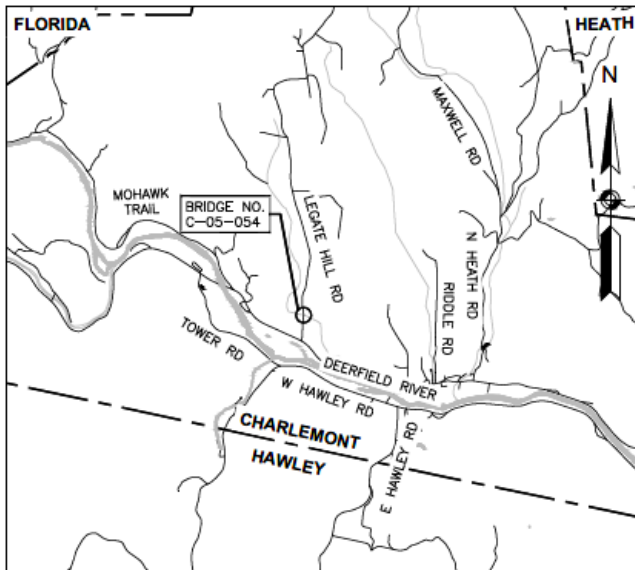


BRIDGE #C-05-054 – Legate Hill Road over Legate Hill Brook Charlemont, Massachusetts



INVITATION FOR BIDS 2025-2177 Bids due December 16, 2025 at 2pm

Contact Information:

Ellen Batchelder, MCPPO
Assistant Procurement Officer
Franklin Regional Council of Governments
12 Olive Street, Suite 2
Greenfield, MA 01301
413-774-3167 X131
FAX: 413-774-3169
Email: ebatchelder@frcog.org
Bid docs available at <http://frcog.org/bids>

Awarding Authority:

Town of Charlemont, MA



Engineering Plans and Specifications by:
Gill Engineering
Newton, MA

INVITATION FOR BIDS

BRIDGE #C-05-054 – LEGATE HILL ROAD BRIDGE FRCOG IFB 2025-2177

The Franklin Regional Council of Governments (FRCOG) will accept sealed bids on behalf of the Town of Charlemont, MA for demolition and replacement of Bridge #C-05-054 superstructure, located on Legate Hill Road over Legate Hill Brook in Charlemont, MA.

Sealed bids should be marked "**LEGATE HILL ROAD BRIDGE**" and will be received by the Franklin Regional Council of Governments, 12 Olive St. Suite 2, Greenfield, MA 01301, until **December 16, 2025 at 2 PM**. Bids received after the deadline will not be accepted. If the FRCOG office is closed for any reason, bids will be opened the following business day at 2PM. *Submit one original and one copy of the bid.*

ALL INTERESTED PARTIES ARE ENCOURAGED TO REVIEW THIS INVITATION FOR BIDS; **HOWEVER THIS IFB SHOULD BE CONSIDERED INFORMAL** AND ONLY BIDS FROM MASSDOT PREQUALIFIED CONTRACTORS IN THE REQUISITE CLASS OF WORK WILL BE CONSIDERED FOR AWARD. ALL CONTRACTORS SHOULD CONFIRM THEIR ELIGIBILITY BEFORE BIDDING. A BIDDER MAY OFFER BIDS UP TO THEIR PREQUALIFICATION AMOUNT.

PREQUALIFICATION AMOUNT: \$412,093.00
THE CLASS OF WORK IS: BRIDGE - CONSTRUCTION

Wage rates for this bid are subject to prevailing wage rates as per MGL Chapter 149, Section 26 - 27f inclusive. This bid is being undertaken per MGL Ch 30 §39M requiring a 5% bid bond/deposit and 50% Labor and Materials Payment Bond.

Qualified bidders who are Minority/Women/Disabled Owned Business Enterprises (M/W/D/BE) businesses are encouraged to apply. Other qualified bidders are encouraged to partner with disadvantaged businesses. A listing of certified disadvantaged businesses can be found at <http://www.mass.gov/sdo>. Affirmative Action, Equal Opportunity, and Workforce Participation goals apply.

There will be no pre-bid meeting. Potential contractors are invited to visit the project site and send written questions via email to the FRCOG Assistant Procurement Officer at ebatchelder@frcog.org no later than 4 PM on 12/2/2025 and they will be addressed via an addendum.

Specifications, and bid instructions are available for download from <https://frcog.org/bids>. Plans and additional reports are accessible via Dropbox links (provided in this document). Downloading from the FRCOG site will allow for automatic notification of any addenda or clarifications.

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

FRANKLIN REGIONAL COUNCIL OF GOVERNMENTS
By: *Laura Phelps, Chief Procurement Officer*
November 5, 2025

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

Advertisement for Public Works Construction Services (MGL Ch 30, §39M)

[] Greenfield Recorder Legal Ad	November 5, 2025
[] FRCOG Webpage	November 5, 2025
[] Posted at Charlemont Town Hall	November 5, 2025
[] Central Register	November 5, 2025
[] COMMBUYS	November 5, 2025

CRITICAL DATES

Deadline for Written Questions	December 2, 2025, 4PM
There will be no pre-bid meeting.	
Send questions to ebatchelder@frcog.org	

Addenda issued to Planholders	December 9, 2025
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SEALED BIDS DUE	December 16, 2025 at 2PM
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ESTIMATED DATES

Notice of Award	January 9, 2026
Contract Executed	January 23, 2026
Work Completed by	December 18, 2026

BID PACKAGE TABLE OF CONTENTS

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Attachment B Certified Payroll Reporting Forms and PW Schedule	80-end

UNDER SEPARATE COVER

The following documents for IFB 2025-2177 are available at these **DROPBOX** links:

