="checkbox"/> Deleading | <input type="checkbox"/> Exterior Siding | <input type="checkbox"/> Historical Roofing | <input type="checkbox"/> Pumping Stations |
| <input checked="" type="checkbox"/> Demolition | <input type="checkbox"/> Fire Protection Sprinkler Systems | <input type="checkbox"/> HVAC | <input type="checkbox"/> Roofing |
| <input type="checkbox"/> Doors & Windows | <input type="checkbox"/> Floor Covering | <input type="checkbox"/> Masonry | <input type="checkbox"/> Sewage & Water Treatment Plants |
| <input type="checkbox"/> Electrical | <input type="checkbox"/> General Building Construction | <input type="checkbox"/> Mechanical Systems | <input type="checkbox"/> Telecommunication Systems |
| <input type="checkbox"/> Electronic Security Systems | <input type="checkbox"/> Historical Building Restoration | <input type="checkbox"/> Modular Construction/Prefab | <input type="checkbox"/> Waterproofing |

5. EVALUATIONS:

Number of Projects Evaluated: 20
Average Project Evaluation Rating: 94
Number of Projects Below Passing Score: 0

6. PROJECT LIMITS:

Single Project Limit (SPL): \$1,351,000.00
Aggregate Work Limit (AWL): \$2,000,000.00
General Building Construction Limit: N/A

7. SUPPLIER DIVERSITY OFFICE CERTIFICATION: N/A


Freya S. Bernstein, Deputy General Counsel,
for Carole J. Cornelison, Commissioner

8/29/14
Approval Date

NOTE TO CONTRACTORS: Complete Applications for Renewal of Contractor Eligibility are due no later than three months PRIOR to the Expiration Date of the Certification Period shown above. Failure to submit Completed Applications timely may result in a gap in Certification or a lapse in Certification altogether for your company.

Reviewer's Initials

City of Springfield, Massachusetts
Office of Procurement

MANDATORY SUBMISSION REQUIREMENTS

Proposals shall be typewritten or written in ink on the enclosed forms. Officials of Corporations shall designate their official titles. Partners or Sole Owners shall so state, giving names of all interested Parties. Bid must be submitted in a sealed container and shall be guaranteed for One Hundred and Eighty (180) days. Bidder shall not base Proposals on verbal information from any employee of the City. The City reserves the right to reject any or all bids.

Invitation to Bid For: Services: Demolition/Deconstruction of Various Properties

Bid No. 15-164

Dept.: Office of Disaster Recovery & Compliance

Opening Date: February 11, 2015

Office of Procurement Submission Requirement Checklist

Bids must be received on or before the due date and must include the following, signed, & notarized as required: Failure to submit the following is cause for immediate REJECTION.

- (1) Complete and Signed Bid Form
- (2) Non-Collusion Statement
- (3) Tax Certification Affidavit Signed & Notarized
- (4) MBE/WBE Forms
- (5) Debarment Disclosure Form
- (6) DCAM Update Statement & Certificate of Eligibility
- (7) DCAM Osha Safety Statement
- (8) Bid Bond in the amount of 5% of bid
- (9) Receipt of all addenda if issued.
- (10) All other documents as requested in specifications of bid.
- (11) Submit One (1) Original and One (1) Copy of Bid Proposal

All questions regarding specifications must be submitted in writing, no later than February 4, 2015 by 4:00 PM. Questions must be submitted to the attention of Lauren Stabilo, Chief Procurement Officer (lstabilo@springfieldcityhall.com).

General Decision Number: MA150003 01/09/2015 MA3

Superseded General Decision Number: MA20140003

State: Massachusetts

Construction Type: Building

Counties: Berkshire, Franklin, Hampden and Hampshire Counties in Massachusetts.

BUILDING CONSTRUCTION PROJECTS Does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Davis-Bacon Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/02/2015
1	01/09/2015

ASBE0006-011 09/01/2014

	Rates	Fringes
Insulator/asbestos worker (Includes the application of all insulating materials, protective coverings, coatings and finishes to all types of mechanical systems).....	\$ 34.65	24.15

BOIL0029-001 10/01/2009

	Rates	Fringes
BOILERMAKER.....	\$ 38.25	17.04

BRMA0001-001 09/01/2013

SPRINGFIELD/PITTSFIELD CHAPTER FRANKLIN, HAMPDEN, and HAMPSHIRE COUNTIES

	Rates	Fringes
BRICKLAYER BRICKLAYERS; CEMENT MASONS; PLASTERERS; STONE MASONS; MARBLE, TILE &		

TERRAZZO WORKERS.....\$ 36.56 27.87

BRMA0001-003 09/01/2013

SPRINGFIELD/PITTSFIELD
BERKSHIRE

Rates Fringes

BRICKLAYER

BRICKLAYERS; CEMENT
MASONS; PLASTERERS; STONE
MASONS; MARBLE, TILE &
TERRAZZO WORKERS.....\$ 36.56

27.87

CARP0056-014 08/01/2013

Rates Fringes

PILEDRIVERMAN.....\$ 40.10

28.57

CARP0107-009 09/01/2013

Franklin County (Erving, Orange, North Orange and Warwick)

Rates Fringes

CARPENTER.....\$ 34.28

26.56

CARP0108-005 09/01/2014

HAMPDEN; HAMPSHIRE AND FRANKLIN (Remainder)

Rates Fringes

Carpenter/Lather/Drywall
Applicator.....\$ 31.79

22.43

CARP0108-011 09/01/2014

BERKSHIRE COUNTY

Rates Fringes

CARPENTER.....\$ 31.79

22.43

* CARP1121-001 10/01/2014

Rates Fringes

MILLWRIGHT.....\$ 36.13

27.36

CARP2168-003 09/01/2014

Rates Fringes

FLOOR LAYER: Carpet.....\$ 31.79

22.36

ELEC0007-002 07/14/2014

HAMPDEN (Except Chester & Holyoke); HAMPSHIRE (Belchertown,
Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 37.41	18.87

 ELEC0007-003 07/14/2014

BERKSHIRE; FRANKLIN; HAMPDEN (Chester, Holyoke); HAMPSHIRE
 (Except Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 37.41	18.87

 ELEC0007-006 07/14/2014

	Rates	Fringes
Teledata System Installer.....	\$ 37.41	18.87

 ELEC0042-003 01/05/2014

	Rates	Fringes
Line Construction:		
Heavy Equipment Operator....	\$ 39.87	6.5%+15.83
Lineman, Cable Splicer and Dynamite Man.....	\$ 44.30	6.5%+17.70
Material Man, Tractor Trailer Driver, Equipment Operator.....	\$ 37.66	6.5%+15.40

 * ELEV0041-001 01/01/2015

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 47.73	28.385+a+b

FOOTNOTE:

- a. Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.
- b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

 ENGI0098-001 06/01/2014

	Rates	Fringes
Power equipment operators: (BUILDING & RESIDENTIAL)		
Group 1.....	\$ 31.17	21.43+A
Group 2.....	\$ 30.86	21.43+A
Group 3.....	\$ 30.64	21.43+A
Group 4.....	\$ 30.03	21.43+A
Group 5.....	\$ 27.41	21.43+A
Group 6.....	\$ 26.29	21.43+A
Group 7.....	\$ 24.35	21.43+A
Group 8.....	\$ 285.87	21.43+A
Group 9.....	\$ 210.61	21.43+A

Group 10.....	\$ 32.66	21.43+A
Group 11.....	\$ 35.67	21.43+A
Group 12.....	\$ 37.17	21.43+A
Group 13.....	\$ 38.17	21.43+A
Group 14.....	\$ 39.17	21.43+A
Group 15.....	\$ 40.67	21.43+A

HAZARDOUS WASTE PREMIUM \$2.00

FOOTNOTE FOR POWER EQUIPMENT OPERATORS:

A. Paid Holidays: New year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and Christmas Day

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

Group 1: Shovels; crawlers and truck cranes including all tower; self-propelled hydraulic cranes 10 tons and over; draglines; clam shells; cableways; shaft hoists; mucking machines derricks; backhoes; bulldozers; gradalls; elevating graders; pile drivers; concrete pavers; trenching machines; front end loaders- 5 1/2 cu yds and over; dual drum paver; automatic grader-excavator(C.M.I. or equal); scrapers towing pan or wagon; tandem dozers or push cats(2 units in tandem); shotcrete machine; tunnel boring machine; combination backhoe/loader 3/4 cu yd hoe or over; jet engine dryer; tree shredder; post hole digger; post hole hammer; post extractor; truck mounted concrete pump with boom; roto-mill; Grader; Horizontal Drilling Machine; John Henry Rock Drill and similar equipment.

Group 2: Rotary drill with mounted compressor; compressor house (3 to 6 compressors); rock and earth boring machines (excluding McCarthy and similar drills); front end loaders 4 cu yds to 5 1/2 cu yds); forklifts-7 ft lift and over 3 ton capacity; scraper 21 yds and over (struck load); sonic hammer console; reclaimers road planer/milling machine; cal tracks; ballast regulators; rail anchor machines; switch tampers, asphalt pavers; mechanic; welder and transfer machine.

Group 3: Combination backhoe/loader up to 3/4 cu yd; scrapers up to 21 cu yd (struck load, self propelled or tractor drawn); tireman; front end loaders up to 4 yds; well drillers; engineer or fireman on high pressure boiler; self-loading batch plant; well point operators electric pumps used in well point system; pumps, 16 inches and over (total discharge); compressor, one or two 900 cu ft and over; powered grease truck; tunnel locomotives and dingys; grout pumps; hydraulic jacks; boom truck; hydraulic cranes- up to 10 ton.

Group 4: Asphalt rollers; self-powered rollers and compactors; tractor without blade drawing sheepsfoot roller; rubber tire roller; vibratory roller or other type of compactors including machines for pulverizing and aerating soil; york rake.

Group 5: Hoists; conveyors; power pavement breakers; self-powered concrete pavement finishing machines; two bag mixers with skip; McCarthy and similar drills; batch plants (not self loading); bulk cement plants; self-propelled material spreaders; three or more 10 KW light plants; 30 KW or more generators; power broom.

Group 6: Compressor (one or two) 315 cu ft to 900 cu ft; pumps 4 inches to 16 inches (total discharge).

Group 7: Compressors up to 315 cu ft; small mixers with skip; pumps up to 4 inches; power heaters; oiler; A-frame

trucks; forklifts-up to 7 ft. lift and up to 3 ton capacity; hydro broom; stud welder.

Group 8: Truck crane crews

Group 9: Oiler

Group 10: Master Mechanic

Group 11: Boom lengths over 150 feet including jib

Group 12: Boom lengths over 200 feet including jib

Group 13: Boom lengths over 250 feet including jib

Group 14: Boom lengths over 300 feet including jib

Group 15: Boom lengths over 350 feet including jib

IRON0007-014 03/16/2014

BERKSHIRE (Becket, East Otis, Hinsdale, Lee, Monterey, New Marlboro, North Otis, Otis, Peru, Sandisfield, Savoy, Sheffield, Washington, Windsor); FRANKLIN; HAMPDEN; HAMPSHIRE

	Rates	Fringes
IRONWORKER.....	\$ 29.62	27.17

IRON0012-004 05/01/2014

BERKSHIRE (Remainder of County)

	Rates	Fringes
Ironworkers:		
Sheeter.....	\$ 29.30	21.79
Structural, Ornamental, Reinforcing, Fence Erector, Machinery Mover, Rigger, Rodman, Stone Derrickman.....	\$ 29.05	21.79

LABO0014-004 06/01/2011

BERKSHIRE COUNTY
FRANKLIN COUNTY (the towns of Ashfield, Buckland, Charlemont, Hawley, Heath, and Rowe only) HAMPSHIRE COUNTY (the towns of Chesterfield, Cumington, Goshen, Middlefield, Plainfield, and Worthington only)

	Rates	Fringes
Plasterer tender.....	\$ 22.00	15.80

LABO0014-005 06/01/2011

HAMPDEN COUNTY
HAMPSHIRE COUNTY (with the exception of Chesterfield, Cumington, Goshen, Middlefield, Plainfield, and Worthington)
FRANKLIN COUNTY (with the exception of Ashfield, Buckland, Charlemont, Hauley, Heath, Orange, Rowe, and Warwick)

	Rates	Fringes
Plasterer tender.....	\$ 25.69	17.00

LABO0022-002 12/01/2012

FRANKLIN (Orange, Warwick)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 29.60	19.50
GROUP 2.....	\$ 29.85	19.50
GROUP 3.....	\$ 30.35	19.50
GROUP 4.....	\$ 30.60	19.50
GROUP 5.....	\$ 30.35	19.50
GROUP 6.....	\$ 31.60	19.50

LABORERS CLASSIFICATIONS

GROUP 1: Laborers; carpenter tenders; cement finisher tenders, plasterer tenders

GROUP 2: Asphalt raker; fence and guard rail erector; laser beam operator; mason tenmder; pipelayer; pneumatic drill operator; pneumatic tool operator; wagon drill operator; jackhammer operator, pavement breaker, carbide core drilling machine, chain saw operator, barco type jumping tampers, concrete pump, motorized mortar miner, ride-on motorized buggy

GROUP 3: Air track operator; block paver; rammer; curb setter, hydraulic and similar self-powered drills

GROUP 4: Blaster; powderman

GROUP 5: Precast floor and roof, plank erector

GROUP 6: Asbestos Abatement, Toxic and Hazardous waste laborers

LABO0473-001 12/01/2012

BERKSHIRE COUNTY, FRANKLIN COUNTY, (THE TOWNS OF ASHFIELD, BUCKLAND, CHARLEMONT, HAWLEY, HEATH, AND ROWE ONLY) HAMPSHIRE COUNTY (THE TOWNS OF CHESTERFIELD, CUMMINGTON, GOSHEN, MIDDLEFIELD, PLAINFIELD, AND WORTHINGTON ONLY)

