

# PROJECT MANUAL

## MODERNIZATION OF STATE AIDED PUBLIC HOUSING

# Vacancy Preparation (Unit Turnaround)

STATE-AIDED DEVELOPMENT: Warren Housing Authority  
WARREN, MASSACHUSETTS

**Massachusetts Department of  
Housing and Community Development**



<b>WARREN HOUSING AUTHORITY</b> 95 Winthrop Terrace Warren, MA 01083 Phone: (413) 436-7184 Email: executivedirector@warrenmahousing.com	<b>PROJECT ADDRESS:</b> <b>Warren Housing Authority</b> <b>95 Winthrop Terrace</b> <b>Warren, MA 01083</b>
Shirley Conn, Treasurer Travis Baker, Board Member	Mark Carron, Board Member Janny Nivar de Reyes, Executive Director

**DATE: May 21, 2025**

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## PUBLIC NOTIFICATION FOR WRITTEN QUOTES

The **Warren** Housing Authority, the Awarding Authority, invites written quotes from Contractors for the **Tub Surround Bathroom Turnover Renovation Unit 32B at the Elderly 667-01 Development** for the Warren Housing Authority in Warren, Massachusetts, in accordance with the documents prepared by Warren Housing Authority.

The Project consists of: The removal and replacement of various bathroom fixtures and materials as described in the attached procurement package.

The work is estimated to cost \$ 17,000

Quotes are subject to M.G.L. c.149 §44A (2)(B) & to state prevailing wage rates as required by M.G.L. c.149 §§26 to 27H inclusive.

Written Quotes will be received until 2:00 P.M. on Friday, June 6th, 2025.

All Quotes should be prepared and delivered **Via Email** to [maintenance@warrenmahousing.com](mailto:maintenance@warrenmahousing.com) and received no later than the date and time specified above.

Bid Forms and Contract Documents will be available electronically at [www.WarrenMAHousing.com](http://www.WarrenMAHousing.com) on Wednesday, May 21st, 2025 at 2:00PM.

The job site and/or existing building will be available for inspection by appointment between **9:00 AM to 10:30 AM on Wednesday, May 28th 2025.**

To schedule an appointment, please email **David Johnson** at [maintenance@warrenMAhousing.com](mailto:maintenance@warrenMAhousing.com)

# INSTRUCTIONS TO BIDDER'S

## ARTICLE 1 - BIDDER'S REPRESENTATION

- 1.1 Each Bidder (hereinafter called the "**Bidder**") by making a Quote (hereinafter called "**Quote**") represents that:
1. The Bidder has read and understands the Contract Documents and the Quote is made in accordance therewith.
  2. The Bidder has visited the site and is familiar with the local conditions under which the Work has to be performed.
- 1.2 Failure to so examine the Contract Documents and site will not relieve any Bidder from any obligation under the Quote as submitted.

## ARTICLE 2 - BIDDER CERTIFICATIONS – OSHA & LEAD TRAINING

- 2.1 Massachusetts law requires all workers on this project construction site must have no less than 10 hours of OSHA-approved safety and health training.
- 2.2 The Contractor shall comply with requirements of EPA Regulation 40 CFR 745 including but not limited to Company, supervisor, and worker training.

## ARTICLE 3 - MBE/WBE PARTICIPATION GOALS – NO REQUIREMENTS

## ARTICLE 4 - REQUESTS FOR INTERPRETATION

- 4.1 Bidders shall promptly notify the Owner of any ambiguity, inconsistency, or error which they may discover upon examination of the Contract Documents, the site, and local conditions.
- 4.2 Bidders requiring clarification or interpretation of the Contract Documents shall make such request to the Owner.

## ARTICLE 5 - PREPARATION AND SUBMISSION OF QUOTES

- 5.1 Quotes should be submitted on the "Form for Quotes" as appropriate, furnished at no cost by the Owner.
- 5.1.1 All entries on the Form for Quotes shall be made by typewriter or in ink.
- 5.1.2 Where so indicated on the Form for Quotes sums shall be expressed in both words and figures. Where there is a discrepancy between the Bid sum expressed in words and the Bid sum expressed in figures, the words shall control.
- 5.2 **Bid Deposits – No Requirements**
- 5.3 **Delivery of Quotes**
- 5.3.1 The Quote shall be submitted via [email to maintenance@warrenmahousing.com](mailto:maintenance@warrenmahousing.com)

### QUOTE FOR:

**WARREN HOUSING AUTHORITY - PROJECT #318090**

**BIDDER'S NAME AND BUSINESS ADDRESS**

**PHONE NUMBER & CONTACT PERSON**

- 5.3.2 Date and time for receipt of Quotes is set forth in the Public Notification.
- 5.3.3 Timely delivery of a Quote at the location designated shall be the full responsibility of the Bidders.

## ARTICLE 6 - ALTERNATES

Each General Bidder shall acknowledge Alternates in Section C on the Form for Quotes. Each General Bidder



- 6.1** shall acknowledge Alternates by listing the individual Alternate number in Section C on the Form for Quotes and enter the dollar amount of addition or subtraction necessitated by each Alternate listed in the corresponding space.
- 6.2** General Bidders shall enter on the Form for Quotes a single amount for each Alternate, the amount for work performed by the General Contractor.
- 6.3** In the event an Alternate does not involve a change in dollar value, the Bidder shall so indicate by listing the individual Alternate number and acknowledge the Alternate by inserting "No Change", "No Charge", "N/C" or "0" in the corresponding space provided for the dollar value of that Alternate.
- 6.4** The Low Bidder will be determined on the basis of the sum of the quote and the accepted alternates.

## **ARTICLE 7 - WITHDRAWAL OF QUOTES**

### **7.1 Before Opening of Quotes**

**7.1.1** Any quote may be withdrawn prior to the time designated for receipt of quotes upon written request. Withdrawal of Quotes must be confirmed over the Bidder's signature by written notice post-marked or sent by email on or before the date and time set for receipt of Quotes.

**7.1.2** Withdrawn quotes may be resubmitted up to the time designated for the receipt of Quotes.

### **7.2 After Opening of Quotes**

**7.2.1** Bidders may withdraw Quotes, without penalty, any time up to the time of Award as defined in paragraph 8.1, and upon demonstrating, to the satisfaction of the Housing Authority, that a bona fide clerical error was made during the preparation of the Quote.

**7.3** In the event of a Quotes Withdrawal after Opening of Quotes, the Housing Authority shall consider the Quote from next lowest eligible and responsible bidder.

## **ARTICLE 8 - CONTRACT AWARD**

**8.1** **Award** means both the determination and selection of shall be awarded to the responsible person offering to perform the contract at the lowest price by the Owner.

**8.2** As used herein, the term "responsible" shall mean the person:

**8.2.1** Who demonstrably possessing the skill, ability and integrity necessary to faithfully perform the work called for by a particular contract, based upon a determination of competent workmanship and financial soundness in accordance with the provisions of M.G.L. c.149 (44)(d)

**8.2.2** who shall certify, that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; and

**8.2.3** who 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 who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and

**8.2.4** who, where the provisions of section 8B of chapter 29 apply, shall have been determined to be qualified thereunder; and

**8.2.5** who is not debarred from bidding under M.G.L. c.149 §44C.

**8.3** The Housing Authority reserves the right to waive any informalities in or to reject any or all Quotes if it be in the public interest to do so.

**8.4** The Owner will award the contract to the lowest responsible within thirty days, Saturdays, Sundays, and

legal holidays excluded, after the opening of quotes.

- 8.5** Bidder's Attention is directed to 01.11.30 for any additional criteria that may be a condition of Award of this project.

## **ARTICLE 9 - FORMS REQUIRED AT CONTRACT APPROVAL**

- 9.1** Upon award, the Bidder shall complete the following forms to ensure prompt contract validation. These forms will be provided to the Bidder by Owner, and three (3) originals must be submitted.
- .1 Owner-Contractor Agreement.**
  - .2 Form of Certificate of Vote of Authorization (If Applicable)**
  - .3 Form of Contractor's Equal Employment Certification** in accordance with Section 00.73.36 of the General Conditions.
  - .4 FOR PROJECTS with a bid/contract cost exceeding \$25,000: Form of Performance Bond and Form (00.61.13) and Form of Payment Bond (00.61.16)** must be submitted by the General Contractor on DHCD's form, in accordance with the General Conditions. The dates on the bonds must coincide with the contract date, and a current Power-of-Attorney must be attached to each bond.
- 9.2 Insurance Certificates** for the coverage required by Article 9 of the General Provisions must be submitted prior to contract validation.
- General Contractors must indicate on Builders Risk insurance Certificate or installation floater if stored materials are covered.
- 9.3** Contractor's Company Certification with EPA Regulation 40 CFR 745 must be submitted prior to contract validation.

## **ARTICLE 10 - CONTRACT VALIDATION**

- 10.1** The Notice to Proceed for construction shall not be issued until the Owner/Contractor Agreement has been executed by the Contractor and the Awarding Authority.
- 10.2** Incomplete or unacceptable submissions of forms required by paragraphs **9.1 - 9.2** will delay the execution of the Owner/Contractor Agreement by the Awarding Authority.

## **END OF SECTION INSTRUCTIONS TO BIDDERS 00.21.10**

## FORM FOR QUOTES

**TO THE AWARDING AUTHORITY:** Warren Housing Authority & DHCD FISH #(318090)

- A. The undersigned proposes to comply with all terms and conditions and furnish all labor and materials required to successfully complete the attached scope of work for the contract price specified below, subject to additions and deductions according to the terms of the specifications for the proposed contract price of: \_\_\_\_\_ dollars (\$\_\_\_\_\_)

For Alternates:

No. _____	Add \$ _____
No. _____	Add \$ _____
No. _____	Add \$ _____
No. _____	Add \$ _____
No. _____	Add \$ _____

- B. This Quote includes Addendum No(s). \_\_\_\_\_
- C. The undersigned hereby certifies that they are able to furnish labor that can work in harmony with all the other elements of labor employed or to be employed on the Work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that they will comply fully with all laws and regulations applicable to awards made subject to MGL. c.149 sec.44A-J.
- D. The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair, and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any other rule or regulation promulgated thereunder.
- E. Pursuant to M.G.L. c.62(c) §49(a), the individual signing this document on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_  
Signature + Title of person signing Quote

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

\_\_\_\_\_  
Business Address

\_\_\_\_\_  
City and State

# BIDDER'S CHECKLIST

**THIS CHECK LIST IS NOT PART OF THE FORM FOR QUOTE!  
THIS FORM DOES NOT HAVE TO BE SUBMITTED WITH A QUOTE!**

To ensure that your bids are acceptable to the awarding authority and DHCD, and are not rejected due to mistakes, we are providing this Checklist for your convenience. It does not have to be included with a quote. If this checklist is submitted it is an informality that will not void the bid.

## 4.6. ALL BIDDERS

- ➔ 1. Have you used the appropriate quote form provided for this specific development?
- ➔ 2. Have you properly identified the development, architect (engineer), etc., on your quote form?
- ➔ 3. Do your quote amounts, as expressed in figures and words, coincide? The amount expressed in words shall control.
- ➔ 4. Have you added any information not called for, or acknowledged an addendum or alternate that does not exist, which would make your bid conditional or obscure, and lead to a bid protest?
- ➔ 5. Is your Quote Form **SIGNED** and dated?
- ➔ 6. **Bid Deposits are not required.**
- ➔ 7. **For BIDS/CONTRACTS exceeding \$25,000: 100% Performance and Payment Bonds are REQUIRED**
- ➔ 8. Have you acknowledged every alternate if applicable to this project?
- ➔ 9. If an alternate price is requested and you estimate that there is no change in price, did you indicate by writing "no change", "N/C" or "0"?

**Leaving this space blank, on your quote form, when alternates are requested,**

**may lead to rejection of your quote.**

- ➔ 10. Have you acknowledged all addenda issued, and followed the instructions contained therein?

**This checklist is provided as guidance and assistance to bidders to avoid technical mistakes resulting in rejection of a quote. The full comprehensive instructions are located in section 00.21.30 Instructions to Bidders.**

**This in no way changes, affects, or supersedes the provisions set-forth in MGL c.149 §44A-J or c.30 §39m or any other sections or provisions contained in the contract documents.**

**THIS FORM DOES NOT HAVE TO BE SUBMITTED**

# BIDDER'S REFERENCE FORM

Provide with Form for Quotes

Bidders Name \_\_\_\_\_ Phone: ( ) \_\_\_\_\_

LHA/Project Title: \_\_\_\_\_ Email: \_\_\_\_\_

The bidder must provide five (5) business references for projects performed & completed within the past five (5) years.  
Attach additional pages if necessary.