EXHIBIT 1 GILL ENGINEERING DESIGN PLANS

<https://www.dropbox.com/scl/fi/yg6j73ljgnrrmc8s0ney3/C-05-054-BTE-2024-Chapter-85-Plans.pdf?rlkey=4cldatphezatl4a12yw70hyo2&st=j97d1fsu&dl=0>

EXHIBIT 2 GEOTECHNICAL MEMO

<https://www.dropbox.com/scl/fi/cjbicief60zck4kex8id/20240531-C05054-Geotechnical-Memo.pdf?rlkey=xp1nouldjgzrv5vlzpqhntlvo&st=39j5efs3&dl=0>

EXHIBIT 3 HYDRAULIC REPORT MEMO

<https://www.dropbox.com/scl/fi/as7s5c2dhozhp0w3nfww0/20240531-C05054-Hydraulic-Memo.pdf?rlkey=g6ba01bbshsuk0g6vupzhlacf&st=kmvl3hwg&dl=0>

PROJECT DESCRIPTION SUMMARY

Bridge #C-05-054 on Legate Hill Road over Legate Hill Brook

The work includes the superstructure replacement of Bridge C-05-054. The demolition of the existing superstructure for Bridge C-05-054 includes removing the existing steel beams, the existing stay-in-place deck, and portions of the existing concrete curtain walls. The replacement structure will consist of a glue-laminated timber deck panel with glue-laminated transverse timber stiffeners. It also includes installing a glue-laminated timber bridge railing and steel thrie beam approach guardrail and paving the bridge and approaches for Bridge C-05-054.

The repair details are presented on 9 construction drawing sheets that have been reviewed and approved by MassDOT on June 5, 2024. Traffic management required to perform the repairs shall be as shown on the construction drawings. The Engineering plans, Geotechnical Report, Hydraulic Report are included under Separate Cover.

Grant funding for this project is from the Municipal Small Bridge Program, administered by MassDOT.

The project is to be completed no later than December 18, 2026.

TECHNICAL SPECIFICATIONS

TOWN OF CHARLEMONT BRIDGE NO. C-05-054 LEGATE HILL ROAD OVER LEGATE HILL BROOK

SPECIAL PROVISIONS TO THE MASSACHUSETTS DEPARTMENT OF TRANSPORTATION – HIGHWAY DIVISION STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES

DIVISION II

The work on this project shall conform to the 2024 Massachusetts Department of Transportation Highway Division Standard Specifications for Highways and Bridges, the most current version of the MassDOT Supplemental Specifications as of the bid opening date, the October 2017 Massachusetts Department of Transportation Highway Division Construction Standard Details; the 1990 Standard Drawings for Signs and Supports; the 1996 Construction and Traffic Standard Details (as relates to the Pavement Markings details only); the 2009 Manual on Uniform Traffic Control Devices (MUTCD) with Massachusetts Amendments and the Standard Municipal Traffic Code; the 1968 Standard Drawings for Traffic Signals and Highway Lighting; the latest edition of American Standard for Nursery Stock; the Plans and these Special Provisions. The 2022 Standard Specifications for Highways and Bridges and the most current version of the MassDOT Supplemental Specifications as of the bid opening date shall be referred to collectively as the Standard Specifications.

The work includes the superstructure replacement of bridge C-05-054. The demolition of the existing superstructure for bridge C-05-054 includes removing the existing steel beams, the existing stay-in-place deck, and portions of the existing concrete curtain walls. The replacement structure will consist of a glue-laminated timber deck panel with glue-laminated transverse timber stiffeners. It also includes installing a glue-laminated timber bridge railing and steel thrie beam approach guardrail and paving the bridge and approaches for bridge C-05-054. The repair details are presented on 9 construction drawing sheets that have been reviewed and approved by MassDOT on June 5, 2024. Traffic management required to perform the repairs shall be as shown on the construction drawings. Payment for materials or work shown on the Plans as being part of the work to the bridge and approaches or which may be incidental to its construction and are not specifically included for payment under the Contract shall be considered incidental to the work performed. Where used within the contract documents, the terms “Department”, “Municipality”, and “Town” shall be taken to mean the Town of Charlemont. The term “Engineer” shall be taken to mean the authorized representative or Project Manager for the Town of Charlemont.

For the work specified under this Contract, the Contractor or Subcontractor(s) shall be prequalified by the Massachusetts Department of Transportation Highway Division (MassDOT) for the following classes of work:

Bridge Construction

Demolition

Ironwork shall be performed by a Steel Fabricator approved by MassDOT for work on simple bridges

GENERAL REQUIREMENTS FOR DEMOLITION AND WORK INVOLVING PAINTED STEEL

Demolition and work involving painted steel shall conform to the requirements of Section 961 of the Standard Specifications.

Work Involving Painted Steel

Hazardous materials shall be removed in the immediate area of any intended welding, heating, saw cutting or burning of steel. Hazardous material removal is required to allow the demolition of structural steel, railings, drainage systems, utility supports, steel lamp posts, etc.

The Contractor shall assume that the coatings on the steel contain lead (Pb), unless otherwise determined by testing. The Contractor shall certify in writing to the Engineer the results of all testing, and shall also certify that any lead (Pb) coated steel removed from the project was not reused or buried, but was sent to a scrap metal recycling facility.

Implement and maintain programs and procedures, which comply with the requirements of this specification and all applicable standards and regulations. Comply with all applicable regulations even if the regulation is not specifically referenced herein. If a state or local regulation is more restrictive than the regulation of this specification, follow the more restrictive requirements.

This requirement is intended only for the demolition and preparation prior to repair and does not include provisions for recoating of steel.

Environmental

All applicable portions of Sections 961.65 “Worker Protection” and 961.66 “Environmental Protection and Monitoring” shall be followed when performing this work.

During chemical stripping a hand washing facility may be used in lieu of a decontamination/changing facility.