	Rates	Fringes
Laborers:.....	\$ 22.80	16.25

LABO0596-001 06/02/2014

HAMPDEN COUNTY, HAMPSHIRE COUNTY (WITH THE EXCEPTION OF CHESTERFIELD, CUMMINNGTON, GOSHEN, MIDDLEFIELD, PLAINFIELD, AND WORTHINGTON) FRANKLIN COUNTY (WITH THE EXCEPTION OF ASHFIELD, BUCKLAND, CHARLEMONT, HAULY, HEATH, ORANGE, ROWE AND WARWICK)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 28.06	19.07
GROUP 2.....	\$ 28.31	19.07

GROUP 3.....	\$ 28.81	19.07
GROUP 4.....	\$ 29.06	19.07
GROUP 5.....	\$ 28.81	19.07

LABORERS CLASSIFICATIONS

GROUP 1: Laborers, carpenter tenders, wrecking laborers

GROUP 2: Asphalt rakers, carbide core driller operators, chain saw operators, pipelayers, jackhammer and paving breaker operators, Barco type jumping tampers, laser beam operators, concrete pump operators, mason tenders, motorized mortar mixers, ride-on motorized buggy operators, wagon drill operators

GROUP 3: precast floor and roof plank erectors, sign erectors, asbestos removal laborers, haz-mat laborers

GROUP 4: Air track operators, block pavers, rammers and curb setters, hydraulic and similar self-powered drills

GROUP 5: Powderman and blaster

 MARB0097-001 03/01/2012

	Rates	Fringes
MARBLE FINISHER.....	\$ 28.43	25.85

 PAIN0011-008 06/01/2014

	Rates	Fringes
GLAZIER.....	\$ 34.58	18.55+A

FOOTNOTE:

A. PAID HOLIDAY: LABOR DAY (provided employee has worked any part of the week prior to Labor Day and any part of the week after Labor Day)

 PAIN0035-007 07/01/2014

	Rates	Fringes
Painters:		
NEW CONSTRUCTION:		
Brush, Taper.....	\$ 28.68	21.60
Spray, Sandblast.....	\$ 30.08	21.60
REPAINT:		
Brush, Taper.....	\$ 26.00	21.60
Spray, Sandblast.....	\$ 27.40	21.60

 PLUM0004-003 03/01/2013

FRANKLIN (Orange)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 40.01	24.21

 PLUM0104-004 03/17/2014

BERKSHIRE (Becket, Otis, Sandisfield); FRANKLIN (Except Monroe, Rowe, and the Western part of Charlemont); HAMPDEN; HAMPSHIRE

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 36.56	23.05

FOOTNOTE:

A. Two paid holidays, Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer

 PLUM0104-009 03/17/2014

BERKSHIRE (Except Otis, Becket, Sandisfield); FRANKLIN (Monroe, Rowe and the Western part of Charlemont)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 35.03	23.05

 ROOF0248-001 01/01/2013

All tear-off and/or removal (of any types of roofing), and all spudding, sweeping, vacuuming and/or cleanup of any and all areas of any type where a roof is to be relaid.

	Rates	Fringes
Roofers:		
Composition Roofers & Damp		
Waterproofers.....	\$ 26.35	20.40
Pitch, Slate, Tile and		
Precast Concrete.....	\$ 26.85	20.90

 SFMA0550-003 01/01/2014

	Rates	Fringes
SPRINKLER FITTER.....	\$ 39.40	21.05+a

a. PAID HOLIDAYS: Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day, provided the employee has been in the employment of a contractor 20 working days prior to any such paid holidays.

 SHEE0063-001 07/01/2012

	Rates	Fringes
Sheet metal worker.....	\$ 31.23	23.69

 TEAM0379-001 08/01/2013

	Rates	Fringes
Truck drivers:		

Group 1.....	\$ 30.78	18.37+A+B
Group 2.....	\$ 30.95	18.37+A+B
Group 3.....	\$ 31.02	18.37+A+B
Group 4.....	\$ 31.14	18.37+A+B
Group 5.....	\$ 31.24	18.37+A+B
Group 6.....	\$ 31.53	18.37+A+B
Group 7.....	\$ 31.82	18.37+A+B

POWER TRUCKS \$.25 DIFFERENTIAL BY AXLE
TUNNEL WORK (UNDERGROUND ONLY) \$.40 DIFFERENTIAL BY AXLE
HAZARDOUS MATERIALS (IN HOT ZONE ONLY) \$2.00 PREMIUM

TRUCK DRIVERS CLASSIFICATIONS

- Group 1: Station wagons; panel trucks; and pickup trucks
- Group 2: Two axle equipment; & forklift operator
- Group 3: Three axle equipment and tireman
- Group 4: Four and Five Axle equipment
- Group 5: Specialized earth moving equipment under 35 tons other than conventional type trucks; low bed; vachual; mechanics, paving restoration equipment
- Group 6: Specialized earth moving equipment over 35 tons
- Group 7: Trailers for earth moving equipment (double hookup)

FOOTNOTES:

A. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Patriot's Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day

B. PAID VACATION: Employees with 4 months to 1 year of service receive 1/2 day's pay per month; 1 week vacation for 1 - 5 years of service; 2 weeks vacation for 5 - 10 years of service; and 3 weeks vacation for more than 10 years of service

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.
=====

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification

and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is

based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.
=====

General Decision Number: MA150004 01/09/2015 MA4

Superseded General Decision Number: MA20140004

State: Massachusetts

Construction Type: Residential

Counties: Barnstable, Berkshire, Bristol, Essex, Hampden, Hampshire, Middlesex, Norfolk, Plymouth, Suffolk and Worcester Counties in Massachusetts.

RESIDENTIAL CONSTRUCTION PROJECTS (including single family homes and apartments up to and including 4 stories)

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Davis-Bacon Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/02/2015
1	01/09/2015

BRMA0001-026 09/01/2013

LOWELL CHAPTER

MIDDLESEX COUNTY (Acton, Asby, Ashland, Ayer, Bedford, Billerica, Boxboro, Carlisle, Chemsford, Dracut, Dunstable, Framingham, Ft. Devens, Groton, Holliston, Hopkinton, Hudson, Littleton, Lowell, Maynard, Natick, North Acton, Pepperell, Sherborn, Shirley, South Acton, Stow, Tewksbury, Townsend, Tyngsboro, West Acton, Westford, Wilmington) NORFOLK (Medfield, Medway, Mills) WORCESTER (Ashburnham, Athol, Fitchburg, Gardner, Harvard, Hopedale, Hubbardston, Lancaster, Leominster, Lunenburg, Milford, Petersham, Phillipston, Princeton, Royalston, Southboro, Sterling, Templeton, Westminster, Winchendon)

	Rates	Fringes
Bricklayer, Plasterer, Stonemason.....	\$ 45.96	29.74

BRMA0001-027 09/01/2013

SPRINGFIELD/PITTSFIELD CHAPTER
BERKSHIRE, HAMPDEN, HAMPSHIRE, WORCESTER (Warren) COUNTIES

Rates	Fringes
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Bricklayer, Plasterers,
Stonemasons, Tile Layers.....\$ 36.56 27.87

BRMA0001-028 09/01/2013

FOXBORO CHAPTER

BRISTOL (Attleboro, Berkley, Dighton, Mansfield, North
Attleboro, Norton, Raynham, Rehoboth, Seekonk, Taunton) NORFOLK
(Bellingham, Canton, Dedham, Foxboro, Franklin, Norfolk,
Norwood, Plainville, Sharon, Walpole, Westwood, Wrentham)
PLYMOUTH (Lakeville)

Rates Fringes
BRICKLAYER.....\$ 45.96 29.74

BRMA0001-029 09/01/2013

WORCESTER CHAPTER

(Auburn, Barre, Blackstone, Berlin, Bolton, Boylston,
Brookfield, Charlton, Clinton, Douglas, Dudley, Grafton,
hardwick, Holden, Leicester, Mendon, Millbury, Millville, New
Braintree, Northboro, Northbridge, Oakham, Oxford, Paxton,
Rutland, Shrewbury, Southbridge, Spencer, Sturbridge, Sutton,
Upton, Uxbridge, Webster, Westboro, West Boylston, Worcester)

Rates Fringes
Bricklayer, Plasterer,
Stonemason.....\$ 45.96 29.74

BRMA0003-026 08/01/2014

BOSTON CHAPTER

MIDDLESEX (Arlington, Cambridge, Everett, Malden, Medford,
Melrose, Somerville) NORFOLK (Brookline, Milton) SUFFOLK

Rates Fringes
BRICKLAYER.....\$ 48.96 28.77

BRMA0003-027 08/01/2014

LYNN CHAPTER

ESSEX (Amesbury, Andover, Beverly, Boxford, Danvers, Essex,
Georgetown, Gloucester, Groveland, Hamilton, Haverhill,
Ipswich, Lawrence, Lynn, Lynnfield, Manchester, Nahant,
Newbury, Newburyport, North Andover, Peabody, Rockport, Rowley,
Salisbury, Salem, Saugus, Swampscott, Topsfield, Wakefield,
Wenham, West Newbury) MIDDLESEX (Reading, North Reading,
Wakefield)

Rates Fringes
Bricklayer, Plasterer.....\$ 48.96 28.77

BRMA0003-028 08/01/2014

NEWTON CHAPTER

MIDDLESEX (Newton); NORFOLK (Dover, Needham, Wellesley)

	Rates	Fringes
Bricklayer, Plasterer.....	\$ 48.96	28.77

BRMA0003-029 08/01/2014		

NEW BEDFORD CHAPTER

BARNSTABLE, BRISTOL (Acushnet, Darmouth, Fairhave, Fall River, Freetown, New Bedford, Somerset, Swansea, Westport) PLYMOUTH (Marion, Mattapoisett, Rochester, Wareham)

	Rates	Fringes
BRICKLAYER.....	\$ 48.96	28.77

BRMA0003-030 08/01/2014		

QUINCY CHAPTER

NORFOLK (Avon, Braintree, Cohasset, Holbrook, Quincy, Randolph, Stoughton, Weymouth) PLYMOUTH (Abington, Bridgewater, Brockton, Carver, Duxbury, East Bridgewater, Halifax, hanover, Hanson, Hingham, Hull, Kingston, Marshfield, Middleboro, Norwell, Pembroke, Plymouth, Rockland, Scituate, West Bridgewater, Whitman)

	Rates	Fringes
Bricklayer, Plasterer.....	\$ 48.96	28.77

BRMA0003-031 08/01/2014		

WALTHAM CHAPTER

MIDDLESEX (Belmont, Burlington, Concord, Lixington, Lincoln, Stoneham, Sudbury, Waltham, Watertown, Wayland, Weston, Winchester, Woburn)

	Rates	Fringes
Bricklayer, Plasterer.....	\$ 48.96	28.77

BRMA0003-032 08/01/2014		

BARNSTABLE, BRISTOL, SUFFOLK AND WORCESTER

	Rates	Fringes
Tile Layer.....	\$ 37.37	27.20

CARP0026-007 09/01/2013		

BRISTOL (Attleborough, North Attleborough) ESSEX, MIDDLESEX (Except Belmont, Cambridge, Everett, Malden, Medford, Somerville) NORFOLK (Bellingham, Canton, Foxboro, Franklin, Medfield, Medway, Millis, Needham, Norfolk, Norwood, Plainville, Quincy, Sharon, Walpole, Wellesley, Westwood, Wrentham) and PLYMOUTH (Duxbury, Hanover, Hingham, Hull,

Marshfield, Norwell, Pembroke, Rockland and Scituate)

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 34.28	26.06

CARP0033-006 09/01/2013

MIDDLESEX (Belmont, Cambridge, Everett, Malden, Medford,
Somerville) NORFOLK (Brookline, Dedham, Milton) and SUFFOLK

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 40.10	26.56

CARP0107-011 09/01/2013

WORCESTER COUNTY
(except Gilbertville, Hardwick, Warren, West Brookfield)

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 34.28	26.56

CARP0108-012 09/01/2014

BERKSHIRE, HAMPDEN, HAMPSHIRE AND WORCESTER (Gilbertville,
Hardwick, Warren, West Brookfield)

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 31.79	22.43

CARP0624-008 09/01/2013

BARNSTABLE, BRISTOL (Except Attleboro and North Attleboro) AND
PLYMOUTH (Bridgewater, Brockton, Kingston, Lakeville,
Middleboro, Plymouth, South Hanover, Whitman)

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 34.28	26.06

CARP0723-001 06/01/2014

ZONE 2: BARNSTABLE, BERKSHIRE, BRISTOL, ESSEX, HAMPDEN,
HAMPSHIRE, PLYMOUTH, WORCESTER COUNTIES AND PART OF MIDDLESEX,
NORFOLK AND SUFFOLK COUNTIES

(All other cities and towns in Massachusetts + Chelsea & Winthrop)

	Rates	Fringes
CARPENTER (New Wood Frame Construction not exceeding 4 stories including basement)		
Wood framing, siding and exterior trim work.....	\$ 24.66	14.24
All other carpentry work on wood frame projects.....	\$ 24.66	14.24

CARP0723-002 06/01/2014

ZONE 1: MIDDLESEX, NORFOLK AND SUFFOLK COUNTIES (Consists of Boston, Islands of Boston Harbor, Brookline, Cambridge, Dedham, Malden, Medford and Somerville)

	Rates	Fringes
Carpenters (New Wood Frame Construction not exceeding 4 stories including basement)		
Wood framing, siding and exterior trim work.....	\$ 28.66	14.24
All other carpentry work on wood frame projects.....	\$ 28.66	14.24

ELEC0007-008 07/14/2014

HAMPDEN (Except Chester and Holyoke); HAMPSHIRE (Belchertown, Ware); WORCESTER (Warren)

	Rates	Fringes
ELECTRICIAN.....	\$ 37.41	18.87

ELEC0007-009 07/14/2014

BERKSHIRE; HAMPDEN (Chester, Holyoke); HAMPSHIRE (Except Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 37.41	18.87
Teledata System Installer (Berkshire County).....	\$ 37.41	18.87

ELEC0096-004 06/01/2014

MIDDLESEX (Ashby, Ashland, Ayer, Ft. Devens, Groton, Hopkinton, Hudson, Marlboro, Pepperell, Shirley, Stow, Townsend); WORCESTER (Except Warren)

	Rates	Fringes
ELECTRICIAN.....	\$ 38.12	11%+17.03

BARNSTABLE, BRISTOL (Except Attleboro, North Attleboro, Seekonk); NORFOLK (Avon, Halbrook, Randolph, Sloughton); PLYMOUTH (Except Hingham and Hull Townships)

	Rates	Fringes
ELECTRICIAN.....	\$ 36.41	27.75%+9.70
Teledata System Installer (PLYMOUTH COUNTY (except Townships of Hingham and Hull)).....	\$ 29.86	30.5%+7.70

* ELEV0004-003 01/01/2015

BARNSTABLE, BRISTOL, ESSEX, MIDDLESEX, NORFOLK AND SUFFOLK

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 53.30	28.385+a+b

FOOTNOTE FOR ELEVATOR MECHANICS

- a. Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.
- b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

* ELEV0041-007 01/01/2015

BERKSHIRE, HAMPDEN AND HAMPSHIRE

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 47.73	28.385+a+b

FOOTNOTE:

- a. Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.
- b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

ENGI0004-017 12/01/2014

BARNSTABLE; BRISTOL; ESSEX; MIDDLESEX, NORFOLK; PLYMOUTH; SUFFOLK; and WORCESTER (Remainder of County)

	Rates	Fringes
Power Equipment Operator: Excavators & Loaders.....	\$ 42.39	25.14+A

FOOTNOTE:

- a. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Labor Day, Memorial day, Independence Day, Patriot's Day,

Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day.