(1) Reference Name: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_

Address: \_\_\_\_\_ Email: \_\_\_\_\_

Description and date(s) of work: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

(2) Reference Name: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_

Address: \_\_\_\_\_ Email: \_\_\_\_\_

Description and date(s) of work: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

(3) Reference Name: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_

Address: \_\_\_\_\_ Email: \_\_\_\_\_

Description and date(s) of work: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

(4) Reference Name: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_

Address: \_\_\_\_\_ Email: \_\_\_\_\_

Description and date(s) of work: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

(5) Reference Name: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_

Address: \_\_\_\_\_ Email: \_\_\_\_\_

Description and date(s) of work: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

References will be contacted to confirm the bidder's skills, abilities and qualifications to faithfully perform the work as specified. The Authority reserves the right to contact references not listed above. The Bidder will be given the opportunity to explain any unfavorable references received from such outreach.

# OWNER-CONTRACTOR AGREEMENT

COMMONWEALTH OF MASSACHUSETTS  
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

This agreement made the **NNth** day of **Month 20\_\_** by and between \_\_\_\_\_ **Housing Authority** hereinafter called the "Owner", and \_\_\_\_\_ hereinafter called the "Contractor."

Contractor's Name

*WITNESSETH, THAT THE OWNER AND THE CONTRACTOR, FOR THE CONSIDERATION HEREINUNDER NAMED, AGREE AS FOLLOWS:*

## **ARTICLE 1. SCOPE OF WORK:**

The Contractor shall perform all Work required by the Contract Documents for

**Brief Description of the Work** prepared by Name of Architect or Engineer acting as and referred to in the Contract Documents as the "Architect/Engineer".

## **ARTICLE 2. TIME OF COMPLETION:**

The Contractor shall commence work under this Contract on the date specified in the written "Notice to Proceed" and shall bring the Work to Substantial Completion within **NNN** calendar days of said date.

## **ARTICLE 3. CONTRACT SUM:**

The Owner shall pay the Contractor, in current funds, for the performance of the Work, subject to additions and deductions by Change Order, of the Contract Sum of:

**Dollars**

	CONTRACT SUM IN WORDS	CONTRACT SUM IN
NUMBERS		

## **ARTICLE 4. ALTERNATES:**

The following Alternates have been accepted and their costs are included in the Contract Sum stated in Article 3 of this Agreement: Alternate No(s): \_\_\_\_\_ and total cost for accepted Alternates \$ \_\_\_\_

## **ARTICLE 5. THE CONTRACT DOCUMENTS:**

The following, together with this Agreement, form the Contract and all are as fully a part of the contract as if attached to this Agreement or repeated herein: The Advertisement, Bidding Documents, Contract Forms, Conditions of the Contract, and Specifications as enumerated in the Table of Contents, the drawings as enumerated in the List of Contract Drawings, DHCD publication known as the Construction Handbook, and all Modifications issued after execution of the Contract. Terms used in this Agreement which are defined in the Conditions of the Contract shall have the meanings designated in those Conditions.

## **ARTICLE 6. REAP CERTIFICATION:**

Pursuant to M.G.L. c.62(c) §49(a), the individual signing this Contract on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support

**ARTICLE 7. WORKER DOCUMENTATION CERTIFICATION:**

In accordance with Executive Order 481 the undersigned further certifies under the penalties of perjury that the Contractor shall not knowingly use undocumented workers in connection with the performance of this contract; that pursuant to federal requirements, the Contractor shall verify the immigration status of all workers assigned to such contract without engaging in unlawful discrimination; and that the it shall not knowingly or recklessly alter, falsify, or accept altered or falsified documents from any such worker(s). The Contractor understands and agrees that breach of any of these terms during the contract period may be regarded as a material breach, subjecting the Contractor to sanctions, including but not limited to monetary penalties, withholding of payments, contract suspension or termination.

**ARTICLE 8. CONFLICT OF INTEREST:**

The Contractor covenants, that (1) presently, there is no financial interest and shall not acquire any such interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement or which would violate M.G.L. c.268A, as amended; (2) in the performance of this Contract, no person having any such interest shall be employed by the Contractor or engaged as a subcontractor by the contractor; and (3) no partner or employee of the firm is related by blood or marriage to any Board Member or employee of the Awarding Authority."

*IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS INSTRUMENT TO BE EXECUTED UNDER SEAL.*

**<sup>1</sup> CONTRACTOR**

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

\_\_\_\_\_  
Street

\_\_\_\_\_  
City State Zip

by: \_\_\_\_\_  
Signature and Seal

**Witness**

<sup>1</sup> If a Corporation, attach a notarized copy of the Corporate Vote authorizing signatory to sign Contract.

**<sup>2</sup> AWARDING AUTHORITY**

\_\_\_\_\_  
Name of Housing Authority

\_\_\_\_\_  
Address

\_\_\_\_\_  
Signature and Seal

\_\_\_\_\_  
Title

**Attest:**

signed by someone other than a Housing Authority Board member, attach a copy of the certified Board Vote authorizing the signatory to sign Contract.

# CERTIFICATE OF CORPORATE VOTE OF AUTHORIZATION

Date: \_\_\_\_\_ 20\_\_\_\_

I hereby certify that a meeting of the Board of Directors of the:

\_\_\_\_\_  
NAME OF CORPORATION

duly called and held at \_\_\_\_\_ on the \_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

at which a quorum was present and acting, it was voted that \_\_\_\_\_

NAME OF CORPORATE OFFICER

of the \_\_\_\_\_, be and hereby is authorized to execute and deliver

NAME OF CORPORATION

for and on behalf of the Corporation, a Contract with \_\_\_\_\_ Housing Authority, for

work to be done at State-Aided Housing Development No. \_\_\_\_\_ in the City/Town of \_\_\_\_\_

And to act as principal to execute bonds in connection therewith, which Contract and Bonds were presented to and made part of the records of said meeting.

I further certify that \_\_\_\_\_ is duly qualified and acting

NAME OF CORPORATE OFFICER

\_\_\_\_\_ of the Corporation and that said vote has not been repealed,

TITLE

rescinded or amended.

**A true copy of the record,**

**ATTEST:** \_\_\_\_\_

**(CORPORATE SEAL)**

On this \_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_, before me, the undersigned Notary Public, personally appeared \_\_\_\_\_, duly designated by the board of directors and proved to me, through satisfactory evidence of identification, which was \_\_\_\_\_, that s/he is the person whose name is signed on the foregoing documents, and acknowledged to me that s/he signed it voluntarily for its stated purpose and that it was her/his free act and deed.

\_\_\_\_\_  
Notary Public

My Commission Expires: \_\_\_\_\_



# **GENERAL CONDITIONS OF THE CONTRACT**

## **for c.149 sec. 44A (2)(B) PROJECTS BETWEEN \$10,000 - \$50,000**

### **ARTICLE 1      GENERAL PROVISIONS**

#### **1.1      THE CONTRACT DOCUMENTS**

The Contract for Construction consists of the Contract Documents which include the Owner-Contractor Agreement, Public Notification, Bid Form, Contract Forms, Conditions of the Contract, Specifications, Drawings, all addenda issued prior to execution of the Contract, DHCD publication known as the [Construction Handbook](#), and other documents listed in the Agreement and Modifications issued after execution of the Contract.

#### **1.2      THE WORK**

The term "Work" means the construction and services required by the Contract Documents, whether completed or partially completed, and includes all other labor, materials, equipment, and services provided or to be provided by the Contractor to fulfill the Contractor's obligation.

#### **1.3      THE CONSTRUCTION HANDBOOK**

The [Construction Handbook](#) is published by and available, free of charge, from the Department. It outlines the procedures that the Contractor, Owner, Architect/Engineer, and Department shall follow during the construction of the Work. The most recent version, at the time of bid opening, of the [Construction Handbook](#) is incorporated by reference into the Contract Documents.

### **ARTICLE 2      OWNER**

#### **2.1      OWNER**

The term "Owner" sometimes also referred to as the "Awarding Authority" or "Authority" means the Housing Authority identified in the Owner-Contractor Agreement, organized and existing under the provisions of M.G.L. c.121B.

#### **2.2      BIDDER**

The terms "Quote(s)", "Bid(s)" or "Bidder(s)" shall mean the person or firm from which prices have been submitted to the Owner for the work identified in these documents.

### **ARTICLE 3      DEPARTMENT**

**3.1**      The term "Department" means the Commonwealth of Massachusetts, Department of Housing and Community Development.

**3.2**      The term "Construction Advisor" means the person who may be designated by the Administrator to assist the Owner with the Administration of the Contract.

#### **3.3      PROJECT FUNDING**

The Work under this Contract is funded wholly or in part by the Commonwealth of Massachusetts through the Department pursuant to a Contract for Financial Assistance between the Department and the Owner.

### **ARTICLE 4      CONTRACTOR**

**4.1**      The Contractor, sometimes referred to as the General Contractor, is the person or entity identified as such throughout the Contract Documents as if singular in number. The term Contractor means the Contractor or its authorized representative.

**4.2.1**      The Contractor shall supervise and direct the Work, using the Contractor's best skill and attention. The Contractor shall be solely responsible for and have control over construction means, methods, techniques, sequences and procedures, and for coordinating all portions of the Work under the Contract.

**4.2.2** Unless otherwise required by the Contract Documents, or directed in writing by the Owner, Work shall be done during regular working hours. However, if the Contractor desires to carry on the Work outside of regular working hours or on Saturdays, Sundays, or Massachusetts holidays it shall allow ample time to enable satisfactory arrangements to be made for inspecting Work in progress and shall bear the costs of such inspection. The Owner shall bill the Contractor directly for such costs.

#### **4.2.3 SUPERINTENDENT**

**4.2.3.1** The Contractor shall employ a Superintendent and necessary assistants who shall be in attendance at the Project site during performance of the Work. The Superintendent shall represent the Contractor, and communications given to the Superintendent shall be as binding as if given to the Contractor. Important communications shall be confirmed in writing. Other communications shall be similarly confirmed on written request in each case. The Superintendent shall attend each job meeting.

**4.2.3.2** The Superintendent shall be a competent and responsible employee, satisfactory to the Owner, who is regularly employed by the Contractor and is designated by the Contractor as its representative to be in full time attendance at the Project site throughout the construction of the Work. The Superintendent shall be responsible for coordinating all the Work of the Contractor and the Subcontractors. The Superintendent shall be licensed consistent with the Massachusetts Building Code. The Superintendent's resume shall be submitted to the Owner prior to commencement of construction and must demonstrate to the Owner's reasonable satisfaction that the Superintendent has performed similar duties on previous construction projects similar to the Project.

#### **4.3 SALES TAX EXEMPTION AND OTHER TAXES**

**4.3.1** To the extent that materials and supplies are used or incorporated in the performance of this Contract, the Contractor is considered an exempt purchaser under the Massachusetts Sales Act, Chapter 14 of the Acts of 1966.

**4.3.2** The Contractor shall be responsible for paying all other taxes and tariffs of any sort, related to the work.

#### **4.4 PERMITS, FEES, AND NOTICES**

**4.4.1** The Contractor shall secure and the Owner shall pay for any and all permits. The Contractor shall secure and pay for all licenses, and other fees required for the proper execution of the Work. The Contractor shall coordinate all efforts required to obtain these permits including having the permit issued in the name of the Contractor.

**4.4.2** The Contractor shall comply with and give notices required by laws, ordinances, rules, regulations, and lawful orders of public authorities bearing on performance of the Work.

**4.4.3** If the Contractor performs Work knowing it to be contrary to laws, statutes, ordinances, building codes, and rules and regulations without such notice to the Owner, the Contractor shall assume full responsibility for such Work and shall bear the attributable costs.

#### **4.5 SAFETY REQUIREMENTS**

The Contractor must comply with all Federal, State, and local safety laws and regulations applicable to work performed under this Contract.

#### **4.6 PREVAILING WAGE RATES AND LABOR REGULATIONS**

**4.6.1** The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Commissioner of the Massachusetts Department of Labor Division of Occupational Safety. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract. Any questions relative to the applicability of any wage rate shall be directed to the Division of Occupational Safety.

**4.6.2** Keep a legible copy of said schedule posted on the site at all times. Provide the Owner, on a weekly basis by first class mail or by email, and keep an on-site file of the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Owner, Department, Architect, or any agency having jurisdiction.

**4.6.3** Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by MGL c149 § 34B, as amended. Such police officers shall be covered by Worker's Compensation Insurance and Employers Liability Insurance provided by the Contractor.