Hazardous material shall be collected during the disassembly and disposed of as outlined in Section 961.68 “Handling of Hazardous Waste and Reporting Release Programs”.

The applicable submittals shall be according to Section 961.69 “Submittals”.

Cleaning/Removal

Cutting Or Burning Of Steel

All surfaces to be welded, heated, saw cut or burned shall be cleaned so as to remove all contaminants and/or hazardous materials, which could be discharged to the environment as a function of the subsequent operations.

Lead paint shall be removed in its entirety in an area prescribed by a 6 inch (15 cm) minimum offset from the required work. The paint removal operation may be dry abrasive blasting, wet abrasive blasting or chemical stripping.

Proper level of containment shall be used when performing this work in accordance with Section 961.67 "Containment". Full containment is not required during chemical stripping operation however; the Contractor shall install proper shielding and/or tarpaulins under the chemical stripping operations in order to catch all debris generated during this procedure. A cleaned area must be inspected and approved before the demolition operations are started.

During cleaning operations the Contractor shall be required to furnish and erect temporary floodlights illuminating the steel surface at a minimum of 30-foot candles. This lighting shall be used in areas where there is insufficient lighting for proper cleaning operations and inspection. The Contractor shall supply electrical power.

The Contractor shall provide support for interim and final inspection of the bridge during cleaning operations. This support shall include the necessary traffic controls and safe access to the work.

Mechanical Disassembly Of Steel

All surfaces to be mechanically disassembled by shear cutting or removing bolts or rivets shall not require deleading. When shear cutting or removing bolts or rivets, the Contractor shall not use any method that will cause dust and/or particles to be emitted and/or dispersed into the environment to an extent that would expose the workers above the Action Levels of $30\mu\text{g}/\text{m}^3$.

For purposes of limiting the lead (Pb) dust, the Contractor will be required to dampen the lead paint work areas.

The Contractor shall install a proper shielding and/or tarpaulins under all lead-paint-coated surfaces to be shear cut or bolts or rivets ordered removed in order to catch any loose lead paint chips, dust or particles.

PLANS AND DETAIL DRAWINGS

(Supplementing Subsection 5.02)

Plans of the existing bridge have not been located and are considered not available.

The Contractor shall satisfy themselves by their own investigation and research regarding conditions and measurements affecting the work to be done and shall make their bid in sole reliance thereon.

PROTECTION OF UNDERGROUND FACILITIES

The Contractor's attention is directed to the necessity of making their own investigation in order to assure that no damage to existing structures, drainage lines, traffic signal conduits, et cetera, will occur.

The Contractor shall notify Massachusetts DIG SAFE and procure a Dig Safe Number for each location prior to disturbing existing ground in any way. The telephone number of the Dig Safe Call Center is 811 or 1-888-344-7233

PROTECTION OF UTILITIES AND PROPERTY

(Supplementing Subsection 7.13)

The bridge plans may indicate the location of existing known utilities in the vicinity of the work. Bidders are cautioned to verify this information, as its accuracy and completeness are not guaranteed in any manner.

The Contractor is responsible for the protection of vehicular and pedestrian areas on and under the bridge being worked on. The Contractor at no additional compensation (unless otherwise, provided in this Contract) shall take all necessary precautions, including the use of shielding, to protect vehicles and pedestrians from debris.

NOTICE TO OWNERS OF UTILITIES

Written notice shall be given by the Contractor to all public service corporations or officials owning or having charge of publicly or privately owned utilities attached to, or in the vicinity of the bridge, of their intention to commence operations and the Contractor shall at that time file a copy of such notice with the Engineer.

Before the Contractor begins any work or operations that may cause damage to any subsurface structures, he shall carefully locate all such structures and conduct his operations so as to avoid any damage to them.

A list of public and private utilities can be found on the MassDOT website at:

<https://hwy.massdot.state.ma.us/webapps/utilities/select.asp>

The utility contact list is for guidance only and is not guaranteed to be complete or up to date.

The Town of Charlemont directory is shown at website:

<https://charlemont-ma.us/>

The Contractor shall be responsible for informing the following officials in each area that he is assigned to work in:

Highway Superintendent, Town of Charlemont Highway Department

Police Department, Town of Charlemont

Fire Department, Town of Charlemont

ENVIRONMENTAL PERMITTING

The Contractor is advised that a MassDEP WPA Form 1 – Request for Determination of Applicability was filed with the Charlemont Conservation Commission for this project. The Charlemont Conservation Commission issued WPA Form 2, Negative Determination on January 17, 2024. See Attachment B. If field conditions and/or Contractor-proposed erection, demolition, storage, or other procedures not originally allowed by existing environmental permits require work to occur in or otherwise impact water or wetland resource areas, the Contractor is advised that no associated work can occur until all required environmental permits have been either amended or obtained allowing such work. The Contractor must notify the Town of Charlemont and Resident Engineer in writing at least 60 days prior to desired commencement of the proposed activity. All environmental submittals, including any contact with Local, State, or Federal environmental agencies, must be coordinated with the Town of Charlemont and the Resident Engineer. The Contractor is expected to fully cooperate with requests for information and provide the same in a timely manner. The Contractor is further advised that the Town of Charlemont will not entertain a delay claim due to the time required to modify or obtain the environmental permits.

PIGEON WASTE

The Contractor shall remove and disposal of the pigeon waste and any other debris accumulated on the steel members and bridge seats in areas where work is being performed. Pigeon waste and debris material contaminates will require special handling and disposal in accordance with all Federal, state, and local requirements.

ARCHITECTURAL ACCESS BOARD TOLERANCES

The Contractor shall construct all project elements in strict compliance with the current AAB/ADA rules, regulations and standards.