ENGI0004-018 12/01/2014

WORCESTER (Athol, Barre, Brookfield, East Brookfield, hardwick, New Braintree, North Brookfield, Oakham, Petersham, Phillipston, Royalston, Struthbridge, Templeton, Warren, West Brookfield, Winchendon)

	Rates	Fringes
Power Equipment Operator:		
Excavators & Loaders.....	\$ 42.39	25.14+A

FOOTNOTES:

- a. New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Patriots Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day.

ENGI0098-012 06/01/2014

BERKSHIRE; HAMPDEN and HAMPSHIRE COUNTIES

	Rates	Fringes
Power Equipment Operator:		
Excavators & Loaders.....	\$ 31.17	21.43+A

FOOTNOTE:

- a. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day

LABO0022-014 06/01/2014

	Rates	Fringes
Laborers: Mason Tender, Stone/Stucco.....	\$ 34.10	21.80

LABO0473-003 06/01/2014

BERKSHIRE, HAMPSHIRE (Chesterfield, Cummington, Goshen, Middlefield, Plainfield and Worthington)

	Rates	Fringes
Laborers: Mason Tender, Stone/Stucco.....	\$ 29.06	20.02

LABO0596-007 06/01/2014

HAMPDEN, HAMPSHIRE (except Chesterfield, Cummington, Goshen, Middlefield, Plainfield and Worthington)

	Rates	Fringes
Laborers: Mason Tender, Stone/Stucco.....	\$ 29.06	20.02

PLAS0534-006 07/01/2014

MIDDLESEX; NORFOLK AND SUFFOLK COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 37.25	32.26

PLUM0004-006 03/01/2013

MIDDLESEX (Ashby, Ayer-West of Greenville branch of Boston and
Maine Railroad, Ft. Devens, Groton, Shirley, Townsend)
WORCESTER (except Hopedale and Southboro)

	Rates	Fringes
Plumbers, Pipefitters (including HVAC work).....	\$ 40.01	24.21

PLUM0012-008 09/01/2013

ESSEX (Ames, Andover, Beverly, Boxford, Byfield, Danvers, Essex,
Georgetown, Gloucester, Groveland, Hamilton, Haverhill,
Ipswich, Lawrence, Manchester, Marblehead, Merrimac, Methuen,
Middleton, Newbury, Newburyport, North Andover, Peabody,
Rockport, Rowley, Salem, Salisbury, Topsfield, Wenham, West
Newbury)

	Rates	Fringes
PLUMBER.....	\$ 44.98	24.56

PLUM0012-009 09/01/2013

ESSEX (Lynn, Lynnfield, Nahant, Saugus, and Swampscott);
MIDDLESEX (Acton, Arlington, Ashland, Ayer-except west of
Greenville Branch of Boston & Maine Rail Road, Bedford,
Belmont, Billerica, Boxboro, Burlington, Cambridge, Carlisle,
Chelmsford, Concord, Dracut, Dunstable, Everett, Framingham,
Hudson, Holliston, Hopkinton, Lexington, Lincoln, Littleton,
Lowell, Malden, Marlboro, Maynard, Medford, Melrose, Natick,
Newton, North Reading, Pepperell, Reading, Sherborn,
Somerville, Stoneham, Stow, Sudbury, Tewksbury, Tyngsboro,
Wakefield, Waltham, Watertown, Wayland, Westford, Wilmington,
Winchester, Woburn); NORFOLK (Bellingham, Braintree, Brookline,
Canton, Cohasset, Dedham, Dover, Foxboro, Franklin, Medfield,
Medway, Millis, Milton, Needham, Norfolk, Norwood, Plainville,
Quincy, Sharon, Walpole, Wellesley, Westwood, Weymouth,
Wrentham); PLYMOUTH (Hingham, Hull, Scituate); SUFFOLK;
WORCESTER (Hopedale and Southboro)

	Rates	Fringes
PLUMBER.....	\$ 49.06	24.56

PLUM0051-006 03/01/2014

BARNSTABLE; BRISTOL; PLYMOUTH (Except Hingham, Hull, Scituate)

	Rates	Fringes
Plumbers, Pipefitters (including HVAC work).....	\$ 35.51	27.32

PLUM0104-005 03/17/2014

BERKSHIRE (Becket, Otis, Sandisfield); HAMPDEN; HAMPSHIRE

	Rates	Fringes
Plumbers, Pipefitters (including HVAC work).....	\$ 36.56	23.05

PLUM0104-011 03/17/2014

BERKSHIRE (Except Becket, Otis, Sandisfield)

	Rates	Fringes
Plumbers, Pipefitters (including HVAC work).....	\$ 35.03	23.05

PLUM0537-006 09/01/2013

ESSEX (Ames, Andover, Beverly, Boxford, Byfield, Danvers, Essex, Georgetown, Gloucester, Groveland, Hamilton, Haverhill, Ipswich, Lawrence, Lynn, Lynnfield, Manchester, Marblehead, Merrimac, Methuen, Middleton, Nahant, Newbury, Newburyport, North Andover, Peabody, Rockport, Rowley, Salem, Salisbury, Saugus, Swampscott, Topsfield, Wenham, West Newbury); MIDDLESEX (Acton, Arlington, Ashford, Ayer-except west of Greenville Branch of Boston & Maine Rail Road, Bedford, Belmont, Billerica, Boxboro, Burlington, Cambridge, Carlisle, Chelmsford, Concord, Dracut, Dunstable, Everett, Framingham, Hudson, Holliston, Hopkinton, Lexington, Lincoln, Littleton, Lowell, Malden, Marlboro, Maynard, Medford, Melrose, Natick, Newton, North Reading, Pepperell, Reading, Sherborn, Somerville, Stoneham, Stow, Sudbury, Tewksbury, Tyngsboro, Wakefield, Waltham, Watertown, Wayland, Westford, Wilmington, Winchester and Woburn); NORFOLK (Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxboro, Franklin, Medford, Medway, Millis, Milton, Needham, Norfolk, Norwood, Plainville, Quincy, Sharon, Walpole, Wellesley, Westwood, Weymouth and Wrentham); PLYMOUTH (Hingham, Hull, Scituate); SUFFOLK; WORCHESTER (Hopedale and Southboro)

	Rates	Fringes
Pipefitter including HVAC work...	\$ 47.94	26.51

ROOF0033-006 08/01/2014

BARNSTABLE, BRISTOL, ESSEX, MIDDLESEX, NORFOLK, SUFFOLK, WORCESTER

	Rates	Fringes
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Roofer, Waterproofers/Caulkers...\$ 39.21 22.92

 ROOF0248-004 01/01/2013

BERKSHIRE, HAMPDEN, HAMPSHIRE

	Rates	Fringes
Roofer, Waterproofers/Caulkers...\$	26.35	20.40
ROOFER: Slate & Tile Roof.....\$	26.85	20.90

 SHEE0017-004 02/01/2012

WORCESTER (Harvard, Lancaster)

	Rates	Fringes
Sheet metal worker.....\$	40.79	28.83

 SHEE0017-010 02/01/2012

BARNSTABLE, BRISTOL (Acushnet, Dartmouth, Dighton, Fairhaven, Fall River, Freetown, New Bedford, Rehoboth, Seekonk, Somerset, Swansea, Westport); PLYMOUTH (Marion, Mattapoisett, Rochester, Wareham)

	Rates	Fringes
Sheet Metal Worker.....\$	40.79	28.83

 SHEE0017-011 02/01/2012

BRISTOL (Attleboro, Berkley, Easton, Mansfield, North Attleboro, Norton, Raynham, Taunton); ESSEX; MIDDLESEX; NORFOLK; PLYMOUTH (Except Marion Mattapoisett, Rochester, Wareham); SUFFOLK

	Rates	Fringes
Sheet Metal Worker.....\$	40.79	28.83

 SHEE0063-002 07/01/2012

WORCESTER (Except Harvard & Lancaster)

	Rates	Fringes
Sheet metal worker.....\$	31.23	23.69

 SHEE0063-004 07/01/2012

BERKSHIRE, HAMPDEN AND HAMPSHIRE COUNTIES

	Rates	Fringes
Sheet metal worker.....\$	31.23	23.69

 SUMA2003-001 01/08/2003

	Rates	Fringes
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CEMENT MASON/CONCRETE FINISHER...\$ 39.38

FLOOR LAYER: Carpet.....\$ 31.96

LABORER

Unskilled.....\$ 18.73 6.33

PAINTER

Brush & Roller, excluding
drywall finishing.....\$ 30.86

WELDERS - Receive rate prescribed for craft performing
operation to which welding is incidental.

=====
Unlisted classifications needed for work not included within
the scope of the classifications listed may be added after
award only as provided in the labor standards contract clauses
(29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification
and wage rates that have been found to be prevailing for the
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determination. The classifications are listed in alphabetical
order of "identifiers" that indicate whether the particular
rate is a union rate (current union negotiated rate for local),
a survey rate (weighted average rate) or a union average rate
(weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed
in dotted lines beginning with characters other than "SU" or
"UAVG" denotes that the union classification and rate were
prevailing for that classification in the survey. Example:
PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of
the union which prevailed in the survey for this
classification, which in this example would be Plumbers. 0198
indicates the local union number or district council number
where applicable, i.e., Plumbers Local 0198. The next number,
005 in the example, is an internal number used in processing
the wage determination. 07/01/2014 is the effective date of the
most current negotiated rate, which in this example is July 1,
2014.

Union prevailing wage rates are updated to reflect all rate
changes in the collective bargaining agreement (CBA) governing
this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that
no one rate prevailed for this classification in the survey and
the published rate is derived by computing a weighted average
rate based on all the rates reported in the survey for that

classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION



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

RONALD L. WALKER, II
Secretary
HEATHER E. ROWE
Director

Awarding Authority: CITY OF SPRINGFIELD
Contract Number: 15-164 **City/Town:** SPRINGFIELD
Description of Work: Demolition / Deconstruction Work - Work consists of removal of asbestos-containing materials, building demolition; utility disconnects & site restoration work.
Job Location: 15 Pine St. Ct., 158-162 Rifle St., 116 Walnut St.