**4.6.4** The Contractor shall not have any claim for extra compensation from the Owner if the actual wages paid to employees on the Contract exceeds the rates listed on the Schedule.

#### **4.6.5 WAGE RATE REPORTING**

- .1 The Contractor and all subcontractors shall provide certified payroll affidavits verifying compliance with MGL c.149 §§26 - 27H.
- .2 The Contractor and all subcontractors shall provide a Statement of Compliance within 15 days of the completion of its portion of the work. This statement shall be submitted to the Owner on the form found elsewhere in this section.

#### **4.6.6 APPRENTICE REQUIREMENTS**

Apprentices employed pursuant to this determination of wage rates must be registered and approved by the State Apprenticeship Council wherever rates for journeymen or apprentices are not listed.

#### **4.6.7 EMPLOYEE OSHA SAFETY TRAINING**

- .1 All employees who work on this construction site must have no less than 10 hours of OSHA-approved safety and health training.
- .2 The Contractor and all Subcontractors shall furnish to the Owner, with the certified payroll reports, documentation indicating that each employee has successfully completed 10 hours of a course in construction safety and health. This course must be approved by the United States Occupational Health and Safety Administration (OSHA).

### **ARTICLE 5 CONTRACT ADMINISTRATION**

#### **5.1 PRECONSTRUCTION CONFERENCE**

Prior to commencement of the Work, the Contractor shall meet in conference with representatives of the Owner, to discuss and develop mutual understandings relative to administration of the quality assurance program, safety program, labor provisions, the schedule of work, and other Contract procedures.

#### **5.2 REJECTION OF DEFECTIVE MATERIALS AND WORK**

The Owner's inspection of the Work shall not relieve the Contractor of any of its responsibilities to fulfill the Contract obligations, and defective work shall be corrected. Unsuitable work may be rejected by the Owner, notwithstanding that such work and materials have been previously overlooked or misjudged by the Owner and accepted for payment. If the Work or any part thereof shall be found defective at any time before the final acceptance of the whole Work, the Contractor shall forthwith correct such defect in a manner satisfactory to the Owner, and if any material brought upon the site for use in the Work, or selected for the same, shall be rejected by the Owner as unsuitable or not in conformity with the Contract requirements, the Contractor shall forthwith remove such materials from the vicinity of the Work.

### **ARTICLE 6 CHANGES IN THE WORK**

**6.1** Changes in the Contract Sum shall be calculated in accordance with one or a combination of the following methods, as determined by the Architect:

- .1 Lump sum basis, provided the lump sum amount shall include the estimated cost of the change, broken down by Items **a** through **i** in the following Subparagraph .3.
- .2 Unit price basis, to be adjusted in accordance with contract unit prices, or other agreed upon unit prices provided that the unit prices shall be inclusive of all costs related to such equitable adjustment.
- .3 Time and materials basis, on a not-to-exceed predetermined upset amount determined by the Architect, to be subsequently adjusted on the basis of the Contractor's actual costs based on the following items **a** through **i**:
  - a.** Cost of labor at the rates found elsewhere in this document, including foremen;
  - b.** Costs of materials, supplies and equipment, including cost of transportation, whether incorporated or consumed;
  - c.** Rental cost of machinery and equipment, exclusive of hand tools, whether rented from the Contractor or others.
  - d.** A percent of the net increase or decrease of Item **a** to cover Worker's Compensation, F.I.C.A., and unemployment contributions.
- e.** The percentage for Worker's Compensation in Item **d** above shall not exceed the standard manual rate for the involved trade, as set by the Worker's Compensation Rating and Inspection Bureau of Massachusetts. This

rate shall not include any surcharges such as experience modifications and all risk factor adjustment programs, etc.

- f. For work performed by the Contractor's own forces, there shall be added an amount of 15% of items **a - d** for overhead, superintendence, and profit.
- g. For work performed by any Subcontractor, there shall be added an amount of 15% of the Subcontractor's costs for Items **a - d** for the Subcontractor's overhead, superintendence and profit. The Contractor shall be entitled to an additional 10% mark-up on the total amount of the Subcontractor's price as compensation for assuming full responsibility and supervision for the Subcontractor's work.
- h. Actual increases in the premium costs for performance and payment bonds required of the Contractor, provided there will be an appropriate credit for reduced premiums for a credit change order.
- i. On any change in the Contract Sum that involves a credit, the amount of the credit will not include an overhead and profit factor, however, the credit will include an amount for item **d**. which shall not be less than 25% of item **a**.

**6.2** The method provided in Subparagraph 8.3.1, for compensating the Contractor and Subcontractors for changes in the Work, shall be considered to adequately compensate the Contractor and Subcontractors for any and all costs directly, indirectly, or consequentially related to, or caused by, such change in the work.

## **ARTICLE 7 PAYMENTS**

### **7.1 CONTRACT SUM**

The Contract Sum is stated in the Owner-Contractor Agreement and, including authorized adjustments, is the total amount payable by the Owner to the Contractor for performance of the Work under the Contract Documents.

### **7.2 APPLICATIONS FOR PAYMENT**

**7.2.1** Once each month, on a date established at the beginning of the Work, the Contractor shall deliver to the Owner an itemized Application for Payment, supported by such data substantiating the Contractor's right to payment as the Owner may require, and reflecting a minimum of 5% retainage until the final acceptance and payment by the Owner.

**7.2.2** The Owner shall make payment to the Contractor within 30 days of receipt of said application, less any applicable retainage.

**7.2.3** The Owner may make changes in any application for payment submitted by the Contractor for:

- .1 Retention based on the value of its claims against the Contractor,
- .2 Retention of 5% of the approved amount of the Application for Payment.

### **7.3 FINAL PAYMENT**

The acceptance by the Contractor of the last payment due under this Contract or the execution of the Final Certificate of Completion, shall operate as a release to the Owner from all claims and liability related to this Contract.

## **ARTICLE 8 GUARANTY AND WARRANTY**

### **8.1 WARRANTY**

The Contractor warrants to the Owner that materials and equipment furnished under the Contract will be of good quality and new unless otherwise required or permitted by the Contract Documents, that the Work will be free from defects not inherent in the quality required or permitted, and that the Work will conform to the requirements of the Contract Documents. Work not conforming to these requirements, including substitutions not properly approved and authorized, may be considered defective. If required by the Owner, the Contractor shall furnish satisfactory evidence as to the kind and quality of materials and equipment furnished. The Owner reserves the right to reject said substituted materials even after requesting evidence.

### **8.2 GENERAL GUARANTY**

If at any time during the period of one (1) year from the date of the Substantial Completion the Work to be performed under this Contract, or any part of the Work shall, in the reasonable determination of the Owner, require replacing or repairing due to the fact that it is broken, defective, or otherwise does not conform to the Contract Documents, the Owner will notify the Contractor to make the required repairs or replacement. If the Contractor shall neglect to

commence such repairs or replacement to the satisfaction of the Owner within ten (10) days from the date of giving or mailing such notice, then the Owner may employ other persons to make said repairs or replacements. The Contractor agrees, upon demand, to pay to the Owner all amounts which the Owner expends for such repairs or replacements. During this one year guarantee period any corrective work shall be performed in accordance with the applicable terms of this Contract. For items of work completed after substantial completion, the one year guarantee shall commence at the time the Owner accepts such items. This one year guarantee shall not limit any express guaranty or warranty provided elsewhere in the Contract.

## **ARTICLE 9 INSURANCE REQUIREMENTS**

The Contractor shall provide insurance coverage as listed in subparagraphs 9.1 - 9.7. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this contract.

### **9.1 WORKERS' COMPENSATION and EMPLOYERS LIABILITY**

Workers' Compensation:	Coverage A	Per G.L. c149 §34 and c152, as amended.
Employer's liability:	Coverage B	\$500,000 Bodily Injury by Accident each accident
		\$500,000 Bodily Injury by Disease each employee
		\$500,000 Bodily Injury by Disease policy limit

### **9.2 COMMERCIAL GENERAL LIABILITY**

Contractor shall provide to the Owner the "Commercial General Liability" policy form CG0001, or the exact equivalent with the limits of no less than:

Each Occurrence	\$1,000,000
General Aggregate	\$1,000,000
Products-Completed Operations Aggregate	\$1,000,000
Personal Injury & Advertising Injury	\$1,000,000
Damages to Premises Rented by You-	
Not Specified Medical Expenses	\$5,000

Additional insured coverage for the Commercial General Liability policy should apply to both ongoing and completed operations with endorsements at least as broad as forms CG2010 0413, CG2038 0423 and CG2037 0412.

### **9.3 AUTOMOBILE LIABILITY**

Contractor shall provide automobile liability coverage for owned, non-owned, and hired autos using ISO Business Auto Coverage form CA0001, or the exact equivalent. If contractor owns no vehicles, this requirement may be met through a non-owned endorsement to the Commercial General Liability.

Bodily Injury	\$500,000 each person
	\$1,000,000 each accident
Property Damage	\$500,000 each accident
	or
	\$1,000,000 combined single limit

### **9.4 POLLUTION/ABATEMENT CONTRACTORS**

The policy shall:

- .1 Be written on a "true" occurrence basis without any "sunset" clause;
- .2 Have the pollution exclusion amended to add back coverage for all pollution claims;
- .3 Include separate products and completed operations coverage, which shall be maintained for (2) years after Substantial Completion, as defined by G.L. 30 §39G; and
- .4 Provide the following limits of insurance:

Each occurrence	\$1,000,000
General Aggregate	\$2,000,000
Products-Completed Operations Aggregate	\$2,000,000
Personal Injury & Advertising Injury	\$1,000,000

Damage to Premises Rented by You	\$50,000
Medical Expense	\$5,000

## **9.5 OWNER AS COINSURED**

The Owner, the Department and where applicable, the Owner's Regional Capital Assistance Team (RCAT) as described in G.L. 121B, §26C or other agent, shall be named as additional insureds on the Contractor's liability policies. Coverage should apply on a primary and non-contributory basis.

## **9.6 CERTIFICATES OF INSURANCE, POLICIES**

**9.6.1** The Contractor shall not commence work on this contract until proof of compliance with this article has been furnished to the Owner by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the Commonwealth. This certificate shall indicate that the Contractual Liability Coverage is in force.

**9.6.2** The Contractor shall file the original and one certified copy of all policies with the Owner within sixty days after Contract award. If the Owner is damaged by the Contractor's failure to maintain such insurance and to so notify the Owner, then the Contractor shall be responsible for all reasonable costs attributable thereto.

## **9.7 CANCELLATION**

Cancellation of any insurance required by this contract, whether by the insurer or the insured, shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the Owner at least thirty days prior to the effective date thereof, which shall be expressed in said notice.

## **ARTICLE 10 INDEMNIFICATION**

**10.1** The Contractor shall take all responsibility for the Work and take all precautions for preventing injuries to persons and property in or about the Work and shall bear all losses resulting to or on account of the amount or character of the Work. The Contractor shall pay or cause payment to be made for all labor performed or furnished and for all materials used or employed in carrying out this Contract.

**10.2** The Contractor shall assume the defense of, and indemnify and save harmless the Owner, the Department, the Owner's Regional Capital Assistance Team (RCAT) as described in M.G.L. 121B, §26C or other agent, from all claims:

- .1 relating to labor performed or furnished and materials used or employed for the Work;
- .2 to inventions, patents and patent rights used in and in doing the Work unless such patent infringement is due to a product or process specified by the Owner;
- .3 to injuries to any person or corporation received or sustained by or from the Contractor and any employees, and subcontractors and employees, in doing the Work, or in consequence of any improper materials, implements or labor used or employed therein;
- .4 and to any act, omission or neglect of the Contractor and any employees therein.

## **ARTICLE 11 PERFORMANCE AND PAYMENT BONDS**

### **11.1 CONTRACTOR BONDS**

**11.1.1** For Contracts exceeding \$25,000, the Contractor shall provide the Owner with a 100% performance and payment (labor and materials) bonds in the form provided by the Department, executed by a surety licensed by the Commonwealth's Division of Insurance. Each such bond shall be in the amount of the Contract Sum.

**11.1.2** If at any time prior to final payment to the Contractor, the Surety:

- .1 is adjudged bankrupt or has made a general assignment for the benefit of its creditors;
- .2 has liquidated all assets and has made a general assignment for the benefit of its creditors;
- .3 is placed in receivership;
- .4 otherwise petitions a state or federal court for protection from its creditors; or
- .5 allows its license to do business in Massachusetts to lapse or be revoked;

the Contractor shall, within 21 days of any such action listed above, provide the Owner with new performance and payment bonds as described in Paragraph 11.1.1. Such bonds shall be provided solely at the Contractor's expense.