All construction elements in this project associated with sidewalks, walkways, wheelchair ramps and curb cuts are controlled by 521CMR - Rules and Regulations of the Architectural Access Board (AAB).

The AAB Rules and Regulations specify maximum slopes and minimum dimensions required for construction acceptance. There is no tolerance allowed for slopes greater than the maximum slope nor for dimensions less than the minimum dimensions.

The Contractor shall establish grade elevations at all wheel chair ramp locations, and shall set transition lengths according to the appropriate table in the Construction Standards (or to the details shown on the plans).

All wheelchair ramp joints and transition sections which define grade changes shall be formed, staked and checked prior to placing cement concrete. All grade changes are to be made at joints.

PROVISIONS FOR TRAVEL AND PROSECUTION OF WORK

The Contractor shall notify the Town of Charlemont in writing at least 30 days in advance of any proposed roadway closures necessary to complete the work. Before starting any work under this Contract, the Contractor shall submit a Schedule of Operations. Work on roadways shall proceed only on such sections and widths thereof as will be approved by the Town of Charlemont.

The road shall be closed during construction. However, the construction shall be timed so that the road shall not be closed during the spring and winter seasons (from November to Mid-April); as the detour route will not be operational.

DESIGNER/ TOWN DPW DIRECTOR

DESIGNER

Jason L. Fischer, P.E.
Gill Engineering Associates, Inc.
1234 Chestnut Street, Suite 207
Newton, MA 02464
(781) 657-9054

TOWN HIGHWAY DEPARTMENT

Scott Sullivan
Town of Charlemont Highway Superintendent
12 Factory Road
Charlemont, MA 01339
(413) 339-5707

ITEM 114.1**DEMOLITION OF SUPERSTRUCTURE OF
BRIDGE NO. C-05-054****LUMP SUM**

The work to be done under this Item shall conform to the relevant provisions of Section 112, 120, and 140 of the Standard Specifications, amended and or supplemented as follows:

The work to be done under this Item consists of the removal and satisfactory disposal of the existing bridge superstructure. This includes but is not limited to the steel beams, the stay-in-place deck, the concrete end encasements, and portions of the concrete backwalls and wingwalls.

The Contractor shall be responsible for investigating the site to verify the extent of work prior to preparing the bid.

The Contractor shall submit their proposed method of demolition including equipment, tools, devices, etc. to the Engineer for approval. The demolition procedure and any necessary calculations and drawings shall be stamped by a Professional Engineer registered in the Commonwealth of Massachusetts. Work under this Item may not commence until the Engineer has given written approval of the method of demolition.

No debris shall be allowed to fall on or adjacent to the existing brooks and adjacent slopes and river banks. The Contractor shall be responsible for immediately removing all debris that falls on the ground or in the waterways during the demolition of the existing superstructure.

The horizontal surfaces of the abutments shall be swept clean of all debris, which may include but is not limited to, sand, gravel, bituminous material and bird droppings. This material shall be removed and disposed of as construction waste unless otherwise determined by the required testing as outlined in "**CRITERIA FOR HANDLING OF HAZARDOUS WASTE AND REPORTING RELEASE**". When the bridge is over water the Contractor shall take all precautions necessary so as not to have any bird droppings or other debris fall into the water below. After the debris has been removed the Contractor shall wash down the horizontal surfaces of the abutments with fresh water under pressure.

MEASUREMENT AND PAYMENT

Unless otherwise covered under other contract items, full payment for this work shall be included under the lump sum price for Items 114.1, Demolition of Superstructure and shall include all labor, equipment and materials necessary to complete the work.

ITEM 151.**GRAVEL BORROW****CUBIC YARD**

The work under this item shall conform to the relevant provisions of Section 150 of the Specifications and in close conformity with the lines and grades shown on the plans.

Gravel borrow conforming to material specification M1.03.0 Type b shall be used for the roadway subbase and for backfilling behind the proposed abutment and wingwalls.

<u>ITEM 460.22</u>	<u>SUPERPAVE SURFACE COURSE – 9.5 (SSC) – 9.5)</u>	<u>TON</u>
<u>ITEM 460.31</u>	<u>SUPERPAVE INTERMEDIATE COURSE – 12.5 (SIC) – 12.5)</u>	<u>TON</u>

HMA pavement courses applied on the bridge shall consist of a Superpave Intermediate Course, placed first, followed by the Superpave Surface Course. The maximum amount of Recycled Asphalt Pavement (RAP) used in HMA pavement courses for bridge decks shall not exceed 15%. All Superpave Intermediate and Surface Course mixtures placed on the bridge shall be treated with an approved anti-stripping compound as specified under Subsection 450.30: General. The addition of anti-strip incorporated in the mixes shall be in accordance with the anti-strip Manufacturer's recommendation.

The Superpave Intermediate and Surface Course mixtures placed on the bridge shall be placed only after the safety curb concrete and deck concrete, when included in the work, are in place. The Superpave Intermediate mix shall be placed on the bridge within 24 hours after the membrane waterproofing has been placed. No vehicular traffic shall be permitted over any bare membrane waterproofing. Equipment used for placement and compaction of the Superpave Intermediate and Surface Courses on the bridge shall be sufficient to place the HMA mixture at the required grade, cross-slope, thickness, and in-place density without damaging the underlying membrane waterproofing. Rollers will not be allowed to use the vibratory function when compacting the mat. Rollers operated in oscillatory mode may be permitted.

All other provisions contained in Section 460 of the Standard Specifications, including method of measurement and payment, shall apply to this project.

<u>ITEM 628.24</u>	<u>TRANSITION TO BRIDGE RAIL</u>	<u>EACH</u>
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Transition to Bridge Rail shall be as shown on MassDOT Construction Standard drawing 400.3.6 and modified as shown on the plans.

All other provisions contained in Section 600 of the Standard Specifications, including method of measurement and payment, shall apply to this project.