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

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>	12/01/2014	\$31.30	\$9.91	\$9.33	\$0.00	\$50.54
	06/01/2015	\$31.65	\$9.91	\$9.33	\$0.00	\$50.89
	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2014	\$31.37	\$9.91	\$9.33	\$0.00	\$50.61
	06/01/2015	\$31.72	\$9.91	\$9.33	\$0.00	\$50.96
	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2014	\$31.49	\$9.91	\$9.33	\$0.00	\$50.73
	06/01/2015	\$31.84	\$9.91	\$9.33	\$0.00	\$51.08
	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$29.24	\$7.30	\$11.15	\$0.00	\$47.69
	06/01/2015	\$29.93	\$7.30	\$11.15	\$0.00	\$48.38
	12/07/2015	\$30.61	\$7.30	\$11.15	\$0.00	\$49.06
	06/06/2016	\$31.30	\$7.30	\$11.15	\$0.00	\$49.75
	12/05/2016	\$31.98	\$7.30	\$11.15	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	06/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	12/01/2015	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	06/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72
12/01/2016	\$30.99	\$7.30	\$10.18	\$0.00	\$48.47	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2014	\$29.23	\$10.40	\$5.45	\$0.00	\$45.08
	06/01/2015	\$30.09	\$10.40	\$5.45	\$0.00	\$45.94
	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.69	\$9.70	\$11.00	\$0.00	\$53.39
	06/01/2015	\$33.44	\$9.70	\$11.00	\$0.00	\$54.14
	12/01/2015	\$34.19	\$9.70	\$11.00	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.69	\$9.70	\$11.00	\$0.00	\$53.39
	06/01/2015	\$33.44	\$9.70	\$11.00	\$0.00	\$54.14
	12/01/2015	\$34.19	\$9.70	\$11.00	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.16	\$9.70	\$11.00	\$0.00	\$52.86
	06/01/2015	\$32.91	\$9.70	\$11.00	\$0.00	\$53.61
	12/01/2015	\$33.66	\$9.70	\$11.00	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$29.24	\$7.30	\$11.15	\$0.00	\$47.69
	06/01/2015	\$29.93	\$7.30	\$11.15	\$0.00	\$48.38
	12/07/2015	\$30.61	\$7.30	\$11.15	\$0.00	\$49.06
	06/06/2016	\$31.30	\$7.30	\$11.15	\$0.00	\$49.75
	12/05/2016	\$31.98	\$7.30	\$11.15	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	06/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	12/01/2015	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	06/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72
	12/01/2016	\$30.99	\$7.30	\$10.18	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	09/01/2014	\$37.46	\$10.18	\$16.38	\$0.00	\$64.02
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	03/02/2015	\$38.02	\$10.18	\$16.38	\$0.00	\$64.58
	08/31/2015	\$38.92	\$10.18	\$16.45	\$0.00	\$65.55
	02/29/2016	\$39.49	\$10.18	\$16.45	\$0.00	\$66.12
	09/05/2016	\$40.39	\$10.18	\$16.53	\$0.00	\$67.10
	02/27/2017	\$40.96	\$10.18	\$16.53	\$0.00	\$67.67

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.73	\$10.18	\$16.38	\$0.00	\$45.29
2	60	\$22.48	\$10.18	\$16.38	\$0.00	\$49.04
3	70	\$26.22	\$10.18	\$16.38	\$0.00	\$52.78
4	80	\$29.97	\$10.18	\$16.38	\$0.00	\$56.53
5	90	\$33.71	\$10.18	\$16.38	\$0.00	\$60.27

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.01	\$10.18	\$16.38	\$0.00	\$45.57
2	60	\$22.81	\$10.18	\$16.38	\$0.00	\$49.37
3	70	\$26.61	\$10.18	\$16.38	\$0.00	\$53.17
4	80	\$30.42	\$10.18	\$16.38	\$0.00	\$56.98
5	90	\$34.22	\$10.18	\$16.38	\$0.00	\$60.78

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2014	\$32.69	\$9.70	\$11.00	\$0.00	\$53.39
ENGINEERS LOCAL 98	06/01/2015	\$33.44	\$9.70	\$11.00	\$0.00	\$54.14
	12/01/2015	\$34.19	\$9.70	\$11.00	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2014	\$35.70	\$7.30	\$13.15	\$0.00	\$56.15
	06/01/2015	\$36.45	\$7.30	\$13.15	\$0.00	\$56.90
	12/01/2015	\$37.20	\$7.30	\$13.15	\$0.00	\$57.65
	06/01/2016	\$37.95	\$7.30	\$13.15	\$0.00	\$58.40
	12/01/2016	\$38.95	\$7.30	\$13.15	\$0.00	\$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2014	\$34.55	\$7.30	\$13.15	\$0.00	\$55.00
	06/01/2015	\$35.30	\$7.30	\$13.15	\$0.00	\$55.75
	12/01/2015	\$36.05	\$7.30	\$13.15	\$0.00	\$56.50
	06/01/2016	\$36.80	\$7.30	\$13.15	\$0.00	\$57.25
	12/01/2016	\$37.80	\$7.30	\$13.15	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	12/01/2014	\$34.55	\$7.30	\$13.15	\$0.00	\$55.00
	06/01/2015	\$35.30	\$7.30	\$13.15	\$0.00	\$55.75
	12/01/2015	\$36.05	\$7.30	\$13.15	\$0.00	\$56.50
	06/01/2016	\$36.80	\$7.30	\$13.15	\$0.00	\$57.25
	12/01/2016	\$37.80	\$7.30	\$13.15	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE	09/01/2014	\$31.79	\$7.80	\$14.21	\$0.00	\$53.80
	03/02/2015	\$32.59	\$7.80	\$14.21	\$0.00	\$54.60
	08/31/2015	\$33.39	\$7.80	\$14.21	\$0.00	\$55.40
	02/29/2016	\$34.14	\$7.80	\$14.21	\$0.00	\$56.15

Apprentice - CARPENTER - Local 108 Hampden Hampshire

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.90	\$7.80	\$1.14	\$0.00	\$24.84
2	60	\$19.07	\$7.80	\$1.14	\$0.00	\$28.01
3	70	\$22.25	\$7.80	\$10.79	\$0.00	\$40.84
4	75	\$23.84	\$7.80	\$10.79	\$0.00	\$42.43
5	80	\$25.43	\$7.80	\$11.93	\$0.00	\$45.16
6	80	\$25.43	\$7.80	\$11.93	\$0.00	\$45.16
7	90	\$28.61	\$7.80	\$13.07	\$0.00	\$49.48
8	90	\$28.61	\$7.80	\$13.07	\$0.00	\$49.48

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.30	\$7.80	\$1.14	\$0.00	\$25.24
2	60	\$19.55	\$7.80	\$1.14	\$0.00	\$28.49
3	70	\$22.81	\$7.80	\$10.79	\$0.00	\$41.40
4	75	\$24.44	\$7.80	\$10.79	\$0.00	\$43.03
5	80	\$26.07	\$7.80	\$11.93	\$0.00	\$45.80
6	80	\$26.07	\$7.80	\$11.93	\$0.00	\$45.80
7	90	\$29.33	\$7.80	\$13.07	\$0.00	\$50.20
8	90	\$29.33	\$7.80	\$13.07	\$0.00	\$50.20

Notes: Pre-6/09 Step1\$24.45/2\$26.03/3\$41.08/4\$44.26/5\$47.44/6\$49.03
 ** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step
 7\$50.62/8\$52.21

Apprentice to Journeyworker Ratio:**

CEMENT MASONRY/PLASTERING	01/01/2015	\$38.36	\$10.85	\$13.94	\$1.30	\$64.45
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2015	\$39.32	\$10.85	\$13.94	\$1.30	\$65.41
	01/01/2016	\$39.90	\$10.85	\$13.94	\$1.30	\$65.99

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;
 1\$47.55/2\$53.67/3\$56.99/4\$60.30/5\$63.61/6\$66.93/7\$72.55
 Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.16	\$9.70	\$11.00	\$0.00	\$52.86
	06/01/2015	\$32.91	\$9.70	\$11.00	\$0.00	\$53.61
	12/01/2015	\$33.66	\$9.70	\$11.00	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$36.19	\$9.70	\$11.00	\$0.00	\$56.89
	06/01/2015	\$36.94	\$9.70	\$11.00	\$0.00	\$57.64
	12/01/2015	\$37.69	\$9.70	\$11.00	\$0.00	\$58.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2015

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

Effective Date - 07/01/2015

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	12/01/2014	\$34.75	\$7.30	\$12.95	\$0.00	\$55.00
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2015	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
	12/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/01/2014	\$35.75	\$7.30	\$12.95	\$0.00	\$56.00
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2015	\$36.50	\$7.30	\$12.95	\$0.00	\$56.75
	12/01/2015	\$37.25	\$7.30	\$12.95	\$0.00	\$57.50

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS	12/01/2014	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
	12/01/2015	\$37.00	\$7.30	\$12.95	\$0.00	\$57.25

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER	12/01/2014	\$35.75	\$7.30	\$12.95	\$0.00	\$56.00
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2015	\$36.50	\$7.30	\$12.95	\$0.00	\$56.75
	12/01/2015	\$37.25	\$7.30	\$12.95	\$0.00	\$57.50

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2014	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
	06/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
	12/01/2015	\$37.00	\$7.30	\$12.95	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2014	\$34.75	\$7.30	\$12.95	\$0.00	\$55.00
	06/01/2015	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
	12/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	12/29/2014	\$37.71	\$9.05	\$9.48	\$0.00	\$56.24
	06/28/2015	\$38.51	\$9.05	\$9.48	\$0.00	\$57.04
	01/03/2016	\$39.36	\$9.05	\$9.48	\$0.00	\$57.89
	07/03/2016	\$40.26	\$9.05	\$9.48	\$0.00	\$58.79
	01/01/2017	\$41.16	\$9.05	\$9.48	\$0.00	\$59.69

Apprentice - ELECTRICIAN - Local 7

Effective Date - 12/29/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.08	\$4.00	\$0.45	\$0.00	\$19.53
2	45	\$16.97	\$4.00	\$0.45	\$0.00	\$21.42
3	50	\$18.86	\$9.05	\$5.30	\$0.00	\$33.21
4	55	\$20.74	\$9.05	\$5.30	\$0.00	\$35.09
5	65	\$24.51	\$9.05	\$6.30	\$0.00	\$39.86
6	70	\$26.40	\$9.05	\$7.30	\$0.00	\$42.75

Effective Date - 06/28/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.40	\$4.00	\$0.46	\$0.00	\$19.86
2	45	\$17.33	\$4.00	\$0.46	\$0.00	\$21.79
3	50	\$19.26	\$9.05	\$5.31	\$0.00	\$33.62
4	55	\$21.18	\$9.05	\$5.31	\$0.00	\$35.54
5	65	\$25.03	\$9.05	\$6.31	\$0.00	\$40.39
6	70	\$26.96	\$9.05	\$7.31	\$0.00	\$43.32

Notes: Pre-5/31/11 Begins at Step 3 \$37.66/4 \$39.54/5 \$43.88/6 \$45.94
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR	01/01/2015	\$47.73	\$13.58	\$14.21	\$0.00	\$75.52
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2016	\$48.77	\$14.43	\$14.96	\$0.00	\$78.16
	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.87	\$13.58	\$14.21	\$0.00	\$51.66
2	55	\$26.25	\$13.58	\$14.21	\$0.00	\$54.04
3	65	\$31.02	\$13.58	\$14.21	\$0.00	\$58.81
4	70	\$33.41	\$13.58	\$14.21	\$0.00	\$61.20
5	80	\$38.18	\$13.58	\$14.21	\$0.00	\$65.97

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.39	\$14.43	\$14.96	\$0.00	\$53.78
2	55	\$26.82	\$14.43	\$14.96	\$0.00	\$56.21
3	65	\$31.70	\$14.43	\$14.96	\$0.00	\$61.09
4	70	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
5	80	\$39.02	\$14.43	\$14.96	\$0.00	\$68.41

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2015	\$33.41	\$13.58	\$14.21	\$0.00	\$61.20
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2016	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97

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	12/29/2014	\$37.71	\$9.05	\$9.48	\$0.00	\$56.24
ELECTRICIANS LOCAL 7	06/28/2015	\$38.51	\$9.05	\$9.48	\$0.00	\$57.04
	01/03/2016	\$39.36	\$9.05	\$9.48	\$0.00	\$57.89
	07/03/2016	\$40.26	\$9.05	\$9.48	\$0.00	\$58.79
	01/01/2017	\$41.16	\$9.05	\$9.48	\$0.00	\$59.69

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS	12/29/2014	\$37.71	\$9.05	\$9.48	\$0.00	\$56.24
LOCAL 7	06/28/2015	\$38.51	\$9.05	\$9.48	\$0.00	\$57.04
	01/03/2016	\$39.36	\$9.05	\$9.48	\$0.00	\$57.89
	07/03/2016	\$40.26	\$9.05	\$9.48	\$0.00	\$58.79
	01/01/2017	\$41.16	\$9.05	\$9.48	\$0.00	\$59.69
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN	12/01/2014	\$32.16	\$9.70	\$11.00	\$0.00	\$52.86
OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.91	\$9.70	\$11.00	\$0.00	\$53.61
	12/01/2015	\$33.66	\$9.70	\$11.00	\$0.00	\$54.36

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.30	\$9.70	\$11.00	\$0.00	\$40.00
2	70	\$22.51	\$9.70	\$11.00	\$0.00	\$43.21
3	80	\$25.73	\$9.70	\$11.00	\$0.00	\$46.43
4	90	\$28.94	\$9.70	\$11.00	\$0.00	\$49.64

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.75	\$9.70	\$11.00	\$0.00	\$40.45
2	70	\$23.04	\$9.70	\$11.00	\$0.00	\$43.74
3	80	\$26.33	\$9.70	\$11.00	\$0.00	\$47.03
4	90	\$29.62	\$9.70	\$11.00	\$0.00	\$50.32

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2014	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2015	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	12/01/2015	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	06/01/2016	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	12/01/2016	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98

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

FLOORCOVERER	09/01/2014	\$31.79	\$7.80	\$13.96	\$0.00	\$53.55
FLOORCOVERERS LOCAL 2168 ZONE III						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.90	\$7.80	\$1.12	\$0.00	\$24.82
2	55	\$17.48	\$7.80	\$1.12	\$0.00	\$26.40
3	60	\$19.07	\$7.80	\$10.51	\$0.00	\$37.38
4	65	\$20.66	\$7.80	\$10.51	\$0.00	\$38.97
5	70	\$22.25	\$7.80	\$11.66	\$0.00	\$41.71
6	75	\$23.84	\$7.80	\$11.66	\$0.00	\$43.30
7	80	\$25.43	\$7.80	\$12.81	\$0.00	\$46.04
8	85	\$27.02	\$7.80	\$12.81	\$0.00	\$47.63

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	12/01/2014	\$32.38	\$9.70	\$11.00	\$0.00	\$53.08
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$33.13	\$9.70	\$11.00	\$0.00	\$53.83
	12/01/2015	\$33.88	\$9.70	\$11.00	\$0.00	\$54.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	12/01/2014	\$28.93	\$9.70	\$11.00	\$0.00	\$49.63
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$29.68	\$9.70	\$11.00	\$0.00	\$50.38
	12/01/2015	\$30.43	\$9.70	\$11.00	\$0.00	\$51.13

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2014	\$34.58	\$9.80	\$7.75	\$0.00	\$52.13
<i>GLAZIERS LOCAL 1333</i>	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.29	\$9.80	\$1.00	\$0.00	\$28.09
2	56	\$19.45	\$9.80	\$1.00	\$0.00	\$30.25
3	63	\$21.61	\$9.80	\$1.50	\$0.00	\$32.91
4	69	\$23.77	\$9.80	\$1.50	\$0.00	\$35.07
5	75	\$25.94	\$9.80	\$2.00	\$0.00	\$37.74
6	81	\$28.10	\$9.80	\$2.00	\$0.00	\$39.90
7	88	\$30.26	\$9.80	\$7.75	\$0.00	\$47.81
8	94	\$32.42	\$9.80	\$7.75	\$0.00	\$49.97