## **ARTICLE 12 MISCELLANEOUS REQUIREMENTS AND EXECUTIVE ORDERS**

**12.1** The Contractor shall comply with the provisions of EPA Regulation 40 CFR 745; M.G.L. c.151B; Executive Order 526, Order regarding Non-Discrimination, Diversity, Equal Opportunity, and Affirmative Action; pertaining to minority and women owned business enterprises; Executive Order 527 establishing the Office of Access and Opportunity and Executive Order 481, prohibiting the use of undocumented workers on state contracts and all regulations promulgated pursuant thereto. The aforementioned law, executive orders, regulations and any amendments are incorporated herein by reference and made a part of this Contract.

## **12.2 CONFLICT OF INTEREST**

The Contractor covenants, that:

- .1** presently, there is no financial interest and shall not acquire any such interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement or which would violate M.G.L. c.268A, as amended;
- .2** in the performance of this Contract, no person having any such interest shall be employed by the Contractor or engaged as a subcontractor by the contractor; and
- .3** no partner or employee of the firm is related by blood or marriage to any Board Member or employee of the Awarding Authority."

## **ARTICLE 13 TERMINATION**

### **13.1 TERMINATION FOR CAUSE**

**13.1.1** The Owner may terminate this contract for cause if it determines that any of the following circumstances have occurred:

- .1** The Contractor is adjudged bankrupt or has made a general assignment for the benefit of its creditors.
- .2** A receiver has been appointed of the Contractor's property.
- .3** All or a part of the Work has been abandoned.
- .4** The Contractor has sublet or assigned all or any portion of the Work, the Contract, or claims thereunder, without the prior written consent of the Owner, except as provided in the Contract Documents.
- .5** The Owner has determined that the rate of progress required on the project is not being met.
- .6** The Contractor has substantially violated any provisions of this Contract.

**13.1.2** The Owner may complete the work, or any part thereof, and charge its expense of so completing the work or part thereof, to the Contractor.

**13.1.3** The Owner may take possession of and use any materials, machinery, implements and tools found upon the site of said Work. The Owner shall not be liable for any depreciation, loss or damage to said materials, machinery, implements or tools during said use and the Contractor shall be solely responsible for their removal from the Project site after the Owner has no further use for them.

### **13.3 TERMINATION NO FAULT**

**13.3.1** In the event that this Contract is terminated by the Owner, prior to the completion of construction and termination is not based on a reason listed in Paragraph 13.1, the Contractor shall be compensated for its costs incurred, including reasonable costs of demobilization, calculated on a percent completion basis covering the period of time between the last approved application for payment and the date of termination.

**13.3.2** Payment by the Owner pursuant to Subparagraph 13.3.1 shall be considered to fully compensate the Contractor for all claims and expenses and those of any consultants, subcontractors, and suppliers, directly or indirectly attributable to the termination, including any claims for lost profits.

## **END OF GENERAL CONDITIONS**

**00.72.10**

## SECTION 00.73.36

### EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

#### 1. DEFINITIONS

For purposes of this Section 00.73.36, the following additional definitions shall apply:

- A. "Minority" means a person who meets one or more of the following definitions:
  - (1.) American Indian or Native American means: all persons having origins in any of the original peoples of North America and who are recognized as an Indian by a tribe or tribal organization.
  - (2.) Asian means: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian sub-continent, or the Pacific Islands, including, but Not limited to China, Japan, Korea, Samoa, India, and the Philippine Islands.
  - (3.) Black means: All persons having origins in any of the Black racial groups of Africa, including, but not limited to, African-Americans, and all persons having origins in any of the original peoples of the Cape Verdean Islands.
  - (4.) Eskimo or Aleut means: All persons having origins in any of the peoples of Northern Canada, Greenland, Alaska, and Eastern Siberia.
  - (5.) Hispanic means: All persons having their origins in any of the Spanish-speaking peoples of Mexico, Puerto Rico, Cuba, Central or South America, or the Caribbean Islands.
- B. "Commission" or "MCAD" means the Massachusetts Commission against Discrimination.
- C. "E.E.O. Officer" or Equal Employment Opportunity Officer means those persons designated by the Contractor, the Owner, or any other agency or party having jurisdiction under this contract, that serve in a capacity to implement this Section.

#### 2. CONDITIONS

- A. The Contractor shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, age, handicap, or sex. The aforesaid provision shall include, but not be limited to, the following: employment upgrading, demotion or transfer; recruitment advertising; recruitment layoff; termination; rates of pay or other forms of compensation; conditions or privileges of employment; and selection for apprenticeship.
- B. The Contractor shall post notices provided by the Commission, in conspicuous places, setting forth the provisions of the Fair Employment Practices Law of the Commonwealth.
- C. The Contractor shall undertake in good faith affirmative action measures designed to eliminate any discriminatory barriers in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, age, handicap, or sex, and to eliminate and remedy any effects of such discrimination in the past. Such affirmative action shall entail positive and aggressive measures to ensure equal opportunity in the areas of hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rate of compensation, and in-service or apprenticeship training programs. This affirmative action shall include all action required to guarantee equal employment opportunity for all persons, regardless of race, color, religious creed, national origin, age or sex.
- D. The Contractor shall not discriminate on grounds of race, color, religious creed, national origin, age, or sex in employment practices, in the selection or retention of Subcontractors, or in the procurement of materials and rentals of equipment.
- E. The Commission and a designee of the Owner shall have access to the construction site and all applicable records of the Contractor and Subcontractors.



- F. The Contractor's EEO Certificate must be signed by the low general and all filed sub-bidders as a condition of Contract validation by the Department.

### **3. MINORITY GOAL      MINIMUM MINORITY PERCENTAGES**

- A. Pursuant to his/her obligations under the preceding section, the Contractor shall strive to achieve on this project the labor participation goals contained herein

The participation goals for this project shall be 15.3% for minorities and 6.9% for women.

- B. The participation goals, as set forth herein, shall not be construed as quotas or set-asides; rather, such participation goals will be used to measure the progress of the Commonwealth's equal opportunity, non-discrimination and affirmative action program. Additionally, the participation goals contained herein should not be seen or treated as a floor or as a ceiling for the employment of particular individuals or group of individuals.
- C. Such job categories shall include but not be limited to those "Classes of Work" enumerated in M.G.L. c.149 §44F and for trades covered by Item 1 of the Contractor's bid.
- D. These percentages shall apply to the Contractor and to all Subcontractors, regardless of tier, for all on-site Work.

### **4. REFERRALS**

- A. In the hiring of minority journeymen, apprentices, trainees and advanced trainees, the Contractor shall rely on referrals from a multi-employer affirmative action program approved by the Department or the Commission; and traditional referral methods utilized by the construction industry, where such referrals are needed to meet minority hiring requirements. The Contractor shall keep accurate records of such requests for referrals.
- B. Records of employment referral orders, prepared by the Contractor, shall be made available to the Owner and to the Department upon request.

### **5. EEO WORK FORCE REPORTING PROCEDURES**

- A. The Contractor shall provide the following information to the Owner on copies of the forms found at the end of this Section.

**(1.) Weekly Manpower Reports 00.73.36.04:** The Contractor shall prepare a report after each week of activity, reflecting the actual working hours of all personnel identified as minority or non-minority.

- (a) This report shall be received by the Owner no later than the Friday following the week reported.
- (b) Failure to provide information shall result in sanctions as provided in this section.

### **6. COMPLIANCE - REPORTS AND INFORMATION**

- A. The Contractor shall provide all information and reports required by the Owner or the Department and will permit access to its facilities and to any books, records, accounts and other sources of information which may be determined by the Owner or the Department to affect the employment of personnel. Where information required is in the exclusive possession of another who fails or refuses to furnish this information, the Contractor shall so certify to the Owner or the Department as appropriate and shall set forth what efforts have been made to obtain the information.

## **7. COMPLIANCE - INVESTIGATIONS**

- A.** Whenever the Owner's EEO Officer, the MCAD, or the Department believes the Contractor may not be operating in compliance with the terms of these requirements, the Department shall conduct an investigation, and may confer with the parties, to verify such allegations. The Department shall not initiate an investigation without prior notice to the Contractor.
- B.** If the Department finds the Contractor in non-compliance, it shall make a preliminary report, and notify the Contractor in writing of the steps necessary to bring such Contractor into compliance. A copy of this report shall be sent to the Department's Affirmative Action Officer.

## **8. COMPLIANCE - DEPARTMENT - AFFIRMATIVE ACTION INVESTIGATION**

- A.** If the Contractor fails or refuses to fully perform the steps necessary to achieve compliance, the Department shall make a report of non-compliance to the Department's Affirmative Action Officer, who will then conduct an investigation.
- B.** Should the Department's Affirmative Action Officer find the Contractor in noncompliance a final report recommending the imposition of one or more of the sanctions listed below shall be issued.
- C.** Within fifteen (15) days of said report the Department shall, after due notice and giving the Contractor an opportunity to respond, move to impose one or more of the following sanctions to attain compliance.
- D.** If the Department's Affirmative Action Office believes the Contractor has taken or is taking every possible measure to achieve compliance, a report shall show the Contractor is in compliance.

## **9. SANCTIONS**

- A.** For each week that the Contractor fails or refuses to comply, the Department may recover from the Contractor, 1/100 of 1% of the original Contract Sum or \$1000 whichever sum is greater, in the nature of liquidated damages.
- B.** If a Subcontractor is in noncompliance, the Department may recover from the Contractor, 1/10 of 1% of the Subcontract Sum, or \$400 whichever sum is greater, in the nature of liquidated damages, to be assessed by the Contractor as a back charge against the Subcontractor for each week that Subcontractor fails or refuses to comply.
- C.** The Owner may suspend part or all of any payment due under the contract until such time as the Contractor or any Subcontractor is able to demonstrate compliance with the terms of the Contract;
- D.** The Owner may terminate, or cancel part or all of the Contract, in accordance with the provisions of Article 19 of the General Conditions, unless the Contractor or any Subcontractor is able to demonstrate, within a specified time, compliance with the terms of the Contract.
- E.** The Contractor may request the Department and Owner to suspend the sanctions conditionally. Whereupon the Department shall investigate corrective measures taken by the Contractor and shall either lift or re-impose the sanctions.

## **10. SEVERABILITY**

- A.** The provisions of this section are severable, and if any of these provisions shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining provisions of the Contract.

**END OF EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS**  
**00.73.36**

# FORM OF CONTRACTOR'S EQUAL EMPLOYMENT CERTIFICATION

Commonwealth of Massachusetts  
Department of Housing and Community Development

---

**This form must be completed and submitted by the Contractor prior to the signing of the Owner-Contractor Agreement.**

**This certifies that:**

\_\_\_\_\_  
**Contractor**

\_\_\_\_\_  
**Street Address**

\_\_\_\_\_  
**4.6. City/State/Zip Code**

- 1.** Intends to use the following listed construction trades in the work under this contract:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- 2.** Will comply with the minority manpower ratio and specific affirmative action steps contained in Section 00.73.36 of this Contract; and
- 3.** Will obtain similar certifications from each of its subcontractors and submit to the Owner prior to the award of any subcontract under this contract the subcontractor's certification.

\_\_\_\_\_  
**SIGNATURE OF AUTHORIZED REPRESENTATIVE OF CONTRACTOR**

\_\_\_\_\_  
**NAME AND TITLE**

\_\_\_\_\_  
**DATE**



Massachusetts Department of  
Housing and Community Development



## EEO CONTRACTOR'S WEEKLY MANPOWER REPORT

Housing Authority \_\_\_\_\_

Development No. \_\_\_\_\_

Contract Amount \$ \_\_\_\_\_

General Contractor: \_\_\_\_\_

**Minority** Participation  
Goal **15.3%**

**Women** Participation  
Goal **6.9%**

Name of Contractor Filing Report: \_\_\_\_\_

Week Ending: \_\_\_\_\_

Report No.: \_\_\_\_\_

Trade(s): \_\_\_\_\_

☐ Check Here if you are a non-filed  
Subcontractor

☐ Check Here if this is a Final Report

Date Work Began: \_\_\_\_\_

Date Work Completed \_\_\_\_\_

Job Category	# of Employees	Weekly Total Manhours	Total Manhours to Date	# of Minorities	Weekly Total Minority Manhours	Weekly % Minority Manhours	# of Women	Weekly Total Women Manhours	Weekly % Women Manhours	Total Manhours to Date	Total Minority Manhours to Date	% of Minority Manhours to Date	Total Women Manhours to Date	% of Women Manhours to Date

Mail Reports to: \_\_\_\_\_

Awarding Authority \_\_\_\_\_

Prepared by: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_ 20\_\_\_\_

## **SECTION 00.73.43**

### **PREVAILING WAGES and LABOR REGULATIONS**

#### **4.1 PREVAILING WAGE RATES**

- 4.6.1** The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Commissioner of the Massachusetts Department of Labor Division of Occupational Safety. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract. Any questions relative to the applicability of any wage rate shall be directed to the Division of Occupational Safety.
- 4.6.1** Keep a legible copy of said schedule posted on the site at all times. Provide the Owner, on a weekly basis, and keep an on-site file of the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Owner, Department, Architect, or any agency having jurisdiction.
- 4.6.1** Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by MGL c149 § 34B, as amended. Such police officers shall be covered by Worker's Compensation Insurance and Employers Liability Insurance provided by the Contractor.