<u>ITEM 657.</u>	<u>TEMPORARY FENCE</u>	<u>FOOT</u>
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The work under this Item shall conform to the relevant provisions of Subsection 644 of the Standard Specifications and the following:

The work shall include furnishing, installing, adjusting, and resetting, and subsequently removing a temporary chain link fence across the access to the work area as necessary for safety and security, and as required by the Engineer.

All posts, including end, corner and intermediate brace posts and all access/egress gates and

gate posts shall be included in the linear foot cost. The fencing height shall be 72 inches minimum. Material need not be new, but shall not be deteriorated nor in any way jeopardize the security purposes intended. All fencing materials shall meet the approval of the Engineer.

Fence fabric shall be placed on the face of the post away from the work area. The top edge of the fabric shall be finished with a “Knuckled” selvage.

A 48” x 30” sign, conforming to the relevant provisions of Subsection 852, shall be mounted on each gate. The sign legend shall be 8”-high, bold-red font, printed on white background, and shall read as follows:

DANGER

AREA CLOSED TO VEHICLE, BICYCLE, AND PEDESTRIAN TRAFFIC

It may be necessary to remove and reset sections of temporary fence at times during construction to accommodate construction operations. This shall be considered incidental to the work.

The Contractor shall be responsible for maintenance of the temporary fence; be responsible and cognizant that it remains secure, and that the area is always sealed off to the public. Fence gates shall always be secured closed with a padlock and chain while the Contractor is not on site.

METHOD OF MEASUREMENT

Item 657. will be measured per Foot of temporary fence installed, complete in place.

BASIS OF PAYMENT

Item 657. will be paid for at the Contract unit price, per Foot. This price shall include all labor, tools, materials, equipment, repair, restoration, or replacement of any damaged fencing, removal and disposal of the fence upon the completion of the project, and all incidental costs required to complete the work.

ITEM 767.121

SEDIMENT CONTROL BARRIER

FOOT

The work under this item shall conform to the relevant provisions of Subsections 670, 751 and 767 of the Standard Specifications and shall include the furnishing and placement of a sediment control barrier. Sediment control barrier shall be installed prior to disturbing upslope soil.

The purpose of the sediment control barrier is to slow runoff velocity and filter suspended sediments from storm water flow. Sediment barrier may be used to contain stockpile sediments, to break slope length, and to slow or prevent upgradient water or water off road surfaces from flowing into a work zone. Contractor shall be responsible for ensuring that barriers fulfill the intent of adequately controlling siltation and runoff.

Twelve-inch diameter (after installation) compost filter tubes with biodegradable natural fabric (i.e., cotton, jute, burlap) are intended to be the primary sedimentation control barrier. Photo-biodegradable fabric shall not be used.

For small areas of disturbance with minimal slope and slope length, the Engineer may approve the following sediment control methods:

- 9-inch compost filter tubes
- Straw bales which shall be trenched

No straw wattles may be used. Additional compost filter tubes (adding depth or height) shall be used at specific locations of concentrated flow such as at gully points, steep slopes, or identified failure points in the sediment capture line.

When required by permits, additional sediment barrier shall be stored on-site for emergency use and replacement for the duration of the contract.

Where shown on the plans or when required by permits, sedimentation fence shall be used in addition to compost filter tubes and straw bales and shall be compensated under that item.

Sediment control barriers shall be installed in the approximate location as shown on the plans and as required so that no excavated or disturbed soil can enter mitigation areas or adjacent wetlands or waterways. If necessary to accommodate field conditions and to maximize effectiveness, barrier locations may be shifted with approval from the Engineer. Barriers shall be in place prior to excavation work. No work shall take place outside the barriers.

MATERIALS AND CONSTRUCTION

Prior to initial placement of barriers, the Contractor and the Engineer shall review locations specified on the plans and adjust placement to ensure that the placement will provide maximum effectiveness.

Barriers shall be staked, trenched, and/or wedged as specified herein and according to the Manufacturer's instructions. Barriers shall be securely in contact with existing soil such that there is no flow beneath the barrier.

COMPOST FILTER TUBE

Compost material inside the filter tube shall meet M1.06.0, except for the following: no peat, manure or bio-solids shall be used; no kiln-dried wood or construction debris shall be allowed; material shall pass through a 2-inch sieve; and the C:N ratio shall be disregarded.

Outer tube fabric shall be made of 100% biodegradable materials (i.e., cotton, hemp or jute) and shall have a knitted mesh with openings that allow for sufficient water flow and effective sediment capture.

Tubes shall be tamped, but not trenched, to ensure good contact with soil. When reinforcement is necessary, tubes shall be stacked as shown on the detail plans.

STRAW BALES

Straw bales shall be used if shown on the plans or when specified by Orders of Condition or other permit requirements.

Bales should be placed in a single row, lengthwise on the contour, with ends of adjacent bales tightly abutting one another. All bales should be either wire-bound or string-tied. Straw bales should be installed so that bindings are oriented around the sides (rather than along the tops and bottoms) of the bales in order to prevent deterioration of the bindings.

The barrier should be entrenched and backfilled. A trench should be excavated the width of a bale and the length of the proposed barrier to a minimum depth of 4 inches. The trench must be deep enough to remove all grass and other material which might allow underflow. After the bales are staked and chinked (filled by wedging), the excavated soil should be backfilled against the barrier. Backfill soil should conform to the ground level on the downhill side and should be built up to 4 inches against the uphill side of the barrier.

Each bale should be securely anchored by at least 2 stakes or re-bars driven through the bale. The first stake in each bale should be driven toward the previously laid bale to force the bales together. Stakes or re-bars should be driven deep enough into the ground to securely anchor the bales. For safety reasons, stakes should not extend above the bales but should be driven in flush with the top of the bale.