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.54	\$10.25	\$1.00	\$0.00	\$28.79
2	56	\$19.73	\$10.25	\$1.00	\$0.00	\$30.98
3	63	\$21.93	\$10.25	\$1.50	\$0.00	\$33.68
4	69	\$24.12	\$10.25	\$1.50	\$0.00	\$35.87
5	75	\$26.31	\$10.25	\$2.00	\$0.00	\$38.56
6	81	\$28.50	\$10.25	\$2.00	\$0.00	\$40.75
7	88	\$30.70	\$10.25	\$8.00	\$0.00	\$48.95
8	94	\$32.89	\$10.25	\$8.00	\$0.00	\$51.14

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2014	\$32.69	\$9.70	\$11.00	\$0.00	\$53.39
	06/01/2015	\$33.44	\$9.70	\$11.00	\$0.00	\$54.14
	12/01/2015	\$34.19	\$9.70	\$11.00	\$0.00	\$54.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2015	\$32.97	\$8.64	\$14.20	\$1.66	\$57.47
	07/01/2015	\$33.03	\$8.64	\$14.79	\$1.66	\$58.12
	01/01/2016	\$33.73	\$8.64	\$14.79	\$1.66	\$58.82
	07/01/2016	\$34.44	\$8.64	\$14.83	\$1.66	\$59.57
	01/01/2017	\$35.19	\$8.64	\$14.83	\$1.66	\$60.32

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	12/29/2014	\$37.71	\$9.05	\$9.48	\$0.00	\$56.24
	06/28/2015	\$38.51	\$9.05	\$9.48	\$0.00	\$57.04
	01/03/2016	\$39.36	\$9.05	\$9.48	\$0.00	\$57.89
	07/03/2016	\$40.26	\$9.05	\$9.48	\$0.00	\$58.79
	01/01/2017	\$41.16	\$9.05	\$9.48	\$0.00	\$59.69

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2015	\$32.97	\$8.64	\$14.20	\$1.66	\$57.47
	07/01/2015	\$33.03	\$8.64	\$14.79	\$1.66	\$58.12
	01/01/2016	\$33.73	\$8.64	\$14.79	\$1.66	\$58.82
	07/01/2016	\$34.44	\$8.64	\$14.83	\$1.66	\$59.57
	01/01/2017	\$35.19	\$8.64	\$14.83	\$1.66	\$60.32
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2014	\$36.81	\$8.30	\$14.25	\$0.00	\$59.36
	03/17/2015	\$37.56	\$8.30	\$14.25	\$0.00	\$60.11
	09/17/2015	\$38.31	\$8.30	\$14.25	\$0.00	\$60.86
	03/17/2016	\$39.31	\$8.30	\$14.25	\$0.00	\$61.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2014	\$36.81	\$8.30	\$14.25	\$0.00	\$59.36
	03/17/2015	\$37.56	\$8.30	\$14.25	\$0.00	\$60.11
	09/17/2015	\$38.31	\$8.30	\$14.25	\$0.00	\$60.86
	03/17/2016	\$39.31	\$8.30	\$14.25	\$0.00	\$61.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	06/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	12/01/2015	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	06/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72
	12/01/2016	\$30.99	\$7.30	\$10.18	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2014	\$34.65	\$11.25	\$12.60	\$0.00	\$58.50

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

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.33	\$11.25	\$9.35	\$0.00	\$37.93
2	60	\$20.79	\$11.25	\$10.00	\$0.00	\$42.04
3	70	\$24.26	\$11.25	\$10.65	\$0.00	\$46.16
4	80	\$27.72	\$11.25	\$11.30	\$0.00	\$50.27

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	03/16/2014	\$29.62	\$7.70	\$18.75	\$0.00	\$56.07
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.77	\$7.70	\$18.75	\$0.00	\$44.22
2	70	\$20.73	\$7.70	\$18.75	\$0.00	\$47.18
3	75	\$22.22	\$7.70	\$18.75	\$0.00	\$48.67
4	80	\$23.70	\$7.70	\$18.75	\$0.00	\$50.15
5	85	\$25.18	\$7.70	\$18.75	\$0.00	\$51.63
6	90	\$26.66	\$7.70	\$18.75	\$0.00	\$53.11

Notes:
Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.49	\$7.30	\$11.15	\$0.00	\$46.94
	06/01/2015	\$29.18	\$7.30	\$11.15	\$0.00	\$47.63
	12/07/2015	\$29.86	\$7.30	\$11.15	\$0.00	\$48.31
	06/06/2016	\$30.55	\$7.30	\$11.15	\$0.00	\$49.00
	12/05/2016	\$31.23	\$7.30	\$11.15	\$0.00	\$49.68

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.09	\$7.30	\$11.15	\$0.00	\$35.54
2	70	\$19.94	\$7.30	\$11.15	\$0.00	\$38.39
3	80	\$22.79	\$7.30	\$11.15	\$0.00	\$41.24
4	90	\$25.64	\$7.30	\$11.15	\$0.00	\$44.09

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.51	\$7.30	\$11.15	\$0.00	\$35.96
2	70	\$20.43	\$7.30	\$11.15	\$0.00	\$38.88
3	80	\$23.34	\$7.30	\$11.15	\$0.00	\$41.79
4	90	\$26.26	\$7.30	\$11.15	\$0.00	\$44.71

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2014	\$27.99	\$7.30	\$10.18	\$0.00	\$45.47
	06/01/2015	\$28.49	\$7.30	\$10.18	\$0.00	\$45.97
	12/01/2015	\$28.99	\$7.30	\$10.18	\$0.00	\$46.47
	06/01/2016	\$29.49	\$7.30	\$10.18	\$0.00	\$46.97
	12/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.79	\$7.30	\$10.18	\$0.00	\$34.27
2	70	\$19.59	\$7.30	\$10.18	\$0.00	\$37.07
3	80	\$22.39	\$7.30	\$10.18	\$0.00	\$39.87
4	90	\$25.19	\$7.30	\$10.18	\$0.00	\$42.67

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.09	\$7.30	\$10.18	\$0.00	\$34.57
2	70	\$19.94	\$7.30	\$10.18	\$0.00	\$37.42
3	80	\$22.79	\$7.30	\$10.18	\$0.00	\$40.27
4	90	\$25.64	\$7.30	\$10.18	\$0.00	\$43.12

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2014	\$28.49	\$7.30	\$11.15	\$0.00	\$46.94
	06/01/2015	\$29.18	\$7.30	\$11.15	\$0.00	\$47.63
	12/07/2015	\$29.86	\$7.30	\$11.15	\$0.00	\$48.31
	06/06/2016	\$30.55	\$7.30	\$11.15	\$0.00	\$49.00
	12/05/2016	\$31.23	\$7.30	\$11.15	\$0.00	\$49.68

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2014	\$28.59	\$7.30	\$11.15	\$0.00	\$47.04
	06/01/2015	\$29.28	\$7.30	\$11.15	\$0.00	\$47.73
	12/07/2015	\$29.96	\$7.30	\$11.15	\$0.00	\$48.41

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2014	\$29.49	\$7.30	\$11.15	\$0.00	\$47.94
	06/01/2015	\$30.18	\$7.30	\$11.15	\$0.00	\$48.63
	12/07/2015	\$30.86	\$7.30	\$11.15	\$0.00	\$49.31
	06/06/2016	\$31.55	\$7.30	\$11.15	\$0.00	\$50.00
	12/05/2016	\$32.23	\$7.30	\$11.15	\$0.00	\$50.68

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.49	\$7.30	\$11.15	\$0.00	\$46.94
	06/01/2015	\$29.18	\$7.30	\$11.15	\$0.00	\$47.63
	12/07/2015	\$29.86	\$7.30	\$11.15	\$0.00	\$48.31
	06/06/2016	\$30.55	\$7.30	\$11.15	\$0.00	\$49.00
	12/05/2016	\$31.23	\$7.30	\$11.15	\$0.00	\$49.68
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.49	\$7.30	\$11.15	\$0.00	\$46.94
	06/01/2015	\$29.18	\$7.30	\$11.15	\$0.00	\$47.63
	12/07/2015	\$29.86	\$7.30	\$11.15	\$0.00	\$48.31
	06/06/2016	\$30.55	\$7.30	\$11.15	\$0.00	\$49.00
	12/05/2016	\$31.23	\$7.30	\$11.15	\$0.00	\$49.68
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>	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	09/01/2014	\$30.85	\$10.18	\$16.07	\$0.00	\$57.10
	03/02/2015	\$31.41	\$10.18	\$16.07	\$0.00	\$57.66
	08/31/2015	\$32.32	\$10.18	\$16.13	\$0.00	\$58.63
	02/29/2016	\$32.89	\$10.18	\$16.13	\$0.00	\$59.20
	09/05/2016	\$33.80	\$10.18	\$16.20	\$0.00	\$60.18
	02/27/2017	\$34.37	\$10.18	\$16.20	\$0.00	\$60.75

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.43	\$10.18	\$16.07	\$0.00	\$41.68
2	60	\$18.51	\$10.18	\$16.07	\$0.00	\$44.76
3	70	\$21.60	\$10.18	\$16.07	\$0.00	\$47.85
4	80	\$24.68	\$10.18	\$16.07	\$0.00	\$50.93
5	90	\$27.77	\$10.18	\$16.07	\$0.00	\$54.02

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.71	\$10.18	\$16.07	\$0.00	\$41.96
2	60	\$18.85	\$10.18	\$16.07	\$0.00	\$45.10
3	70	\$21.99	\$10.18	\$16.07	\$0.00	\$48.24
4	80	\$25.13	\$10.18	\$16.07	\$0.00	\$51.38
5	90	\$28.27	\$10.18	\$16.07	\$0.00	\$54.52

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS, TILELAYERS & TERRAZZO MECH	09/01/2014	\$37.46	\$10.18	\$16.38	\$0.00	\$64.02
BRICKLAYERS LOCAL 3 (SPRPITT) - MARBLE & TILE	03/02/2015	\$38.02	\$10.18	\$16.38	\$0.00	\$64.58
	08/31/2015	\$38.92	\$10.18	\$16.45	\$0.00	\$65.55
	02/29/2016	\$39.49	\$10.18	\$16.45	\$0.00	\$66.12
	09/05/2016	\$40.39	\$10.18	\$16.53	\$0.00	\$67.10
	02/27/2017	\$40.96	\$10.18	\$16.53	\$0.00	\$67.67

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.73	\$10.18	\$16.38	\$0.00	\$45.29
2	60	\$22.48	\$10.18	\$16.38	\$0.00	\$49.04
3	70	\$26.22	\$10.18	\$16.38	\$0.00	\$52.78
4	80	\$29.97	\$10.18	\$16.38	\$0.00	\$56.53
5	90	\$33.71	\$10.18	\$16.38	\$0.00	\$60.27

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.01	\$10.18	\$16.38	\$0.00	\$45.57
2	60	\$22.81	\$10.18	\$16.38	\$0.00	\$49.37
3	70	\$26.61	\$10.18	\$16.38	\$0.00	\$53.17
4	80	\$30.42	\$10.18	\$16.38	\$0.00	\$56.98
5	90	\$34.22	\$10.18	\$16.38	\$0.00	\$60.78

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.69	\$9.70	\$11.00	\$0.00	\$53.39
	06/01/2015	\$33.44	\$9.70	\$11.00	\$0.00	\$54.14
	12/01/2015	\$34.19	\$9.70	\$11.00	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.16	\$9.70	\$11.00	\$0.00	\$52.86
	06/01/2015	\$32.91	\$9.70	\$11.00	\$0.00	\$53.61
	12/01/2015	\$33.66	\$9.70	\$11.00	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	10/01/2014	\$32.38	\$9.80	\$16.21	\$0.00	\$58.39
	04/01/2015	\$33.13	\$9.80	\$16.21	\$0.00	\$59.14

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$17.81	\$9.80	\$4.48	\$0.00	\$32.09
2	65	\$21.05	\$9.80	\$13.36	\$0.00	\$44.21
3	75	\$24.29	\$9.80	\$14.18	\$0.00	\$48.27
4	85	\$27.52	\$9.80	\$14.99	\$0.00	\$52.31

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.22	\$9.80	\$4.48	\$0.00	\$32.50
2	65	\$21.53	\$9.80	\$13.36	\$0.00	\$44.69
3	75	\$24.85	\$9.80	\$14.18	\$0.00	\$48.83
4	85	\$28.16	\$9.80	\$14.99	\$0.00	\$52.95

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

OILER	12/01/2014	\$27.85	\$9.70	\$11.00	\$0.00	\$48.55
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$28.60	\$9.70	\$11.00	\$0.00	\$49.30
	12/01/2015	\$29.35	\$9.70	\$11.00	\$0.00	\$50.05

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/01/2014	\$25.87	\$9.70	\$11.00	\$0.00	\$46.57
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$26.62	\$9.70	\$11.00	\$0.00	\$47.32
	12/01/2015	\$27.37	\$9.70	\$11.00	\$0.00	\$48.07

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
<i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2015

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

Effective Date - 07/01/2015

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2015	\$31.23	\$7.85	\$12.30	\$0.00	\$51.38
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2015	\$32.03	\$7.85	\$12.30	\$0.00	\$52.18
	01/01/2016	\$32.93	\$7.85	\$12.30	\$0.00	\$53.08
	07/01/2016	\$33.78	\$7.85	\$12.30	\$0.00	\$53.93
	01/01/2017	\$34.68	\$7.85	\$12.30	\$0.00	\$54.83