#### **4.2 WAGE RATE REPORTING**

- 4.6.1** The Contractor and all subcontractors shall provide certified payroll affidavits verifying compliance with MGL c.149 §§26 - 27H.
- 4.6.1** The Contractor and all subcontractors shall provide a Statement of Compliance within 15 days of the completion of its portion of the work. This statement shall be submitted to the Owner on the form found elsewhere in this section.
- 4.6.1** [Weekly Payroll Form](http://www.mass.gov/lwd/docs/dos/prevaling-wage/pw-payroll.pdf) [www.mass.gov/lwd/docs/dos/prevaling-wage/pw-payroll.pdf](http://www.mass.gov/lwd/docs/dos/prevaling-wage/pw-payroll.pdf)
- 4.6.1** [Statement of Compliance](http://www.mass.gov/lwd/docs/dos/prevaling-wage/pw-compliance.pdf) [www.mass.gov/lwd/docs/dos/prevaling-wage/pw-compliance.pdf](http://www.mass.gov/lwd/docs/dos/prevaling-wage/pw-compliance.pdf)

#### **4.3 APPRENTICE REQUIREMENTS**

Apprentices employed pursuant to this determination of wage rates must be registered and approved by the State Apprenticeship Council wherever rates for journeymen or apprentices are not listed.

#### **4.4 EMPLOYEE OSHA SAFETY TRAINING**

- 4.6.1** All employees who work on this construction site must have no less than 10 hours of OSHA-approved safety and health training. See Chapter 306 of the Acts of 2004.
- 4.6.1** The Contractor and all Subcontractors shall furnish to the Owner, with the certified payroll reports, documentation indicating that each employee has successfully completed 10 hours of a course in construction safety and health. This course must be approved by the United States Occupational Health and Safety Administration (OSHA).

**END OF PREVAILING WAGE AND LABOR REGULATION**  
**00.73.43**



MAURA HEALEY  
Governor

KIM DRISCOLL  
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

LAUREN JONES  
Secretary

MICHAEL FLANAGAN  
Director

**Awarding Authority:** Warren housing authority  
**Contract Number:** 318090 **City/Town:** WARREN  
**Description of Work:** Apartment 32B bathroom renovation  
**Job Location:** Winthrop Terr

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Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- 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 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, the 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. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- 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 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 a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must 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. For a sample payroll reporting form go to <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.
- Contractors must obtain the wage schedules from awarding authorities. 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.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (WORCESTER)</i>	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79
BOILERMAKERS LOCAL 29						

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

**Notes:**

**Apprentice to Journeyworker Ratio:1:4**

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2025	\$63.66	\$11.49	\$22.90	\$0.00	\$98.05
BRICKLAYERS LOCAL 3 (WORCESTER)	08/01/2025	\$65.81	\$11.49	\$22.90	\$0.00	\$100.20
	02/01/2026	\$67.16	\$11.49	\$22.90	\$0.00	\$101.55
	08/01/2026	\$69.36	\$11.49	\$22.90	\$0.00	\$103.75
	02/01/2027	\$70.76	\$11.49	\$22.90	\$0.00	\$105.15

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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.83	\$11.49	\$22.90	\$0.00	\$66.22
2	60	\$38.20	\$11.49	\$22.90	\$0.00	\$72.59
3	70	\$44.56	\$11.49	\$22.90	\$0.00	\$78.95
4	80	\$50.93	\$11.49	\$22.90	\$0.00	\$85.32
5	90	\$57.29	\$11.49	\$22.90	\$0.00	\$91.68

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.91	\$11.49	\$22.90	\$0.00	\$67.30
2	60	\$39.49	\$11.49	\$22.90	\$0.00	\$73.88
3	70	\$46.07	\$11.49	\$22.90	\$0.00	\$80.46
4	80	\$52.65	\$11.49	\$22.90	\$0.00	\$87.04
5	90	\$59.23	\$11.49	\$22.90	\$0.00	\$93.62

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
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ENGINEERS LOCAL 98  
For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2024	\$47.35	\$9.90	\$19.05	\$0.00	\$76.30
	06/01/2025	\$48.85	\$9.90	\$19.05	\$0.00	\$77.80
	12/01/2025	\$50.35	\$9.90	\$19.05	\$0.00	\$79.30
	06/01/2026	\$51.90	\$9.90	\$19.05	\$0.00	\$80.85
	12/01/2026	\$53.40	\$9.90	\$19.05	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
	12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
	06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
	12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	12/01/2024	\$46.53	\$9.90	\$19.05	\$0.00	\$75.48
	06/01/2025	\$48.03	\$9.90	\$19.05	\$0.00	\$76.98
	12/01/2025	\$49.53	\$9.90	\$19.05	\$0.00	\$78.48
	06/01/2026	\$51.08	\$9.90	\$19.05	\$0.00	\$80.03
	12/01/2026	\$52.58	\$9.90	\$19.05	\$0.00	\$81.53

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

**Apprentice - CARPENTER - Zone 2 Eastern MA**

**Effective Date - 03/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

**Effective Date - 09/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45
2	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45
3	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21
4	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21
5	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95
6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95
7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77
8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77

**Notes:**

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

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
	10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
3	65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.34
4	70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.68
5	75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.81
6	80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.14
7	85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.47
8	90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.81

Effective Date - 10/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
2	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
3	65	\$18.04	\$7.02	\$1.00	\$0.00	\$26.06
4	70	\$19.43	\$7.02	\$1.00	\$0.00	\$27.45
5	75	\$20.81	\$7.02	\$4.80	\$0.00	\$32.63
6	80	\$22.20	\$7.02	\$4.80	\$0.00	\$34.02
7	85	\$23.59	\$7.02	\$4.80	\$0.00	\$35.41
8	90	\$24.98	\$7.02	\$4.80	\$0.00	\$36.80

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	07/01/2024	\$49.19	\$13.35	\$24.21	\$1.80	\$88.55
BRICKLAYERS LOCAL 3 (WORCESTER)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - CEMENT MASONRY/PLASTERING - Worcester**

**Effective Date - 07/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.60	\$13.35	\$16.43	\$0.00	\$54.38
2	60	\$29.51	\$13.35	\$19.21	\$1.80	\$63.87
3	65	\$31.97	\$13.35	\$20.21	\$1.80	\$67.33
4	70	\$34.43	\$13.35	\$21.21	\$1.80	\$70.79
5	75	\$36.89	\$13.35	\$22.21	\$1.80	\$74.25
6	80	\$39.35	\$13.35	\$23.21	\$1.80	\$77.71
7	90	\$44.27	\$13.35	\$24.21	\$1.80	\$83.63

**Notes:**

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

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

CHAIN SAW OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR	12/01/2023	\$43.06	\$13.78	\$15.15	\$0.00	\$71.99
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
PAINTERS LOCAL 35 - ZONE 2						

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PAINTER Local 35 - BRIDGES/TANKS							
Effective Date - 01/01/2025							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25	
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	
Notes:							
Steps are 750 hrs.							
Apprentice to Journeyworker Ratio:1:1							
DEMO: ADZEMAN		12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
LABORERS - ZONE 2		06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
		12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
		06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
		12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
		06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
		12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
		06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
		12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR		12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
LABORERS - ZONE 2		06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
		12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
		06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
		12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
		06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
		12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
		06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
		12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS		12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
LABORERS - ZONE 2		06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
		12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
		06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
		12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
		06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
		12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
		06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
		12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
Issue Date: 04/24/2025 Wage Request Number: 20250423-073 Page 9 of 35							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2024	\$78.11	\$10.08	\$24.29	\$0.00	\$112.48
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

**Apprentice - *ELECTRICIAN - Local 7***

**Effective Date - 12/29/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.42	\$7.35	\$0.61	\$0.00	\$28.38
2	45	\$22.98	\$7.35	\$0.69	\$0.00	\$31.02
3	50	\$25.53	\$13.25	\$7.47	\$0.00	\$46.25
4	55	\$28.08	\$13.25	\$7.54	\$0.00	\$48.87
5	65	\$33.19	\$13.25	\$9.74	\$0.00	\$56.18
6	70	\$35.74	\$13.25	\$11.19	\$0.00	\$60.18

**Effective Date - 06/29/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.86	\$7.50	\$0.63	\$0.00	\$28.99
2	45	\$23.47	\$7.50	\$0.70	\$0.00	\$31.67
3	50	\$26.08	\$13.50	\$7.53	\$0.00	\$47.11
4	55	\$28.69	\$13.50	\$7.61	\$0.00	\$49.80
5	65	\$33.90	\$13.50	\$9.84	\$0.00	\$57.24
6	70	\$36.51	\$13.50	\$11.30	\$0.00	\$61.31

**Notes:**

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

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

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2025	\$62.83	\$16.28	\$21.36	\$0.00	\$100.47
	01/01/2026	\$63.68	\$16.38	\$21.76	\$0.00	\$101.82
	01/01/2027	\$64.53	\$16.48	\$22.16	\$0.00	\$103.17



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

**Effective Date -** 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.42	\$16.28	\$0.00	\$0.00	\$47.70
2	55	\$34.56	\$16.28	\$21.36	\$0.00	\$72.20
3	65	\$40.84	\$16.28	\$21.36	\$0.00	\$78.48
4	70	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
5	80	\$50.26	\$16.28	\$21.36	\$0.00	\$87.90

**Effective Date -** 01/01/2026

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.84	\$16.38	\$0.00	\$0.00	\$48.22
2	55	\$35.02	\$16.38	\$21.76	\$0.00	\$73.16
3	65	\$41.39	\$16.38	\$21.76	\$0.00	\$79.53
4	70	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
5	80	\$50.94	\$16.38	\$21.76	\$0.00	\$89.08

**Notes:**

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

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

ELEVATOR CONSTRUCTOR HELPER	01/01/2025	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2026	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
	01/01/2027	\$45.17	\$16.48	\$22.16	\$0.00	\$83.81
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
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	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
ELECTRICIANS LOCAL 7	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
<i>LOCAL 7</i>	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						

FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
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**Apprentice - OPERATING ENGINEERS - Local 98 Class 3**

**Effective Date -** 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.42	\$13.78	\$15.15	\$0.00	\$52.35
2	70	\$27.32	\$13.78	\$15.15	\$0.00	\$56.25
3	80	\$31.22	\$13.78	\$15.15	\$0.00	\$60.15
4	90	\$35.13	\$13.78	\$15.15	\$0.00	\$64.06

**Notes:**

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

**Apprentice to Journeyworker Ratio:1:6**

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
	06/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	12/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	06/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
	12/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57

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

FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i>	03/01/2024	\$49.47	\$8.83	\$20.27	\$0.00	\$78.57
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**Apprentice - FLOORCOVERER - Local 2168 Zone II**

**Effective Date -** 03/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.74	\$8.83	\$1.76	\$0.00	\$35.33
2	55	\$27.21	\$8.83	\$1.76	\$0.00	\$37.80
3	60	\$29.68	\$8.83	\$3.52	\$0.00	\$42.03
4	65	\$32.16	\$8.83	\$3.52	\$0.00	\$44.51
5	70	\$34.63	\$8.83	\$16.75	\$0.00	\$60.21
6	75	\$37.10	\$8.83	\$16.75	\$0.00	\$62.68
7	80	\$39.58	\$8.83	\$18.51	\$0.00	\$66.92
8	85	\$42.05	\$8.83	\$18.51	\$0.00	\$69.39

**Notes:** Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$32.63/ 3&4 \$39.28/ 5&6 \$59.86/ 7&8 \$66.52

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.25	\$13.78	\$15.15	\$0.00	\$68.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

**Apprentice - GLAZIER - Local 35 Zone 2**

**Effective Date - 01/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85

**Notes:**

Steps are 750 hrs.