The gaps between the bales should be chinked (filled by wedging) with straw to prevent water from escaping between the bales. Loose straw scattered over the area immediately uphill from a straw bale barrier tends to increase barrier efficiency. Wedging must be done carefully in order not to separate the bales.

When used in a swale, the barrier should be extended to such a length that the bottoms of the end bales are higher in elevation than the top of the lowest middle bale to assure that sediment-laden runoff will flow either through or over the barrier but not around it.

SEDIMENTATION FENCE

Materials and Installation shall be per Section 670.40 and 670.60 of the Standard Specifications and the following:

Sedimentation fence shall only be used if shown on the plans or when specified by Orders of Condition or other permit requirements.

When used with compost filter tubes, the tube shall be placed on a minimum of 8 inches of folded fabric on the upslope side of the fence. Fabric does not need to be trenched.

When used with straw bales, an 8-inch deep and 4-inch wide trench or V-trench shall be dug on the upslope side of the fence line. One foot of fabric shall be placed in the bottom of the trench followed by backfilling with compacted earth or gravel. Stakes shall be on the down slope side of the trench and shall be spaced such that the fence remains vertical and effective.

Width of fabric shall be sufficient to provide a 36-inch high barrier after fabric is folded or trenched. Sagging fabric will require additional staking or other anchoring.

MAINTENANCE

Maintenance of the sediment control barrier shall be per Section 670.60 of the Standard Specifications or per the Stormwater Pollution Prevention Plan (SWPPP), whichever is more restrictive.

The contractor shall inspect the sediment barrier in accordance with relevant permits. At a minimum, barriers shall be inspected at least once every 7 calendar days and after a rain event resulting in 0.25 inches or more of rainfall. Contractor shall be responsible for ensuring that an effective barrier is in place and working effectively for all phases of the Contract.

Barriers that decompose such that they no longer provide the function required shall be repaired or replaced as directed. If the resulting berm of compost within the fabric tube is sufficiently intact (despite fabric decay) and continues to provide effective water and sediment control, barrier does not necessarily require replacement.

DISMANTLING & REMOVING

Barriers shall be dismantled and/or removed, as required, when construction work is complete and upslope areas have been permanently stabilized and after receiving permission to do so from the Engineer.

Regardless of site context, nonbiodegradable material and components of the sediment barriers, including photo-biodegradable fabric, plastic netting, nylon twine, and sedimentation fence, shall be removed and disposed off-site by the Contractor.

For naturalized areas, biodegradable, natural fabric and material may be left in place to decompose on-site. In urban, residential, or other locations where aesthetics is a concern, the following shall apply:

- Compost filter tube fabric shall be cut and removed, and compost shall be raked to blend evenly (as would be done with a soil amendment or mulch). No more than a 2-inch depth shall be left on soil substrate.
- Straw bales shall be removed and disposed off-site by the Contractor. Areas of trenching shall be raked smooth and disturbed soils stabilized with a seed mix matching adjacent seeding or existing grasses (i.e., lawn or native grass mix).
- Sedimentation fence, stakes, and other debris shall be removed and disposed off-site. Site shall be restored to a neat and clean condition.

METHOD OF MEASUREMENT AND BASIS OF PAYMENT

Item 767.121 will be measured and paid for at the contract unit price per foot of sediment control barrier which price shall include all labor, equipment, materials, maintenance, dismantling, removal, restoration of soil, and all incidental costs required to complete the work.

Additional barrier, such as double or triple stacking of compost filter tubes, will be paid for per foot of tube installed.

Barriers that have been driven over or otherwise damaged by construction activities shall be repaired or replaced as directed by the Engineer at the Contractor's expense.

ITEM 989.22

REPAIRS TO CONCRETE

SF

The work to be done under this Item consists of repairing vertical and horizontal surfaces on the existing abutments at areas of spalled concrete as shown on the plans and/or as directed by the Engineer.

4000 PSI, 3/8 IN., 660 Cement Concrete under this item shall be used for the repair.

CONSTRUCTION METHODS

When bonding new concrete to existing concrete, the existing concrete and retained reinforcing steel surfaces shall be cleaned by abrasive blasting. Oil-free compressed air at a nominal pressure of 100 psi shall be used to remove all loose and unbonded particles and debris from existing concrete and reinforcing steel surfaces onto which new concrete is to be placed. After the surface preparation has been accepted, thoroughly pre-soak the excavated surfaces for 24 hours prior to the placement of fresh concrete. This shall be accomplished by continuous wetting with soaker hoses or the use of burlap/burlene, etc. where moisture can be maintained. Surfaces must be wetted by a means acceptable to the Engineer using potable water.

The Contractor shall remove any puddles of free-standing water with oil-free compressed air, and protect the surfaces from drying, so the existing concrete remains in a clean, saturated surface dry condition until placement of the new concrete.

BASIS OF PAYMENT

Item 989.22 will be measured and paid at the Contract unit price per Square Foot. The Contract price shall include all labor, materials, equipment, surface preparation and all incidental costs required to complete the work.

ITEM 994.01

TEMPORARY PROTECTIVE SHIELDING
BRIDGE NO. C-05-054

LUMP SUM

The work performed under this Item shall consist of designing, furnishing, installing, maintaining, removing and disposing of a protective shielding system for the bridge. The shielding shall protect the waterway from falling debris or flying debris during the demolition of the existing superstructure. The shielding shall prevent any debris, tools or incidental items from falling into the waterways below. The Contractor shall submit calculations and detailed working drawings of the proposed shielding to the Engineer for approval and these calculations and drawings shall be stamped by a professional engineer registered in State of Massachusetts.

Temporary protective shielding for the superstructure shall be placed beneath the bridge and shall be removable in advance of anticipated storm events when the water is expected to rise above the bottom of the shielding.