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.62	\$7.85	\$0.00	\$0.00	\$23.47
2	55	\$17.18	\$7.85	\$1.57	\$0.00	\$26.60
3	60	\$18.74	\$7.85	\$1.71	\$0.00	\$28.30
4	65	\$20.30	\$7.85	\$1.85	\$0.00	\$30.00
5	70	\$21.86	\$7.85	\$11.45	\$0.00	\$41.16
6	75	\$23.42	\$7.85	\$11.59	\$0.00	\$42.86
7	80	\$24.98	\$7.85	\$11.73	\$0.00	\$44.56
8	90	\$28.11	\$7.85	\$12.02	\$0.00	\$47.98

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.02	\$7.85	\$0.00	\$0.00	\$23.87
2	55	\$17.62	\$7.85	\$1.57	\$0.00	\$27.04
3	60	\$19.22	\$7.85	\$1.71	\$0.00	\$28.78
4	65	\$20.82	\$7.85	\$1.85	\$0.00	\$30.52
5	70	\$22.42	\$7.85	\$11.45	\$0.00	\$41.72
6	75	\$24.02	\$7.85	\$11.59	\$0.00	\$43.46
7	80	\$25.62	\$7.85	\$11.73	\$0.00	\$45.20
8	90	\$28.83	\$7.85	\$12.02	\$0.00	\$48.70

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2015	\$28.55	\$7.85	\$12.30	\$0.00	\$48.70
PAINTERS LOCAL 35 - ZONE 3	07/01/2015	\$29.35	\$7.85	\$12.30	\$0.00	\$49.50
	01/01/2016	\$30.25	\$7.85	\$12.30	\$0.00	\$50.40
	07/01/2016	\$31.11	\$7.85	\$12.30	\$0.00	\$51.26
	01/01/2017	\$32.00	\$7.85	\$12.30	\$0.00	\$52.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.28	\$7.85	\$0.00	\$0.00	\$22.13
2	55	\$15.70	\$7.85	\$1.57	\$0.00	\$25.12
3	60	\$17.13	\$7.85	\$1.71	\$0.00	\$26.69
4	65	\$18.56	\$7.85	\$1.85	\$0.00	\$28.26
5	70	\$19.99	\$7.85	\$11.45	\$0.00	\$39.29
6	75	\$21.41	\$7.85	\$11.59	\$0.00	\$40.85
7	80	\$22.84	\$7.85	\$11.73	\$0.00	\$42.42
8	90	\$25.70	\$7.85	\$12.02	\$0.00	\$45.57

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.68	\$7.85	\$0.00	\$0.00	\$22.53
2	55	\$16.14	\$7.85	\$1.57	\$0.00	\$25.56
3	60	\$17.61	\$7.85	\$1.71	\$0.00	\$27.17
4	65	\$19.08	\$7.85	\$1.85	\$0.00	\$28.78
5	70	\$20.55	\$7.85	\$11.45	\$0.00	\$39.85
6	75	\$22.01	\$7.85	\$11.59	\$0.00	\$41.45
7	80	\$23.48	\$7.85	\$11.73	\$0.00	\$43.06
8	90	\$26.42	\$7.85	\$12.02	\$0.00	\$46.29

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2015	\$29.83	\$7.85	\$12.30	\$0.00	\$49.98
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2015	\$30.63	\$7.85	\$12.30	\$0.00	\$50.78
	01/01/2016	\$31.53	\$7.85	\$12.30	\$0.00	\$51.68
	07/01/2016	\$32.38	\$7.85	\$12.30	\$0.00	\$52.53
	01/01/2017	\$33.28	\$7.85	\$12.30	\$0.00	\$53.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.92	\$7.85	\$0.00	\$0.00	\$22.77
2	55	\$16.41	\$7.85	\$1.57	\$0.00	\$25.83
3	60	\$17.90	\$7.85	\$1.71	\$0.00	\$27.46
4	65	\$19.39	\$7.85	\$1.85	\$0.00	\$29.09
5	70	\$20.88	\$7.85	\$11.45	\$0.00	\$40.18
6	75	\$22.37	\$7.85	\$11.59	\$0.00	\$41.81
7	80	\$23.86	\$7.85	\$11.73	\$0.00	\$43.44
8	90	\$26.85	\$7.85	\$12.02	\$0.00	\$46.72

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.32	\$7.85	\$0.00	\$0.00	\$23.17
2	55	\$16.85	\$7.85	\$1.57	\$0.00	\$26.27
3	60	\$18.38	\$7.85	\$1.71	\$0.00	\$27.94
4	65	\$19.91	\$7.85	\$1.85	\$0.00	\$29.61
5	70	\$21.44	\$7.85	\$11.45	\$0.00	\$40.74
6	75	\$22.97	\$7.85	\$11.59	\$0.00	\$42.41
7	80	\$24.50	\$7.85	\$11.73	\$0.00	\$44.08
8	90	\$27.57	\$7.85	\$12.02	\$0.00	\$47.44

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2015	\$27.15	\$7.85	\$12.30	\$0.00	\$47.30
PAINTERS LOCAL 35 - ZONE 3	07/01/2015	\$27.95	\$7.85	\$12.30	\$0.00	\$48.10
	01/01/2016	\$28.85	\$7.85	\$12.30	\$0.00	\$49.00
	07/01/2016	\$29.70	\$7.85	\$12.30	\$0.00	\$49.85
	01/01/2017	\$30.60	\$7.85	\$12.30	\$0.00	\$50.75

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.58	\$7.85	\$0.00	\$0.00	\$21.43
2	55	\$14.93	\$7.85	\$1.57	\$0.00	\$24.35
3	60	\$16.29	\$7.85	\$1.71	\$0.00	\$25.85
4	65	\$17.65	\$7.85	\$1.85	\$0.00	\$27.35
5	70	\$19.01	\$7.85	\$11.45	\$0.00	\$38.31
6	75	\$20.36	\$7.85	\$11.59	\$0.00	\$39.80
7	80	\$21.72	\$7.85	\$11.73	\$0.00	\$41.30
8	90	\$24.44	\$7.85	\$12.02	\$0.00	\$44.31

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.98	\$7.85	\$0.00	\$0.00	\$21.83
2	55	\$15.37	\$7.85	\$1.57	\$0.00	\$24.79
3	60	\$16.77	\$7.85	\$1.71	\$0.00	\$26.33
4	65	\$18.17	\$7.85	\$1.85	\$0.00	\$27.87
5	70	\$19.57	\$7.85	\$11.45	\$0.00	\$38.87
6	75	\$20.96	\$7.85	\$11.59	\$0.00	\$40.40
7	80	\$22.36	\$7.85	\$11.73	\$0.00	\$41.94
8	90	\$25.16	\$7.85	\$12.02	\$0.00	\$45.03

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2014	\$27.99	\$7.30	\$10.18	\$0.00	\$45.47
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2015	\$28.49	\$7.30	\$10.18	\$0.00	\$45.97
	12/01/2015	\$28.99	\$7.30	\$10.18	\$0.00	\$46.47
	06/01/2016	\$29.49	\$7.30	\$10.18	\$0.00	\$46.97
	12/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	09/01/2014	\$37.80	\$9.80	\$17.67	\$0.00	\$65.27
PILE DRIVER LOCAL 56 (ZONE 3)	03/02/2015	\$38.20	\$9.80	\$17.67	\$0.00	\$65.67
	08/31/2015	\$39.35	\$9.80	\$17.67	\$0.00	\$66.82
PILE DRIVER	09/01/2014	\$37.45	\$9.80	\$18.17	\$0.00	\$65.42
PILE DRIVER LOCAL 56 (ZONE 3)	03/02/2015	\$37.85	\$9.80	\$18.17	\$0.00	\$65.82
	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;
 (Same as set in Zone 1)
 1\$49.52/2\$53.83/3\$58.14/4\$60.30/5\$62.45/6\$62.45/7\$66.76/8\$66.76

Apprentice to Journeyworker Ratio:1:3

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93

For apprentice rates see "Apprentice-LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97

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

PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2014	\$36.81	\$8.30	\$14.25	\$0.00	\$59.36
	03/17/2015	\$37.56	\$8.30	\$14.25	\$0.00	\$60.11
	09/17/2015	\$38.31	\$8.30	\$14.25	\$0.00	\$60.86
	03/17/2016	\$39.31	\$8.30	\$14.25	\$0.00	\$61.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 09/17/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.56	\$8.30	\$8.40	\$0.00	\$33.26
2	50	\$18.41	\$8.30	\$8.40	\$0.00	\$35.11
3	60	\$22.09	\$8.30	\$8.40	\$0.00	\$38.79
4	70	\$25.77	\$8.30	\$8.40	\$0.00	\$42.47
5	80	\$29.45	\$8.30	\$14.25	\$0.00	\$52.00

Effective Date - 03/17/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.90	\$8.30	\$8.40	\$0.00	\$33.60
2	50	\$18.78	\$8.30	\$8.40	\$0.00	\$35.48
3	60	\$22.54	\$8.30	\$8.40	\$0.00	\$39.24
4	70	\$26.29	\$8.30	\$8.40	\$0.00	\$42.99
5	80	\$30.05	\$8.30	\$14.25	\$0.00	\$52.60

Notes:

Steps are 2000 hrs.

Apprentice to Journeyworker Ratio:1:5

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2014	\$36.81	\$8.30	\$14.25	\$0.00	\$59.36
	03/17/2015	\$37.56	\$8.30	\$14.25	\$0.00	\$60.11
	09/17/2015	\$38.31	\$8.30	\$14.25	\$0.00	\$60.86
	03/17/2016	\$39.31	\$8.30	\$14.25	\$0.00	\$61.86

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97

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

POWDERMAN & BLASTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$29.49	\$7.30	\$11.15	\$0.00	\$47.94
	06/01/2015	\$30.18	\$7.30	\$11.15	\$0.00	\$48.63
	12/07/2015	\$30.86	\$7.30	\$11.15	\$0.00	\$49.31
	06/06/2016	\$31.55	\$7.30	\$11.15	\$0.00	\$50.00
	12/05/2016	\$32.23	\$7.30	\$11.15	\$0.00	\$50.68

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.99	\$7.30	\$10.18	\$0.00	\$46.47
	06/01/2015	\$29.49	\$7.30	\$10.18	\$0.00	\$46.97
	12/01/2015	\$29.99	\$7.30	\$10.18	\$0.00	\$47.47
	06/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
	12/01/2016	\$31.24	\$7.30	\$10.18	\$0.00	\$48.72

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.69	\$9.70	\$11.00	\$0.00	\$53.39
	06/01/2015	\$33.44	\$9.70	\$11.00	\$0.00	\$54.14
	12/01/2015	\$34.19	\$9.70	\$11.00	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.16	\$9.70	\$11.00	\$0.00	\$52.86
	06/01/2015	\$32.91	\$9.70	\$11.00	\$0.00	\$53.61
	12/01/2015	\$33.66	\$9.70	\$11.00	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2014	\$20.56	\$9.57	\$8.50	\$0.00	\$38.63
	05/01/2015	\$20.78	\$9.92	\$9.09	\$0.00	\$39.79
	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE</i>	09/01/2014	\$24.46	\$7.20	\$5.35	\$0.00	\$37.01
	03/02/2015	\$25.26	\$7.20	\$5.35	\$0.00	\$37.81
	08/31/2015	\$26.06	\$7.20	\$5.35	\$0.00	\$38.61
	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						

Apprentice - CARPENTER (Residential Wood Frame) - 108 Hampden Hampshire

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.68	\$7.20	\$0.00	\$0.00	\$21.88
2	60	\$14.68	\$7.20	\$5.35	\$0.00	\$27.23
3	65	\$15.90	\$7.20	\$5.35	\$0.00	\$28.45
4	70	\$17.12	\$7.20	\$5.35	\$0.00	\$29.67
5	75	\$18.35	\$7.20	\$5.35	\$0.00	\$30.90
6	80	\$19.57	\$7.20	\$5.35	\$0.00	\$32.12
7	85	\$20.79	\$7.20	\$5.35	\$0.00	\$33.34
8	90	\$22.01	\$7.20	\$5.35	\$0.00	\$34.56

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.16	\$7.20	\$0.00	\$0.00	\$22.36
2	60	\$15.16	\$7.20	\$5.35	\$0.00	\$27.71
3	65	\$16.42	\$7.20	\$5.35	\$0.00	\$28.97
4	70	\$17.68	\$7.20	\$5.35	\$0.00	\$30.23
5	75	\$18.95	\$7.20	\$5.35	\$0.00	\$31.50
6	80	\$20.21	\$7.20	\$5.35	\$0.00	\$32.76
7	85	\$21.47	\$7.20	\$5.35	\$0.00	\$34.02
8	90	\$22.73	\$7.20	\$5.35	\$0.00	\$35.28

Notes:

** 1: 1-5, 2: 6-8, 3: 9-11

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2014	\$31.55	\$9.70	\$11.00	\$0.00	\$52.25
	06/01/2015	\$32.30	\$9.70	\$11.00	\$0.00	\$53.00
	12/01/2015	\$33.05	\$9.70	\$11.00	\$0.00	\$53.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	07/16/2014	\$28.90	\$9.00	\$12.60	\$0.00	\$50.50
	07/16/2015	\$30.40	\$9.00	\$12.60	\$0.00	\$52.00
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofg) ROOFERS LOCAL 248	07/16/2014	\$28.40	\$9.00	\$12.10	\$0.00	\$49.50
	07/16/2015	\$29.90	\$9.00	\$12.10	\$0.00	\$51.00

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.04	\$9.00	\$0.00	\$0.00	\$26.04
2	65	\$18.46	\$9.00	\$12.10	\$0.00	\$39.56
3	70	\$19.88	\$9.00	\$12.10	\$0.00	\$40.98
4	75	\$21.30	\$9.00	\$12.10	\$0.00	\$42.40
5	80	\$22.72	\$9.00	\$12.10	\$0.00	\$43.82
6	85	\$24.14	\$9.00	\$12.10	\$0.00	\$45.24
7	90	\$25.56	\$9.00	\$12.10	\$0.00	\$46.66
8	95	\$26.98	\$9.00	\$12.10	\$0.00	\$48.08