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

GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PLUMBERS LOCAL 4</i>	03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
	09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
	03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS LOCAL 4</i>	03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
	09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
	03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51

For apprentice rates see "Apprentice- LABORER"

HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71

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

INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (WORCESTER)</i>	09/01/2024	\$51.23	\$14.75	\$19.61	\$0.00	\$85.59
	09/01/2025	\$54.31	\$14.75	\$19.61	\$0.00	\$88.67
	09/01/2026	\$57.38	\$14.75	\$19.61	\$0.00	\$91.74

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

**Effective Date -** 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.62	\$14.75	\$14.32	\$0.00	\$54.69
2	60	\$30.74	\$14.75	\$15.37	\$0.00	\$60.86
3	70	\$35.86	\$14.75	\$16.43	\$0.00	\$67.04
4	80	\$40.98	\$14.75	\$17.49	\$0.00	\$73.22

**Effective Date -** 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.16	\$14.75	\$14.32	\$0.00	\$56.23
2	60	\$32.59	\$14.75	\$15.37	\$0.00	\$62.71
3	70	\$38.02	\$14.75	\$16.43	\$0.00	\$69.20
4	80	\$43.45	\$14.75	\$17.49	\$0.00	\$75.69

**Notes:**

Steps are 1 year

**Apprentice to Journeyworker Ratio:1:4**

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (WORCESTER AREA)</i>	03/16/2024	\$53.67	\$8.35	\$26.70	\$0.00	\$88.72
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Apprentice - IRONWORKER - Local 7 Worcester

Effective Date - 03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$32.20	\$8.35	\$26.70	\$0.00	\$67.25
2	70	\$37.57	\$8.35	\$26.70	\$0.00	\$72.62
3	75	\$40.25	\$8.35	\$26.70	\$0.00	\$75.30
4	80	\$42.94	\$8.35	\$26.70	\$0.00	\$77.99
5	85	\$45.62	\$8.35	\$26.70	\$0.00	\$80.67
6	90	\$48.30	\$8.35	\$26.70	\$0.00	\$83.35

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

LABORER LABORERS - ZONE 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.37	\$9.90	\$18.36	\$0.00	\$51.63
2	70	\$27.27	\$9.90	\$18.36	\$0.00	\$55.53
3	80	\$31.16	\$9.90	\$18.36	\$0.00	\$59.42
4	90	\$35.06	\$9.90	\$18.36	\$0.00	\$63.32

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.20	\$9.90	\$18.36	\$0.00	\$52.46
2	70	\$28.24	\$9.90	\$18.36	\$0.00	\$56.50
3	80	\$32.27	\$9.90	\$18.36	\$0.00	\$60.53
4	90	\$36.31	\$9.90	\$18.36	\$0.00	\$64.57

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.34	\$9.90	\$18.46	\$0.00	\$68.70
	12/01/2025	\$41.72	\$9.90	\$18.46	\$0.00	\$70.08
	06/01/2026	\$43.16	\$9.90	\$18.46	\$0.00	\$71.52
	12/01/2026	\$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.37	\$9.90	\$18.46	\$0.00	\$51.73
2	70	\$27.27	\$9.90	\$18.46	\$0.00	\$55.63
3	80	\$31.16	\$9.90	\$18.46	\$0.00	\$59.52
4	90	\$35.06	\$9.90	\$18.46	\$0.00	\$63.42

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.20	\$9.90	\$18.46	\$0.00	\$52.56
2	70	\$28.24	\$9.90	\$18.46	\$0.00	\$56.60
3	80	\$32.27	\$9.90	\$18.46	\$0.00	\$60.63
4	90	\$36.31	\$9.90	\$18.46	\$0.00	\$64.67

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028	\$50.59	\$9.90	\$18.42	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	02/01/2025	\$43.84	\$11.49	\$20.78	\$0.00	\$76.11
	08/01/2025	\$44.75	\$11.49	\$20.78	\$0.00	\$77.02
	02/01/2026	\$45.83	\$11.49	\$20.78	\$0.00	\$78.10
	08/01/2026	\$47.59	\$11.49	\$20.78	\$0.00	\$79.86
	02/01/2027	\$48.71	\$11.49	\$20.78	\$0.00	\$80.98



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

**Effective Date - 02/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.92	\$11.49	\$20.78	\$0.00	\$54.19
2	60	\$26.30	\$11.49	\$20.78	\$0.00	\$58.57
3	70	\$30.69	\$11.49	\$20.78	\$0.00	\$62.96
4	80	\$35.07	\$11.49	\$20.78	\$0.00	\$67.34
5	90	\$39.46	\$11.49	\$20.78	\$0.00	\$71.73

**Effective Date - 08/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.38	\$11.49	\$20.78	\$0.00	\$54.65
2	60	\$26.85	\$11.49	\$20.78	\$0.00	\$59.12
3	70	\$31.33	\$11.49	\$20.78	\$0.00	\$63.60
4	80	\$35.80	\$11.49	\$20.78	\$0.00	\$68.07
5	90	\$40.28	\$11.49	\$20.78	\$0.00	\$72.55

**Notes:**

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

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

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

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

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)	01/06/2025	\$43.48	\$10.08	\$21.22	\$0.00	\$74.78
MILLWRIGHTS LOCAL 1121 - Zone 3	01/05/2026	\$45.76	\$10.08	\$21.22	\$0.00	\$77.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
<b>Apprentice - MILLWRIGHT - Local 1121 Zone 3</b>							
<b>Effective Date - 01/06/2025</b>							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$23.91	\$10.08	\$5.36	\$0.00	\$39.35	
2	65	\$28.26	\$10.08	\$6.34	\$0.00	\$44.68	
3	75	\$32.61	\$10.08	\$18.78	\$0.00	\$61.47	
4	85	\$36.96	\$10.08	\$19.76	\$0.00	\$66.80	
<b>Effective Date - 01/05/2026</b>							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$25.17	\$10.08	\$5.36	\$0.00	\$40.61	
2	65	\$29.74	\$10.08	\$6.34	\$0.00	\$46.16	
3	75	\$34.32	\$10.08	\$18.78	\$0.00	\$63.18	
4	85	\$38.90	\$10.08	\$19.76	\$0.00	\$68.74	
<div>Notes: Step 1&amp;2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>							
<b>Apprentice to Journeyworker Ratio:1:4</b>							
MORTAR MIXER		12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2		06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER		12/01/2023	\$35.02	\$13.78	\$15.15	\$0.00	\$63.95
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS VI		12/01/2023	\$32.74	\$13.78	\$15.15	\$0.00	\$61.67
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS)		01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
PAINTERS LOCAL 35 - ZONE 2							

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26
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\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used.PAINTERS LOCAL 35 - ZONE 2

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

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.68	\$9.95	\$0.00	\$0.00	\$34.63
2	55	\$27.15	\$9.95	\$6.66	\$0.00	\$43.76
3	60	\$29.62	\$9.95	\$7.26	\$0.00	\$46.83
4	65	\$32.08	\$9.95	\$7.87	\$0.00	\$49.90
5	70	\$34.55	\$9.95	\$20.32	\$0.00	\$64.82
6	75	\$37.02	\$9.95	\$20.93	\$0.00	\$67.90
7	80	\$39.49	\$9.95	\$21.53	\$0.00	\$70.97
8	90	\$44.42	\$9.95	\$22.74	\$0.00	\$77.11

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32
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PAINTERS LOCAL 35 - ZONE 2

**Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint****Effective Date -** 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37

**Notes:**

Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, NEW) \*

01/01/2025

\$47.96

\$9.95

\$23.95

\$0.00

\$81.86

\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

**Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW****Effective Date -** 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85

**Notes:**

Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, REPAINT)

01/01/2025

\$46.02

\$9.95

\$23.95

\$0.00

\$79.92

*PAINTERS LOCAL 35 - ZONE 2*

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
<b>Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT</b>							
<b>Effective Date - 01/01/2025</b>							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.96	
2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92	
3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82	
4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73	
5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48	
6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40	
7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30	
8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.11	
<div>Notes:</div> <div>Steps are 750 hrs.</div>							
<b>Apprentice to Journeyworker Ratio:1:1</b>							
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)		12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
LABORERS - ZONE 2 (HEAVY & HIGHWAY)		06/01/2025	\$40.34	\$9.90	\$18.46	\$0.00	\$68.70
		12/01/2025	\$41.72	\$9.90	\$18.46	\$0.00	\$70.08
		06/01/2026	\$43.16	\$9.90	\$18.46	\$0.00	\$71.52
		12/01/2026	\$44.60	\$9.90	\$18.46	\$0.00	\$72.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER		01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
		12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
		01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
		06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
		12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
		01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)		08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER		08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
PILE DRIVER LOCAL 56 (ZONE 2)							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
<b>Apprentice - PILE DRIVER - Local 56 Zone 2</b>							
<b>Effective Date - 08/01/2024</b>							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45	\$23.39	\$10.08	\$2.53	\$0.00	\$36.00	
2	55	\$28.58	\$10.08	\$5.07	\$0.00	\$43.73	
3	70	\$36.38	\$10.08	\$19.22	\$0.00	\$65.68	
4	80	\$41.58	\$10.08	\$21.76	\$0.00	\$73.42	
<div><div>Notes:</div><div>% Indentured BEFORE 8/1/2020, 50/60/70/75/80/80/90/90</div><div>Step 1 \$60.36/2 \$65.75/3 \$70.75/4 \$73.35/5&amp;6 \$75.95/7&amp;8 81.14</div></div>							
<b>Apprentice to Journeyworker Ratio:1:5</b>							
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PIPELAYER		12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2		06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
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PIPELAYER (HEAVY & HIGHWAY)		12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)		06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
		12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
		06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
		12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
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PLUMBER & PIPEFITTER		03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
PLUMBERS LOCAL 4		09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
		03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - PLUMBER/PIPEFITTER - Local 4**

**Effective Date - 03/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.00	\$11.30	\$0.00	\$0.00	\$33.30
2	50	\$27.50	\$11.30	\$0.00	\$0.00	\$38.80
3	60	\$33.00	\$11.30	\$0.00	\$0.00	\$44.30
4	70	\$38.50	\$11.30	\$8.06	\$0.00	\$57.86
5	80	\$44.00	\$11.30	\$8.06	\$0.00	\$63.36

**Effective Date - 09/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.56	\$11.30	\$0.00	\$0.00	\$33.86
2	50	\$28.20	\$11.30	\$0.00	\$0.00	\$39.50
3	60	\$33.84	\$11.30	\$0.00	\$0.00	\$45.14
4	70	\$39.48	\$11.30	\$8.06	\$0.00	\$58.84
5	80	\$45.12	\$11.30	\$8.06	\$0.00	\$64.48

**Notes:**

Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85%  
Step 4 w/lic \$52.59, Step 5 w/lic \$57.44

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

PNEUMATIC CONTROLS (TEMP.)	03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
PLUMBERS LOCAL 4	09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
	03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87

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

PNEUMATIC DRILL/TOOL OPERATOR	12/01/2024	\$39.70	\$9.90	\$17.54	\$0.00	\$67.14
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$17.54	\$0.00	\$68.53
	12/01/2025	\$42.47	\$9.90	\$17.54	\$0.00	\$69.91
	06/01/2026	\$43.91	\$9.90	\$17.54	\$0.00	\$71.35
	12/01/2026	\$45.35	\$9.90	\$17.54	\$0.00	\$72.79
	06/01/2027	\$46.80	\$9.90	\$17.54	\$0.00	\$74.24
	12/01/2027	\$48.25	\$9.90	\$17.54	\$0.00	\$75.69
	06/01/2028	\$49.75	\$9.90	\$17.54	\$0.00	\$77.19
	12/01/2028	\$51.25	\$9.90	\$17.54	\$0.00	\$78.69

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.95	\$9.90	\$18.36	\$0.00	\$68.21
	06/01/2025	\$41.34	\$9.90	\$18.36	\$0.00	\$69.60
	12/01/2025	\$42.72	\$9.90	\$18.36	\$0.00	\$70.98
	06/01/2026	\$44.16	\$9.90	\$18.36	\$0.00	\$72.42
	12/01/2026	\$45.60	\$9.90	\$18.36	\$0.00	\$73.86
	06/01/2027	\$47.05	\$9.90	\$18.36	\$0.00	\$75.31
	12/01/2027	\$48.50	\$9.90	\$18.36	\$0.00	\$76.76
	06/01/2028	\$50.00	\$9.90	\$18.36	\$0.00	\$78.26
	12/01/2028	\$51.50	\$9.90	\$18.36	\$0.00	\$79.76
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$45.21
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Dampproofg) <i>ROOFERS LOCAL 33</i>	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - ROOFER - Local 33**