The shielding shall conform to the following:

1. Shielding shall be in place prior to the start of concrete removal to prevent any debris from falling into the waterway or ground surfaces below.
2. Shielding shall have all spaces along the perimeter and at the seams sealed to prevent dust and debris from escaping and falling onto the ground and water surfaces below the bridges.
3. Shielding shall be designed to safely withstand all anticipated loads. The allowable design stresses shall be in accordance with AASHTO Standard Specifications for Highway Bridges, and/or the AASHTO Guide Design for Temporary Works. The design shall also include a complete description of the equipment and construction methods proposed for the bridge. The shielding shall also be designed to withstand impact of the maximum size of excavated area should it fall during excavation or removal.
4. Shielding shall be installed or removed only upon approval of the Engineer.

If the Contractor's operations damage any existing portions of the bridges that have been designated to be retained in the proposed construction, such damage shall be repaired at the Contractor's expense.

All materials used in the shielding system shall become the property of the Contractor and shall be removed from the site at the completion of the project.

Any removal and restoration of the Temporary Protective Shielding due to anticipated storm events will be considered incidental and not be measured separately for payment.

BASIS OF PAYMENT

Payment and measurement will be made at the contract unit lump sum price for Item 994.01 with the first (1st) payment made upon completion of the shielding installation. The remaining payment of fifty percent (50%) of the lump sum price shall be made upon the removal and satisfactory disposal of the shielding from the project. This item shall include all labor, materials, equipment, tools, and incidentals necessary to carry out the work.

ITEM 995. BRIDGE SUPERSTRUCTURE BRIDGE NO. C-05-054 LUMP SUM

The work to be done under this Item shall conform to the applicable provisions of Section 901, 955 and Section 995 of the Standard Specifications and the specific requirements stipulated below for the component parts of this Item.

Work under this Item shall include all materials, equipment and labor needed to fabricate, deliver, and construct the bridge superstructure, including but not limited to the following:

Bridge seats on the abutments
Wingwall adjustments
Elastomeric bearing pads
Pressure treated glue-laminated timber deck panels with transverse stiffeners
NCHRP-350 glue-laminated timber curb-type railing
Anchor bolts
Scupper blocks,
Sray applied membrane waterproofing
Precompressed joint seals
Sawing & sealing joints in asphalt pavement at bridges

Payment for materials shown on the plans as being part of this bridge structure or which may be incidental to its construction and are not specifically included for payment under another Item shall be considered incidental to the work performed under this Item and shall be included in the unit price of the component of which they are a part.

DRILLING AND GROUTING #4 BARS

The work to be done under this item shall consist of drilling and grouting holes in the existing abutments and wingwalls for steel reinforcing dowels as shown on the Plans, or as directed by the Engineer. The dowel embedment must be adequate to fully develop 125% of the yield strength of the bar. The embedment length, the method and equipment used to drill the dowel holes, and the diameter of the drilled hole shall at a minimum conform to the recommendations of the manufacturer and be submitted to the Engineer for approval.

MATERIALS

The cementitious grout to be used for the reinforcing steel dowels shall be one of the following: "Garonite™ HD" as manufactured by Garon Products, Inc. of Wall, New Jersey; "Quik-Rok®" as manufactured by Ameristar of Tulsa, Oklahoma; "FX-228®" as manufactured by Fox Industries, Inc. of Baltimore, Maryland; "Five Star® Grout" as manufactured by Five Star Products, Inc. of Fairfield, Connecticut; SikaGrout® 212 as manufactured by Sika Corporation, or an approved equal. Grouting materials shall be on the MassDOT approved products list of materials. MassDOT approved epoxy, vinyl, or polyester resin adhesives may be utilized in lieu of cementitious grout.

Reinforcing steel dowels shall meet the requirements of ASTM A615 Grade 60. All reinforcing steel dowels shall be epoxy coated. Reinforcing steel dowels shall be incidental to the work under this item.

CONSTRUCTION METHODS

All dowel holes shall be air drilled provided that the minimum edge distance of 6 inches is observed. Should, in the Engineer's opinion, air drilling be inappropriate due to questionable strength of the existing concrete or insufficient edge distance, the dowel holes shall be diamond core

drilled. The inner surfaces of diamond core drilled dowel holes shall be scored to develop sufficient keying action. The method of scoring of the dowel hole's inner surfaces shall be subject to the approval of the Engineer. The diameter of the drilled dowel holes shall be in accordance with the recommendations of the grout manufacturer. The holes shall be blown clear of any debris and shall have the approval of the Engineer prior to the placement of any grout material.

The drilling operation shall be performed without damage to any existing reinforcing or portion of the structure that is to remain in place. Any damage to any existing portion of the structure that is to remain in place shall be repaired to a condition equal to or better than that existing prior to the beginning of the Contractor's operations and shall be repaired at the Contractor's expense.

The Contractor shall strictly follow the recommendations of the manufacturer for mixing and placing the grout material prior to the placement of the dowels. The Contractor shall, at a minimum, adhere to the ACI code requirements regarding minimum and maximum temperatures while placing the grout. Any excessive grout around the hole after placement of the dowel shall be struck off smooth while the grout is still fresh.

The Contractor shall arrange with the materials manufacturer or distributor to have the services of a competent field representative at the work site prior to any drilling of the proposed dowel holes to instruct the work crews in proper dowel installation procedures. The field representative shall remain at the job site after work commences and continue to instruct until the representative and the Contractor, Inspector and/or Engineer are satisfied that the crew has mastered the technique of installing the dowels successfully. The representative shall make periodic visits to the project as the work progresses and shall confer on each visit with the Contractor, Inspector and/or Engineer. The manufacturer's field representative must be fully qualified to perform the work and shall be subject to the approval of the Engineer.