Effective Date - 07/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.94	\$9.00	\$0.00	\$0.00	\$26.94
2	65	\$19.44	\$9.00	\$12.10	\$0.00	\$40.54
3	70	\$20.93	\$9.00	\$12.10	\$0.00	\$42.03
4	75	\$22.43	\$9.00	\$12.10	\$0.00	\$43.53
5	80	\$23.92	\$9.00	\$12.10	\$0.00	\$45.02
6	85	\$25.42	\$9.00	\$12.10	\$0.00	\$46.52
7	90	\$26.91	\$9.00	\$12.10	\$0.00	\$48.01
8	95	\$28.41	\$9.00	\$12.10	\$0.00	\$49.51

Notes:

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

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	07/16/2014	\$28.90	\$9.00	\$12.60	\$0.00	\$50.50
	07/16/2015	\$30.40	\$9.00	\$12.60	\$0.00	\$52.00

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$32.16	\$9.70	\$11.00	\$0.00	\$52.86
	06/01/2015	\$32.91	\$9.70	\$11.00	\$0.00	\$53.61
	12/01/2015	\$33.66	\$9.70	\$11.00	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$31.55	\$9.70	\$11.00	\$0.00	\$52.25
	06/01/2015	\$32.30	\$9.70	\$11.00	\$0.00	\$53.00
	12/01/2015	\$33.05	\$9.70	\$11.00	\$0.00	\$53.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$28.93	\$9.70	\$11.00	\$0.00	\$49.63
	06/01/2015	\$29.68	\$9.70	\$11.00	\$0.00	\$50.38
	12/01/2015	\$30.43	\$9.70	\$11.00	\$0.00	\$51.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2015	\$32.97	\$8.64	\$14.20	\$1.66	\$57.47
	07/01/2015	\$33.03	\$8.64	\$14.79	\$1.66	\$58.12
	01/01/2016	\$33.73	\$8.64	\$14.79	\$1.66	\$58.82
	07/01/2016	\$34.44	\$8.64	\$14.83	\$1.66	\$59.57
	01/01/2017	\$35.19	\$8.64	\$14.83	\$1.66	\$60.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.84	\$5.65	\$3.81	\$0.00	\$24.30
2	50	\$16.49	\$5.93	\$4.24	\$0.00	\$26.66
3	55	\$18.13	\$6.20	\$7.62	\$0.95	\$32.90
4	60	\$19.78	\$6.47	\$7.62	\$1.00	\$34.87
5	65	\$21.43	\$6.74	\$7.62	\$1.06	\$36.85
6	70	\$23.08	\$7.01	\$7.62	\$1.12	\$38.83
7	75	\$24.73	\$7.28	\$7.62	\$1.17	\$40.80
8	80	\$26.38	\$7.55	\$13.35	\$1.40	\$48.68
9	85	\$28.02	\$7.83	\$13.35	\$1.46	\$50.66
10	90	\$29.67	\$8.10	\$13.35	\$1.52	\$52.64

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.86	\$5.65	\$4.08	\$0.00	\$24.59
2	50	\$16.52	\$5.93	\$4.53	\$0.00	\$26.98
3	55	\$18.17	\$6.20	\$8.15	\$0.98	\$33.50
4	60	\$19.82	\$6.47	\$8.15	\$1.03	\$35.47
5	65	\$21.47	\$6.74	\$8.15	\$1.08	\$37.44
6	70	\$23.12	\$7.01	\$8.15	\$1.15	\$39.43
7	75	\$24.77	\$7.28	\$8.15	\$1.21	\$41.41
8	80	\$26.42	\$7.55	\$13.88	\$1.44	\$49.29
9	85	\$28.08	\$7.83	\$13.88	\$1.50	\$51.29
10	90	\$29.73	\$8.10	\$13.88	\$1.55	\$53.26

Notes:

Apprentice to Journeyworker Ratio:1:3

**SIGN ERECTOR
PAINTERS LOCAL 35 - ZONE 3**

06/01/2013 \$25.81 \$7.07 \$7.05 \$0.00 \$39.93

Apprentice - SIGN ERECTOR - 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

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2014	\$31.88	\$9.91	\$9.33	\$0.00	\$51.12
	06/01/2015	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
	08/01/2015	\$32.23	\$10.41	\$9.33	\$0.00	\$51.97
	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2015	\$37.26	\$8.52	\$11.98	\$0.00	\$57.76
	04/01/2015	\$38.01	\$8.52	\$11.98	\$0.00	\$58.51
	01/01/2016	\$38.01	\$8.52	\$12.13	\$0.00	\$58.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.77	\$7.45	\$0.00	\$0.00	\$24.22
2	50	\$18.63	\$7.45	\$0.00	\$0.00	\$26.08
3	55	\$20.49	\$8.52	\$6.15	\$0.00	\$35.16
4	60	\$22.36	\$8.52	\$6.15	\$0.00	\$37.03
5	65	\$24.22	\$8.52	\$6.40	\$0.00	\$39.14
6	70	\$26.08	\$8.52	\$6.40	\$0.00	\$41.00
7	75	\$27.95	\$8.52	\$6.40	\$0.00	\$42.87
8	80	\$29.81	\$8.52	\$6.40	\$0.00	\$44.73
9	85	\$31.67	\$8.52	\$6.40	\$0.00	\$46.59
10	90	\$33.53	\$8.52	\$6.40	\$0.00	\$48.45

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.10	\$7.45	\$0.00	\$0.00	\$24.55
2	50	\$19.01	\$7.45	\$0.00	\$0.00	\$26.46
3	55	\$20.91	\$8.52	\$6.15	\$0.00	\$35.58
4	60	\$22.81	\$8.52	\$6.15	\$0.00	\$37.48
5	65	\$24.71	\$8.52	\$6.40	\$0.00	\$39.63
6	70	\$26.61	\$8.52	\$6.40	\$0.00	\$41.53
7	75	\$28.51	\$8.52	\$6.40	\$0.00	\$43.43
8	80	\$30.41	\$8.52	\$6.40	\$0.00	\$45.33
9	85	\$32.31	\$8.52	\$6.40	\$0.00	\$47.23
10	90	\$34.21	\$8.52	\$6.40	\$0.00	\$49.13

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	12/29/2014	\$37.71	\$9.05	\$9.48	\$0.00	\$56.24
ELECTRICIANS LOCAL 7	06/28/2015	\$38.51	\$9.05	\$9.48	\$0.00	\$57.04
	01/03/2016	\$39.36	\$9.05	\$9.48	\$0.00	\$57.89
	07/03/2016	\$40.26	\$9.05	\$9.48	\$0.00	\$58.79
	01/01/2017	\$41.16	\$9.05	\$9.48	\$0.00	\$59.69

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 12/29/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.08	\$4.00	\$0.45	\$0.00	\$19.53
2	45	\$16.97	\$4.00	\$0.45	\$0.00	\$21.42
3	50	\$18.86	\$9.05	\$5.30	\$0.00	\$33.21
4	55	\$20.74	\$9.05	\$5.30	\$0.00	\$35.09
5	65	\$24.51	\$9.05	\$6.30	\$0.00	\$39.86
6	70	\$26.40	\$9.05	\$7.30	\$0.00	\$42.75

Effective Date - 06/28/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.40	\$4.00	\$0.46	\$0.00	\$19.86
2	45	\$17.33	\$4.00	\$0.46	\$0.00	\$21.79
3	50	\$19.26	\$9.05	\$5.31	\$0.00	\$33.62
4	55	\$21.18	\$9.05	\$5.31	\$0.00	\$35.54
5	65	\$25.03	\$9.05	\$6.31	\$0.00	\$40.39
6	70	\$26.96	\$9.05	\$7.31	\$0.00	\$43.32

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	09/01/2014	\$30.85	\$10.18	\$16.07	\$0.00	\$57.10
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	03/02/2015	\$31.41	\$10.18	\$16.07	\$0.00	\$57.66
	08/31/2015	\$32.32	\$10.18	\$16.13	\$0.00	\$58.63
	02/29/2016	\$32.89	\$10.18	\$16.13	\$0.00	\$59.20
	09/05/2016	\$33.80	\$10.18	\$16.20	\$0.00	\$60.18
	02/27/2017	\$34.37	\$10.18	\$16.20	\$0.00	\$60.75

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.43	\$10.18	\$16.07	\$0.00	\$41.68
2	60	\$18.51	\$10.18	\$16.07	\$0.00	\$44.76
3	70	\$21.60	\$10.18	\$16.07	\$0.00	\$47.85
4	80	\$24.68	\$10.18	\$16.07	\$0.00	\$50.93
5	90	\$27.77	\$10.18	\$16.07	\$0.00	\$54.02

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.71	\$10.18	\$16.07	\$0.00	\$41.96
2	60	\$18.85	\$10.18	\$16.07	\$0.00	\$45.10
3	70	\$21.99	\$10.18	\$16.07	\$0.00	\$48.24
4	80	\$25.13	\$10.18	\$16.07	\$0.00	\$51.38
5	90	\$28.27	\$10.18	\$16.07	\$0.00	\$54.52

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2014	\$35.95	\$7.30	\$13.15	\$0.00	\$56.40
	06/01/2015	\$36.70	\$7.30	\$13.15	\$0.00	\$57.15
	12/01/2015	\$37.45	\$7.30	\$13.15	\$0.00	\$57.90
	06/01/2016	\$38.20	\$7.30	\$13.15	\$0.00	\$58.65
	12/01/2016	\$39.20	\$7.30	\$13.15	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2014	\$34.67	\$7.30	\$13.15	\$0.00	\$55.12
	06/01/2015	\$35.42	\$7.30	\$13.15	\$0.00	\$55.87
	12/01/2015	\$36.17	\$7.30	\$13.15	\$0.00	\$56.62
	06/01/2016	\$36.92	\$7.30	\$13.15	\$0.00	\$57.37
	12/01/2016	\$37.92	\$7.30	\$13.15	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2014	\$34.55	\$7.30	\$13.15	\$0.00	\$55.00
	06/01/2015	\$35.30	\$7.30	\$13.15	\$0.00	\$55.75
	12/01/2015	\$36.05	\$7.30	\$13.15	\$0.00	\$56.50
	06/01/2016	\$36.80	\$7.30	\$13.15	\$0.00	\$57.25
	12/01/2016	\$37.80	\$7.30	\$13.15	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2014	\$31.55	\$9.70	\$11.00	\$0.00	\$52.25
	06/01/2015	\$32.30	\$9.70	\$11.00	\$0.00	\$53.00
	12/01/2015	\$33.05	\$9.70	\$11.00	\$0.00	\$53.75

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>	12/01/2014	\$32.17	\$9.91	\$9.33	\$0.00	\$51.41
	06/01/2015	\$32.52	\$9.91	\$9.33	\$0.00	\$51.76
	08/01/2015	\$32.52	\$10.41	\$9.33	\$0.00	\$52.26
	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2014	\$46.83	\$7.30	\$13.55	\$0.00	\$67.68
	06/01/2015	\$47.58	\$7.30	\$13.55	\$0.00	\$68.43
	12/01/2015	\$48.33	\$7.30	\$13.55	\$0.00	\$69.18
	06/01/2016	\$49.08	\$7.30	\$13.55	\$0.00	\$69.93
	12/01/2016	\$50.08	\$7.30	\$13.55	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2014	\$48.83	\$7.30	\$13.55	\$0.00	\$69.68
	06/01/2015	\$49.58	\$7.30	\$13.55	\$0.00	\$70.43
	12/01/2015	\$50.33	\$7.30	\$13.55	\$0.00	\$71.18
	06/01/2016	\$51.08	\$7.30	\$13.55	\$0.00	\$71.93
	12/01/2016	\$52.08	\$7.30	\$13.55	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2014	\$38.90	\$7.30	\$13.55	\$0.00	\$59.75
	06/01/2015	\$39.65	\$7.30	\$13.55	\$0.00	\$60.50
	12/01/2015	\$40.40	\$7.30	\$13.55	\$0.00	\$61.25
	06/01/2016	\$41.15	\$7.30	\$13.55	\$0.00	\$62.00
	12/01/2016	\$42.15	\$7.30	\$13.55	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2014	\$40.90	\$7.30	\$13.55	\$0.00	\$61.75
	06/01/2015	\$41.65	\$7.30	\$13.55	\$0.00	\$62.50
	12/01/2015	\$42.40	\$7.30	\$13.55	\$0.00	\$63.25
	06/01/2016	\$43.15	\$7.30	\$13.55	\$0.00	\$64.00
	12/01/2016	\$44.15	\$7.30	\$13.55	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2014	\$28.74	\$7.30	\$11.15	\$0.00	\$47.19
	06/01/2015	\$29.43	\$7.30	\$11.15	\$0.00	\$47.88
	12/07/2015	\$30.11	\$7.30	\$11.15	\$0.00	\$48.56
	06/06/2016	\$30.80	\$7.30	\$11.15	\$0.00	\$49.25
	12/05/2016	\$31.48	\$7.30	\$11.15	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2014	\$36.81	\$8.30	\$14.25	\$0.00	\$59.36
	03/17/2015	\$37.56	\$8.30	\$14.25	\$0.00	\$60.11
	06/17/2015	\$38.31	\$8.30	\$14.25	\$0.00	\$60.86
	03/17/2016	\$39.31	\$8.30	\$14.25	\$0.00	\$61.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$40.66	\$8.20	\$9.22	\$0.00	\$58.08
	08/30/2015	\$42.16	\$8.20	\$9.26	\$0.00	\$59.62
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$27.37	\$8.20	\$8.82	\$0.00	\$44.39
	08/30/2015	\$28.87	\$8.20	\$8.87	\$0.00	\$45.94
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$36.23	\$8.20	\$9.09	\$0.00	\$53.52
	08/30/2015	\$37.73	\$8.20	\$9.13	\$0.00	\$55.06
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$42.87	\$8.20	\$9.29	\$0.00	\$60.36
	08/30/2015	\$44.37	\$8.20	\$9.33	\$0.00	\$61.90
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$47.30	\$8.20	\$9.42	\$0.00	\$64.92
	08/30/2015	\$48.80	\$8.20	\$9.46	\$0.00	\$66.46