**Effective Date -** 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.02	\$13.28	\$15.55	\$0.00	\$54.85
2	60	\$31.22	\$13.28	\$21.70	\$0.00	\$66.20
3	65	\$33.82	\$13.28	\$21.70	\$0.00	\$68.80
4	75	\$39.02	\$13.28	\$21.70	\$0.00	\$74.00
5	85	\$44.23	\$13.28	\$21.70	\$0.00	\$79.21

**Effective Date -** 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.77	\$13.28	\$15.55	\$0.00	\$55.60
2	60	\$32.12	\$13.28	\$21.70	\$0.00	\$67.10
3	65	\$34.79	\$13.28	\$21.70	\$0.00	\$69.77
4	75	\$40.15	\$13.28	\$21.70	\$0.00	\$75.13
5	85	\$45.50	\$13.28	\$21.70	\$0.00	\$80.48

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

**Apprentice to Journeyworker Ratio:\*\***

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	02/01/2025	\$52.28	\$13.28	\$21.70	\$0.00	\$87.26
	08/01/2025	\$53.78	\$13.28	\$21.70	\$0.00	\$88.76
	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30

**Apprentice - SHEET METAL WORKER - Local 63**

**Effective Date - 01/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.00	\$5.49	\$4.86	\$0.85	\$30.20
2	50	\$21.12	\$6.10	\$5.40	\$0.94	\$33.56
3	55	\$23.23	\$6.71	\$9.71	\$1.15	\$40.80
4	60	\$25.34	\$7.32	\$9.71	\$1.23	\$43.60
5	65	\$27.45	\$7.93	\$9.71	\$1.31	\$46.40
6	70	\$29.56	\$8.54	\$9.71	\$1.39	\$49.20
7	75	\$31.67	\$9.15	\$9.71	\$1.47	\$52.00
8	80	\$33.78	\$9.76	\$17.66	\$1.78	\$62.98
9	85	\$35.90	\$10.37	\$17.66	\$1.86	\$65.79
10	90	\$38.01	\$10.98	\$17.66	\$1.94	\$68.59

**Notes:**

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

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	04/01/2023	\$47.43	\$11.45	\$16.61	\$0.00	\$75.49

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.34	\$8.22	\$0.00	\$0.00	\$29.56
2	50	\$23.72	\$8.22	\$0.00	\$0.00	\$31.94
3	55	\$26.09	\$11.45	\$7.20	\$0.00	\$44.74
4	60	\$28.46	\$11.45	\$8.35	\$0.00	\$48.26
5	65	\$30.83	\$11.45	\$8.35	\$0.00	\$50.63
6	70	\$33.20	\$11.45	\$8.60	\$0.00	\$53.25
7	75	\$35.57	\$11.45	\$8.60	\$0.00	\$55.62
8	80	\$37.94	\$11.45	\$8.60	\$0.00	\$57.99
9	85	\$40.32	\$11.45	\$8.60	\$0.00	\$60.37
10	90	\$42.69	\$11.45	\$8.60	\$0.00	\$62.74

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
ELECTRICIANS LOCAL 7	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 12/29/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.42	\$7.35	\$0.61	\$0.00	\$28.38
2	45	\$22.98	\$7.35	\$0.69	\$0.00	\$31.02
3	50	\$25.53	\$13.25	\$7.47	\$0.00	\$46.25
4	55	\$28.08	\$13.25	\$7.54	\$0.00	\$48.87
5	65	\$33.19	\$13.25	\$9.74	\$0.00	\$56.18
6	70	\$35.74	\$13.25	\$11.19	\$0.00	\$60.18

Effective Date - 06/29/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.86	\$7.50	\$0.63	\$0.00	\$28.99
2	45	\$23.47	\$7.50	\$0.70	\$0.00	\$31.67
3	50	\$26.08	\$13.50	\$7.53	\$0.00	\$47.11
4	55	\$28.69	\$13.50	\$7.61	\$0.00	\$49.80
5	65	\$33.90	\$13.50	\$9.84	\$0.00	\$57.24
6	70	\$36.51	\$13.50	\$11.30	\$0.00	\$61.31

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/10/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

Classification			Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)</b>								
<b>Effective Date - 02/01/2025</b>								
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$32.37		\$11.49	\$23.59	\$0.00	\$67.45	
2	60	\$38.84		\$11.49	\$23.59	\$0.00	\$73.92	
3	70	\$45.32		\$11.49	\$23.59	\$0.00	\$80.40	
4	80	\$51.79		\$11.49	\$23.59	\$0.00	\$86.87	
5	90	\$58.27		\$11.49	\$23.59	\$0.00	\$93.35	
<b>Effective Date - 08/01/2025</b>								
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$33.45		\$11.49	\$23.59	\$0.00	\$68.53	
2	60	\$40.13		\$11.49	\$23.59	\$0.00	\$75.21	
3	70	\$46.82		\$11.49	\$23.59	\$0.00	\$81.90	
4	80	\$53.51		\$11.49	\$23.59	\$0.00	\$88.59	
5	90	\$60.20		\$11.49	\$23.59	\$0.00	\$95.28	
<b>Notes:</b>								
<b>Apprentice to Journeyworker Ratio:1:5</b>								
TERRAZZO MECHANIC			02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE			08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
			02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
			08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
			02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

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

**Effective Date -** 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.91	\$11.49	\$23.56	\$0.00	\$67.96
2	60	\$39.49	\$11.49	\$23.56	\$0.00	\$74.54
3	70	\$46.07	\$11.49	\$23.56	\$0.00	\$81.12
4	80	\$52.66	\$11.49	\$23.56	\$0.00	\$87.71
5	90	\$59.24	\$11.49	\$23.56	\$0.00	\$94.29

**Effective Date -** 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.99	\$11.49	\$23.56	\$0.00	\$69.04
2	60	\$40.78	\$11.49	\$23.56	\$0.00	\$75.83
3	70	\$47.58	\$11.49	\$23.56	\$0.00	\$82.63
4	80	\$54.38	\$11.49	\$23.56	\$0.00	\$89.43
5	90	\$61.17	\$11.49	\$23.56	\$0.00	\$96.22

**Notes:**

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

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$50.20	\$9.90	\$19.05	\$0.00	\$79.15
	06/01/2025	\$51.70	\$9.90	\$19.05	\$0.00	\$80.65
	12/01/2025	\$53.20	\$9.90	\$19.05	\$0.00	\$82.15
	06/01/2026	\$54.75	\$9.90	\$19.05	\$0.00	\$83.70
	12/01/2026	\$56.25	\$9.90	\$19.05	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$46.32	\$9.90	\$19.05	\$0.00	\$75.27
	06/01/2025	\$47.82	\$9.90	\$19.05	\$0.00	\$76.77
	12/01/2025	\$49.32	\$9.90	\$19.05	\$0.00	\$78.27
	06/01/2026	\$50.87	\$9.90	\$19.05	\$0.00	\$79.82
	12/01/2026	\$52.37	\$9.90	\$19.05	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
	12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
	06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
	12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
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>	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS LOCAL 4</i>	03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
	09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
	03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

#### Additional Apprentice Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.



**SECTION 01.11.10  
SUMMARY OF WORK**

**Scope of Work for Bathroom Renovation (32B) at Warren Housing Authority**

**Project Overview:**

This project entails the renovation of a bathroom within the Warren Housing Authority. The scope of work includes the removal and replacement of various bathroom fixtures and materials. Contractors are invited to submit a quote based on the following specifications:

**1. Demolition and Removal:**

- Remove existing wall tile at shower surround, including any associated trim, panels and accessories.
- Remove old shower valves, heads, and piping that requires replacement.
- Disconnect and remove the old sink, faucet, and associated plumbing fixtures.
- Remove the existing bathroom baseboard heater unit.
- Remove the existing thermostat from the wall.
- Remove existing medicine cabinet

**2. Shower Renovation:**

- Install new shower surround (one-piece or three-piece sealed surround is preferred).
- Replace shower valves, ensuring proper installation and functionality.
- Install a new shower head, including a tub spout, blocking, and insulation of all exposed wall cavities.
- Re-secure applicable grab bars or other shower fixtures.

**3. Sink and Faucet Replacement:**

- Install new sink.
- Provide sealant around the sink.
- Ensure proper sealing and alignment of the sink and faucet to prevent leaks.
- Install a new faucet with the necessary plumbing connections.
- Install new shut-offs as required.
- Install new commercial grade medicine cabinet.

**4. Install a commercial-grade access panel** opposite the wall, providing access to newly installed quarter-turn shut-off valves for both hot and cold water supply lines.

**5. Bathroom Heater Replacement:**

- Remove the existing bathroom heater.
- Install new wall mount dial type thermostat.
- Install a new 4' stick heat unit, as specified by the Housing Authority, ensuring proper placement and functionality.

**General Requirements:**

- All work must comply with local building codes and regulations.
- All necessary permits and inspections required by the municipality must be obtained.
- The project must be completed in a timely manner, minimizing disruption to residents.

**Construction Contract Time Frame:**

- Upon successful board vote approval, the construction contract will have a duration of 45 days. This timeframe encompasses the provision of a certificate of insurance and proof of construction safety licenses (CSL). Additionally, a 1-year workmanship guarantee must be provided.

**Contractor Responsibilities:**

- Ensure that all areas are thoroughly cleaned and debris is removed at the conclusion of each workday.
- A dumpster will be provided on-site for debris disposal.
- Paint damage will be repaired by the contractor, while wall paint will be provided by the Housing Authority.

**Contractor Requirements:**

- Provide an itemized quote for labor and materials.
- Provide the estimated timeline for completion.
- Present proof of insurance, bonding, and any necessary licenses.
- Provide references from 3 previous renovation projects.

**Additional Notes:**

A final inspection of the completed work will be conducted once the project is finished.

**END OF SECTION OF SUMMARY OF WORK**  
**01.11.10**

## **El Mustee Topaz 30 In. X 60 In. 3-Piece Direct To Stud Tub Surround In White**

**MFG PART** 670WHT

**BRAND** El Mustee

**Make & Model**

**Brand** El Mustee

**Country of Origin** USA

**UNSPSC**30181507

**UPC** 671031005045

**Specifications**

**Color** White

**Features** Slip Resistant Tub

**Installation Type** Direct-to-Stud

**Material** Fiberglass

**Number of Interior Shelves** 2

**Number of Panels** 3

**Package Quantity** 1

**Surface Type** Smooth

**Wall Design/Pattern** Traditional Tile

**Wall Type** Tub

**Assembled Dimensions**

**Product Depth** 30 in.

**Product Height** 74.75 in.

**Product Length** 60 in.

**Product Weight** 155 lb.

**Product Width** 30 in.

**Certifications & Standards**

**AbilityOne**

**ADA Compliant**

**Certifications & Standards** ANSI Compliant, ASTM Compliant, IAPMO Certified

**GSA Approved**

**Made in the USA**

**TAA/BAA Compliant**

**UL Listed**

**HazMat**

**Hazardous**

**Packaging Dimensions**

**Height** 6.000

**Length** 61.500

**Size Measure** IN

**Weight** 50.000

**Weight Measure** LB

**Width** 62.250

Location:



**SYMMONS® Safetymix®**

1-215-X

Tub/Shower System

**Specification Submittal**



### Model Numbers

- ☐ **1-215-X** Tub and Shower System with Symmons Safetymix pressure balancing mixing valve

### Options/ Modifications

- ☐ **1.5** 1.5 gpm (5.7 L/min) flow restrictor
- ☐ **TRM** Trim only, valve body ordered separately
- ☐ **X** Integral stops - allows water shut off at valve for service. Recommended for use on all multiple commercial installations
- ☐ **X-CHKS** Integral check stops - for use in installations where a positive shut-off device is used downstream of mixing valve

**Note:** Append appropriate -suffix to model number.

### Compliance

- ASME A112.18.1/CSA B125.1



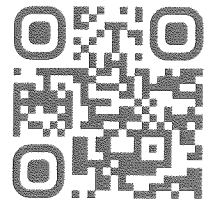
### Feature Highlights

- Symmons tub and shower system with a lever handle
- Symmons Safetymix pressure balancing mixing valve with adjustable stop screw to limit handle turn
- Integral service stops - allows water shut-off at valve for service
- Diverter tub spout with twin ell and bushing adapter
- Single mode, super showerhead #4-231 with arm and flange
- Showerhead has adjustable flood or mist spray
- Standard flow rate 2.0 gpm (7.6 L/min)
- Polished chrome finish

### Warranty

**Limited Lifetime** - to the original end purchaser in consumer/residential installations.

**10 Years** - for commercial/industrial installations. Refer to [www.symmons.com/warranty](http://www.symmons.com/warranty) for complete warranty information.