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 08/31/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.38	\$8.20	\$0.85	\$0.00	\$37.43
2	65	\$30.75	\$8.20	\$0.92	\$0.00	\$39.87
3	70	\$33.11	\$8.20	\$8.99	\$0.00	\$50.30
4	75	\$35.48	\$8.20	\$9.06	\$0.00	\$52.74
5	80	\$37.84	\$8.20	\$9.14	\$0.00	\$55.18
6	85	\$40.21	\$8.20	\$9.21	\$0.00	\$57.62
7	90	\$42.57	\$8.20	\$9.28	\$0.00	\$60.05

Effective Date - 08/30/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.28	\$8.20	\$0.88	\$0.00	\$38.36
2	65	\$31.72	\$8.20	\$0.95	\$0.00	\$40.87
3	70	\$34.16	\$8.20	\$9.02	\$0.00	\$51.38
4	75	\$36.60	\$8.20	\$9.10	\$0.00	\$53.90
5	80	\$39.04	\$8.20	\$9.17	\$0.00	\$56.41
6	85	\$41.48	\$8.20	\$9.24	\$0.00	\$58.92
7	90	\$43.92	\$8.20	\$9.32	\$0.00	\$61.44

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$26.33	\$4.18	\$2.79	\$0.00	\$33.30
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$40.66	\$8.20	\$9.22	\$0.00	\$58.08
	08/30/2015	\$42.16	\$8.20	\$9.26	\$0.00	\$59.62
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/29/2012	\$17.18	\$3.37	\$0.00	\$0.00	\$20.55
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/29/2012	\$15.15	\$3.37	\$0.00	\$0.00	\$18.52

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.

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.

Classification

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

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
2/20/2015

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER FIAI/Cross Insurance 1100 Elm Street Manchester NH 03101	CONTACT NAME: Michael Caruso
	PHONE (A/C No. Ext): (603) 669-3218 FAX (A/C No.): (603) 645-4331 E-MAIL ADDRESS: mcaruso@crossagency.com
INSURED Jay-Mor Enterprises Inc P.O. Box 785 10 West Road Hudson NH 03051	INSURER(S) AFFORDING COVERAGE
	INSURER A: Rockhill Insurance Co
	INSURER B: Central Mutual Ins Co 20230
	INSURER C:
	INSURER D:
	INSURER E:

COVERAGES CERTIFICATE NUMBER: 15-16 All lines w/oComp REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	GENERAL LIABILITY			ENVP012527-00	2/18/2015	2/18/2016	EACH OCCURRENCE \$ 1,000,000
	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY						DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 50,000
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR						MED EXP (Any one person) \$ 5000
	GEN'L AGGREGATE LIMIT APPLIES PER:						PERSONAL & ADV INJURY \$ 1,000,000
	<input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input type="checkbox"/> LOC			GENERAL AGGREGATE \$ 2,000,000			PRODUCTS - COMP/OP AGG \$ 2,000,000
B	AUTOMOBILE LIABILITY			BAP 9593568	12/6/2014	12/6/2015	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000
	<input type="checkbox"/> ANY AUTO						BODILY INJURY (Per person) \$
	<input checked="" type="checkbox"/> ALL OWNED AUTOS	<input checked="" type="checkbox"/> SCHEDULED AUTOS					BODILY INJURY (Per accident) \$
	<input checked="" type="checkbox"/> HIRED AUTOS	<input checked="" type="checkbox"/> NON-OWNED AUTOS					PROPERTY DAMAGE (Per accident) \$
				BAP Plus \$			
A	UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR			ENVE012528-00	2/18/2015	2/18/2016	EACH OCCURRENCE \$ 5,000,000
	<input checked="" type="checkbox"/> EXCESS LIAB	<input type="checkbox"/> CLAIMS-MADE					AGGREGATE \$ 5,000,000
	DED <input checked="" type="checkbox"/> RETENTION \$ 10,000						
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY			Certificate to be issued directly by the carrier			WC STATUTORY LIMITS OTH-ER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A				E.L. EACH ACCIDENT \$
A	Contractors Pollution Liability			ENVP012527-00	2/18/2015	2/18/2016	Per occurrence 1,000,000 Aggregate 3,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)
Demolition-Deconstruction of 158-162 Rifle Street Springfield, MA 01103. Contract for Bid No. 15-164.
If required by written contract the City of Springfield is covered as an additional insured with respects to general liability.
Refer to policy for exclusionary endorsements and special provisions.

CERTIFICATE HOLDER City of Springfield 36 Court Street Springfield, MA 01103	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE Michael Caruso/MC7 <i>Michael Caruso</i>



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
02/23/2015

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

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PRODUCER Applied Risk Insurance Services, Inc. 10825 Old Mill Rd Omaha, NE 68154 (877) 234-4420	CONTACT NAME: PHONE (A/C, No, Ext): (877) 234-4420 FAX (A/C, No): (877) 234-4421 E-MAIL ADDRESS: PRODUCER CUSTOMER ID#	
	INSURER(S) AFFORDING COVERAGE	
INSURED Jay Mor Enterprises, Inc. PO Box 195 Pelham, NH 03076-0195 CTL 1273 985615	INSURER A: Continental Indemnity Co. NAIC # 28258	
	INSURER B:	
	INSURER C:	
	INSURER D:	
	INSURER E:	
	INSURER F:	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	GENERAL LIABILITY <input type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC					EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS					COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$ \$
	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS MADE DEDUCTIBLE RETENTION \$					EACH OCCURRENCE \$ AGGREGATE \$ \$ \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input checked="" type="checkbox"/> Y <input type="checkbox"/> N/A (Mandatory In NH) If yes, describe under SPECIAL PROVISIONS below		46-854943-01-03	05/26/2014	05/26/2015	<input checked="" type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

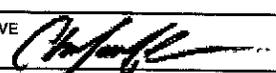
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach Acord 101, Additional Remarks Schedule, if more space is required)
All Operations.

CERTIFICATE HOLDER**CANCELLATION**

City of Springfield
 36 Court Street
 Springfield, MA 01103

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

 1783118



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
02/23/2015

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PRODUCER Applied Risk Insurance Services, Inc. 10825 Old Mill Rd Omaha, NE 68154 (877) 234-4420	CONTACT NAME: PHONE (A/C, No, Ext): (877) 234-4420 FAX (A/C, No): (877) 234-4421 E-MAIL ADDRESS: PRODUCER CUSTOMER ID #	
	INSURER(S) AFFORDING COVERAGE NAIC #	
INSURED Jay Mor Enterprises, Inc. PO Box 195 Pelham, NH 03076-0195 CTL 1273 985615	INSURER A: Continental Indemnity Co. 28258	
	INSURER B:	
	INSURER C:	
	INSURER D:	
	INSURER E:	
	INSURER F:	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

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INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	GENERAL LIABILITY						EACH OCCURRENCE	\$
	<input type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input type="checkbox"/> OCCUR	<input type="checkbox"/>	<input type="checkbox"/>				DAMAGE TO RENTED PREMISES (Ea occurrence)	\$
							MED EXP (any one person)	\$
							PERSONAL & ADV INJURY	\$
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	\$
	<input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						PRODUCTS - COMP/OP AGG	\$
								\$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	\$
	<input type="checkbox"/> ANY AUTO	<input type="checkbox"/>	<input type="checkbox"/>				BODILY INJURY (Per person)	\$
	<input type="checkbox"/> ALL OWNED AUTOS						BODILY INJURY (Per accident)	\$
	<input type="checkbox"/> SCHEDULED AUTOS						PROPERTY DAMAGE (Per accident)	\$
	<input type="checkbox"/> HIRED AUTOS							\$
	<input type="checkbox"/> NON-OWNED AUTOS							\$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR						EACH OCCURRENCE	\$
	<input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS MADE	<input type="checkbox"/>	<input type="checkbox"/>				AGGREGATE	\$
	<input type="checkbox"/> DEDUCTIBLE							\$
	<input type="checkbox"/> RETENTION \$							\$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						<input checked="" type="checkbox"/> WC STATUTORY LIMITS	OTHER
	<input type="checkbox"/> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under SPECIAL PROVISIONS below	Y/N	N/A	46-854943-01-03	05/26/2014	05/26/2015	E.L. EACH ACCIDENT	\$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach Acord 101, Additional Remarks Schedule, if more space is required)
All Operations.

CERTIFICATE HOLDER City of Springfield 36 Court Street Springfield, MA 01103	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE  1783118



Bill To
 COMMUNITY DEVELOPMENT
 1600 EAST COLUMBUS AVE

 SPRINGFIELD, MA
 01103

Requisition 15006655-00 FY 2015
 PO 15005543

Acct No:
 26401811-529200-64014
 Review:
 Buyer: lpl
 Status: Converted

Vendor
 JAY-MOR ENTERPRISES INC
 10 WEST ROAD

HUDSON, NH 03051

Tel#1-603-635-2183
 Fax 9-1-603-635-9024

Ship To
 DISASTER RECOVERY 4TH FLOOR
 36 COURT STREET
 ROOM 405/411
 SPRINGFIELD, MA
 MLYNCH@SPRINGFIELDCITYHALL.COM

Date Ordered	Vendor Number	Date Required	Ship Via	Terms	Department
11/05/14	000422				COMMUNITY DEVELOPMENT

LN Description / Account	Qty	Unit Price	Net Price
General Notes			
CONTRACT#20150535 001 DEMOLITION OF 11-15 PINE STREET.	1.00 Each	39500.00000	39500.00
1 26401811-529200-64014		39500.00	

Ship To
 DISASTER RECOVERY 4TH FLOOR
 36 COURT STREET
 ROOM 405/411
 SPRINGFIELD, MA

Requisition Link

Requisition Total 39500.00

***** General Ledger Summary Section *****

Account	Amount	Remaining Budget
26401811-529200-64014	39500.00	220.76
DISASTER RECOVERY-DEMOLITION	DEMOLITION SERVICES	

***** Approval/Conversion Info *****

Activity	Date	Clerk	Comment
Approved	11/05/14	Cathy Buono	
Approved	11/05/14	Melanie Acobe	Auto approved by: 108745
Approved	11/05/14	Christopher Fraser	
Approved	11/05/14	Mitchell Doty	Auto approved by: 108745
Approved	11/05/14	Lindsay Hackett	Auto approved by: 108745
Approved	11/07/14	Lauren Stabilo	Approved by: tmm

Bill To
 COMMUNITY DEVELOPMENT
 1600 EAST COLUMBUS AVE
 SPRINGFIELD, MA
 01103

Requisition 15010660-00 FY 2015

Acct No:
 26401811-529200-64014
 Review:
 Buyer: lpl
 Status: Released

Page 1

Vendor
 JAY-MOR ENTERPRISES INC
 10 WEST ROAD

Ship To
 DISASTER RECOVERY 4TH FLOOR
 36 COURT STREET
 ROOM 405/411
 SPRINGFIELD, MA
 MLYNCH@SPRINGFIELDCITYHALL.COM

HUDSON, NH 03051

Tel#1-603-635-2183
 Fax 9-1-603-635-9024

Date Ordered	Vendor Number	Date Required	Ship Via	Terms	Department
02/23/15	000422				COMMUNITY DEVELOPMENT

LN Description / Account	Qty	Unit Price	Net Price
General Notes			
CONTRACT#20150909			
001 DEMOLITION OF 158-162 RIFLE STREET.	1.00	73900.00000	73900.00
	Each		
1 26401811-529200-64014		73900.00	

Ship To
 DISASTER RECOVERY 4TH FLOOR
 36 COURT STREET
 ROOM 405/411
 SPRINGFIELD, MA

Requisition Link

Requisition Total

73900.00

***** General Ledger Summary Section *****

Account	Amount	Remaining Budget
26401811-529200-64014	73900.00	220.76
DISASTER RECOVERY-DEMOLITION	DEMOLITION SERVICES	

***** Approval/Conversion Info *****

Activity	Date	Clerk	Comment
Approved	02/24/15	Cathy Buono	
Approved	02/24/15	Melanie Acobe	Auto approved by: 108745
Approved	02/24/15	Christopher Fraser	
Approved	02/24/15	Mitchell Doty	Auto approved by: 108745
Approved	02/24/15	Lindsay Hackett	Auto approved by: 108745
Queued	02/24/15	Jennifer C Winkler	Auto approved by: 108745



Bill To
 COMMUNITY DEVELOPMENT
 1600 EAST COLUMBUS AVE
 SPRINGFIELD, MA
 01103

Requisition 15010660-00 FY 2015

Acct No:
 26401811-529200-64014
 Review:
 Buyer: lpl
 Status: Released

Page 2

Vendor
 JAY-MOR ENTERPRISES INC
 10 WEST ROAD

HUDSON, NH 03051

Tel#1-603-635-2183
 Fax 9-1-603-635-9024

Ship To
 DISASTER RECOVERY 4TH FLOOR
 36 COURT STREET
 ROOM 405/411
 SPRINGFIELD, MA
 MLYNCH@SPRINGFIELDCITYHALL.COM

Date Ordered	Vendor Number	Date Required	Ship Via	Terms	Department
02/23/15	000422				COMMUNITY DEVELOPMENT

LN	Description / Account	Qty	Unit Price	Net Price
	Queued 02/24/15 TJ Plante		Auto approved by: 108745	
	Pending Lauren Stabilo		Auto approved by: 108745	