### Architectural/ Engineering Specification

Symmons Safetymix Tub and Shower System \_\_\_\_\_ Includes Symmons tub and shower system with a lever handle, Symmons Safetymix pressure balancing mixing valve with adjustable stop screw to limit handle turn, Integral service stops - allows water shut-off at valve for service, Diverter tub spout with twin ell and bushing adapter, Single mode, super showerhead #4-231 with arm and flange, Showerhead has adjustable flood or mist spray, Standard flow rate 2.0 gpm (7.6 L/min), Polished chrome finish 10 Year Commercial Warranty, ASME A112.18.1/CSA B125.1 compliant. Available options: "1.5 - 1.5 gpm (5.7 L/min) flow restrictor", "TRM - Trim only, valve body ordered separately", "X - Integral stops - allows water shut off at valve for service. Recommended for use on all multiple commercial installations", "X-CHKS - Integral check stops - for use in installations where a positive shut-off device is used downstream of mixing valve".

Symmons Industries, Inc. ■ 31 Brooks Drive ■ Braintree, MA 02184 ■ Phone: (800) 796-6667 ■ Fax: (800) 961-9621

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DHCD 11/13/17  
c.149 \$10K-\$50K

TECHNICAL SPECIFICATIONS

TUB/SHOWER SYSTEM 10.00.02

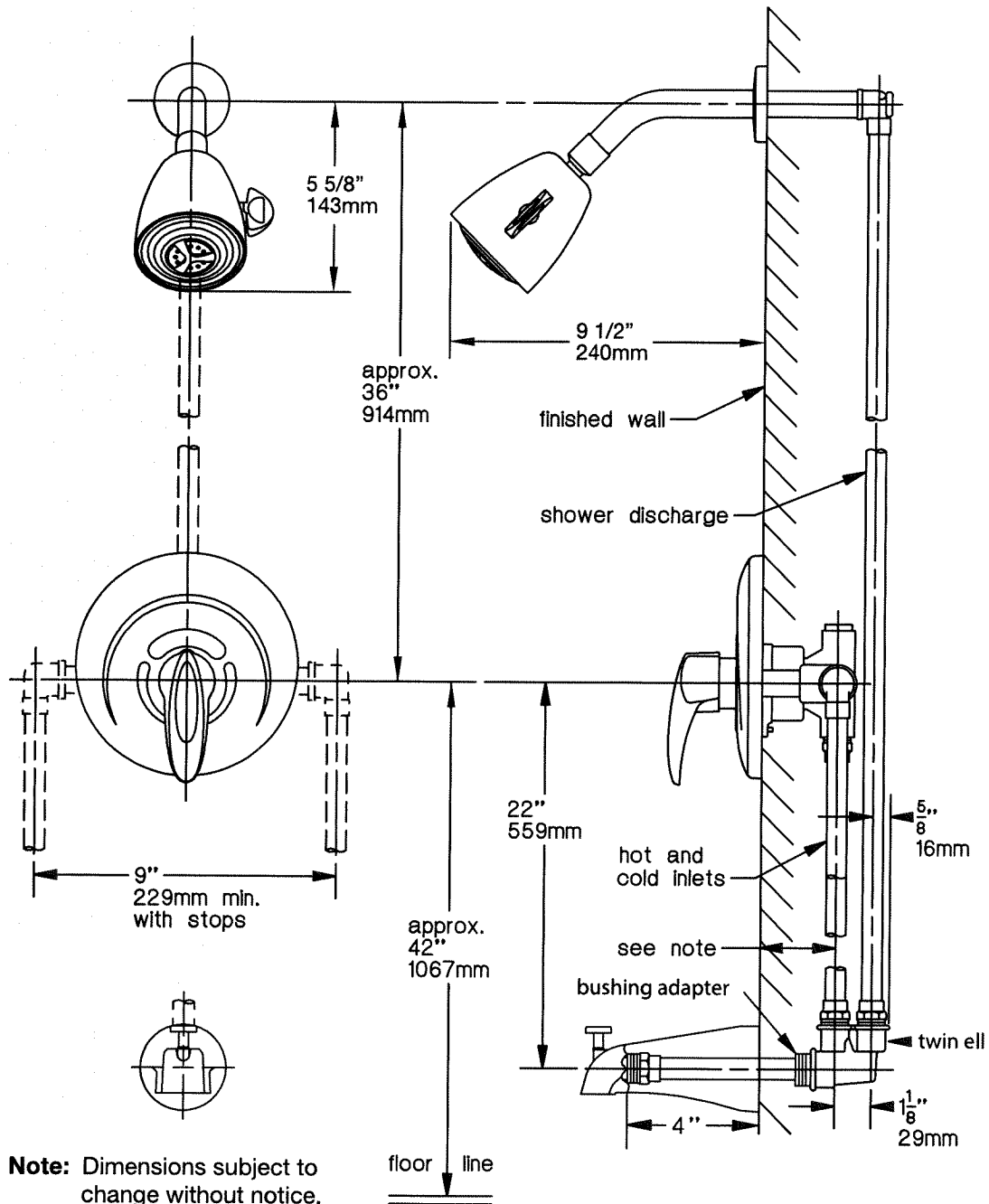
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SYMMONS<sup>®</sup> Safetymix<sup>®</sup>

1-215-X

## Dimensions



Cadet 48-in 240-Volt 1000 -Watt Standard Electric Baseboard Heater

Specifications General  
Color/Finish Family  
White

Type  
Standard

Manufacturer Color/Finish  
White

Dimensions  
Depth (Inches)  
2.5

Length (Inches)  
48

Height (Inches)  
6.75

Square Footage Heated (Sq. Feet)  
125

Features  
Amperage  
4.17

Paintable  
No

BTU Rating  
3412

Voltage (Volts)  
240

File/Certification Number  
E46120

Wattage  
1000

Material  
Steel

Warranty  
Warranty  
Limited lifetime

Certifications  
CA Residents: Prop 65 Warning(s)  
Prop 65 WARNING(S) -  
Safety Listing  
cULus safety listing

Miscellaneous  
UNSPSC 40101800

DHCD 11/13/17  
c.149 \$10K-\$50K

**KOHLER Maxstow 20-in x 24.25-in Surface Mount Dark Anodized Aluminum Mirrored Rectangle Soft Close Medicine Cabinet Model #R79224-DA1**

Specifications General

Collection Name

Maxstow

Finish Type

Finished

Color Shade

Dark

Fixture Color Family

Aluminum

Color Temperature (Kelvins)

0

Manufacturer Color/Finish

Dark Anodized Aluminum

Dimensions

Common Size (W x H)

20 x 24.25

Rough Opening Height (Inches)

0

Depth (Inches)

3.56

Rough Opening Width (Inches)

0

Height (Inches)

24.25

Width (Inches)

20

Features

Adjustable Hinges

Yes

Material

Aluminum

Adjustable Shelves

No

Mirrored

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c.149 \$10K-\$50K

TECHNICAL SPECIFICATIONS

MEDICINE CABINET

10.00.03

Yes

Beveled

No

Mount Type

Surface

Bulb(s) Included

No

Mounting Hardware Included

Yes

Concealed Hardware

No

Number of Bulbs Required

0

Concealed Hinges

No

Number of Shelves

3

Door Swing

Reversible

Outlet Included

No

Door Type

Single with mirror

Package Quantity

1

Fog Free

No

Pull Handles Included

No

Frame Type

Frameless

Shape

Rectangle

Hardware Included DHCD 11/13/17  
c.149 \$10K-\$50K

TECHNICAL SPECIFICATIONS

MEDICINE CABINET

10.00.03

PAGE 2 OF 4



Yes

Shelf Material

Glass

Hub Required

No

Side Mirror Kit Included

No

Lighted

No

Soft Close

Yes

Lockable

No

Soft Close Doors

Yes

Lowe's Exclusive

Yes

Touchscreen

No

Lumens

0

Voice Controlled

No

Compatibility

App Compatibility

No

Works with Android

No

Bluetooth Compatibility

No

Works with Apple HomeKit

No

Smart Compatible

No

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c.149 \$10K-\$50K

TECHNICAL SPECIFICATIONS  
MEDICINE CABINET  
PAGE 3 OF 4

10.00.03

Works with iOS

No

Wi-Fi Compatibility

No

Works with SmartThings

No

Works with Amazon Alexa

No

Works with the Google Assistant

No

Warranty

Warranty

1-year limited

Certifications

CA Residents: Prop 65 Warning(s)

No

Miscellaneous

UNSPSC

52171000

**American Standard Vitreous china Wall-mount Rectangular Trough Traditional White Bathroom Sink ( 18.25-Inches x 20.5-Inches ) Model #0355012.020**

Specifications

General

Color/Finish Family

White

Hardware Color Family

White

Drain Finish

No drain included

Manufacturer Color/Finish

White

Dimensions

Cutout Length (Inches)

0

Overall Length (Inches)

18.25

Cutout Width (Inches)

0

Overall Width (Inches)

20.5

Depth of Bowl (Inches)

6.5

Water Depth To Overflow (Inches)

5.75

Height Above Counter (Inches)

0

Weight (lbs.)

46

Overall Height (Inches)

12.5

Features

ADA Compliant

Yes

Mount Type

Wall-mount DHCD 11/13/17  
c.149 \$10K-\$50K

TECHNICAL SPECIFICATIONS

BATHROOM SINK

22.00.00

PAGE 1 OF 3

Corner  
No

Mounting Hardware Included  
Yes

Cutout Template Included  
Yes

Number of Faucet Holes  
3

Decorative  
Yes

Overflow Drain  
Yes

Drain Included  
No

Rust Resistant  
No

Fade Resistant  
No

Scratch Resistant  
Yes

Faucet Hole Spacing  
4-in centerset

Sink Shape  
Rectangular

Faucet Included  
No

Stain Resistant  
Yes

For Commercial Use  
No

Style  
Traditional

Items Required for Standard Installation

DHCD 11/13/17  
c.149 \$10K-\$50K

TECHNICAL SPECIFICATIONS  
BATHROOM SINK  
PAGE 2 OF 3

22.00.00

Putty knife, adjustable wrench, plumber's putty, basin wrench, tape measure, pipe wrench, drill, tubing cutter, saber saw, hacksaw, channel lock pliers, screwdriver

Trough

Yes

Material

Vitreous china

Warranty

Warranty

1-year limited

Certifications

CA Residents: Prop 65 Warning(s)

No

Miscellaneous

UNSPSC

30181500

**Delta Chrome 4-in centerset 2-Handle WaterSense Bathroom Sink Faucet Model #2529LF-LGHDF**

**Specifications**

**General**

Fixture Color Family

Chrome

Manufacturer Color/Finish

Chrome

Fixture Finish

Polished

**Dimensions**

Deck Plate Thickness (Inches)

1.688

Spout Height (Inches)

3.63

Maximum Faucet Height (Inches)

3.375

**Features**

Activation Method

Handle

Mounting Location

Deck-mount

ADA Compliant

Yes

Mounting Type

4-in centerset

Antimicrobial

No

Number of Faucet Handles

2-handle

Commercial/Residential

Residential

Package Quantity

1

Connection Type

Flexible

Pulldown Sprayer

DHCD 11/13/17  
c.149 \$10K-\$50K

TECHNICAL SPECIFICATIONS  
SINK FAUCET 22.00.00  
PAGE 1 OF 3

No

Corrosion Resistant

No

Scratch Resistant

No

Deck Plate Included

No

Soap or Lotion Dispenser

No

Drain Included

No

Spout Reach (Inches)

3.44

Drain Material

N/A - drain not included

Spout Type

Mid-arc

Fingerprint-Resistant

No

Style

Transitional

For Use with Mobile Homes

Yes

Supply Lines Included

No

For Use with RVs

Yes

Valve Included

No

Handle Type

Lever

Valve Needed for Installation

No

Handle(s) Included

DHCD 11/13/17  
c.149 \$10K-\$50K

TECHNICAL SPECIFICATIONS  
SINK FAUCET

22.00.00

Yes

Valve Type  
Cartridge valve

Lowe's Exclusive  
No

WaterSense Labeled  
Yes

Max Flow Rate  
1.2 GPM (4.5 LPM)

Compatibility  
1-Hole Sink Compatible  
No

3-Hole Sink Compatible  
Yes

2-Hole Sink Compatible  
No

Smart Compatible  
No

Warranty  
Warranty  
5-year limited

Certifications  
CA Residents: Prop 65 Warning(s)  
No

NSF 61 Certified  
Yes

Complies with Federal Lead Guidelines  
No

Miscellaneous  
UNSPSC  
30181700