The Contractor shall be completely responsible for the expense of the services of the required field representative and the bid contract price shall be full compensation for all costs in connection therewith.

The Contractor shall have no claim for any variations in the diameter of the hole, the method of drilling the hole, or the type of grout used in anchoring the proposed dowels.

TREATED GLUELAM TIMBER DECK

The work to be performed shall consist of the fabrication, delivery, and erection of glued laminated timber deck panels with transverse stiffeners, leveling grout pads, and anchor bolts, in accordance with these Special Provisions and in reasonably close conformity with the lines, grade, dimensions and locations shown on the Plans.

MATERIALS

All lumber and timber used in fabrication of the glued laminated bridge deck panels and glued laminated stiffener shall be visually graded N1D14, Combination No. 50, Southern Yellow Pine

or Western Species as per ANSI 117-15, meeting AASHTO M168, and have minimum allowable values for $F_{by} = 2,300$ psi, and $E = 1,900,000$ psi, or better.

Grade shall be Industrial Appearance as per AITC 110.

Glulam members shall be bonded with an adhesive meeting “wet use” conforming to ASTM D 2559. All lumber and timber used in fabrication of glued laminated bridge deck panels shall be pressure treated with wood preservative in accordance with the requirements of AASHTO M133. Wood preservative to be pentachlorophenol in type A oil conforming to AWWA Standard C-28, P-8, and P-9. Retention level shall be 0.60 PCF.

Material for the leveling grout pad shall be from MassDOT’s Qualified Construction Material list.

Grout to be used for drilling and grouting the anchor bolts shall be SikaGrout 212 or approved equal high strength non-shrink grout.

Anchor bolts shall conform to the requirements of ASTM F1554 Grade 105 with compatible nuts and washers. All anchor bolts, nuts, and washers shall be galvanized in accordance with AASHTO M223M/M 232.

CONSTRUCTION METHODS

All anchor bolt holes shall be air drilled provided that the minimum edge distance of 6 inches is observed. Should, in the Engineer's opinion, air drilling be inappropriate due to questionable strength of the existing concrete or insufficient edge distance, the dowel holes shall be diamond core drilled. The inner surfaces of diamond core drilled dowel holes shall be scored to develop sufficient keying action. The method of scoring of the dowel hole's inner surfaces shall be subject to the approval of the Engineer. The diameter of the drilled dowel holes shall be in accordance with the recommendations of the grout manufacturer, with a minimum diameter of 2 inches. The holes shall be blown clear of any debris and shall have the approval of the Engineer prior to the placement of any grout material.

The drilling operation shall be performed without damage to any existing reinforcing or portion of the structure that is to remain in place. Any damage to any existing portion of the structure that is to remain in place shall be repaired to a condition equal to or better than that existing prior to the beginning of the Contractor's operations and shall be repaired at the Contractor's expense.

The Contractor shall strictly follow the recommendations of the manufacturer for mixing and placing the grout material prior to the placement of the dowels. The Contractor shall, at a minimum, adhere to the ACI code requirements regarding minimum and maximum temperatures while placing the grout. Any excessive grout around the hole after placement of the dowel shall be struck off smooth while the grout is still fresh.

The Contractor shall arrange with the materials manufacturer or distributor to have the services of a competent field representative at the work site prior to any drilling of the proposed dowel

holes to instruct the work crews in proper dowel installation procedures. The field representative shall remain at the job site after work commences and continue to instruct until the representative and the Contractor, Inspector and/or Engineer are satisfied that the crew has mastered the technique of installing the dowels successfully. The representative shall make periodic visits to the project as the work progresses and shall confer on each visit with the Contractor, Inspector and/or Engineer. The manufacturer's field representative must be fully qualified to perform the work and shall be subject to the approval of the Engineer.

The Contractor shall be completely responsible for the expense of the services of the required field representative and the bid contract price shall be full compensation for all costs in connection therewith.

The Contractor shall have no claim for any variations in the diameter of the hole, the method of drilling the hole, or the type of grout used in anchoring the proposed dowels.

SUBMITTALS

Submit certification, indicating glued-laminated timbers that comply with the requirements of ANSI/AITC A190.1-latest edition and provide a certification of treatment from a certified AWP treated facility.

Submit shop drawings showing full dimensions of each member. Indicate species, stress grade of lumber, preservative treatment, type of adhesives and hardware meeting the requirements specified.

Submit an Erection Procedure for approval by the Engineer. This submittal shall include information and drawings for the erection and handling of the glue laminated timber deck panels. As a minimum, the submittal shall include the Contractor's equipment, materials, and method to complete the work.

TREATED GLULAM TIMBER CURB TYPE RAILING

The work to be performed consists of the fabrication, delivery, and installation of the glued laminated and sawn timber curb-type railing over the proposed bridge, scupper blocks, including all appurtenances and hardware, in accordance with these Special Provisions and in reasonably close conformity with the lines, grade, dimensions and locations shown on the Plans.

MATERIALS

All lumber and timber used in fabrication of the glued laminated timber railing shall be visually graded N2D12, Combination No. 48, Southern Yellow Pine or Western Species as per ANSI 117-15, meeting AASHTO M168, and have minimum allowable values for $F_{by} = 1,800$ psi, and $E=1,800,000$ psi, or better.

Scupper blocks may be sawn lumber or glued laminated timber. When sawn lumber is used, material shall be visually graded No. 1 Southern Pine or visually graded No. 1 Douglas Fir-

Larch. Glued laminated timber and other species and grades of sawn lumber may be used, provided that the minimum tabulated values are not less than the following, $F_{by} = 1,350$ psi and $E = 1,500,000$ psi.

Grade shall be Industrial Appearance as per AITC 110.

Glulam members shall be bonded with an adhesive meeting “wet use” conforming to ASTM D 2559. All lumber and timber used in fabrication of glued laminated railing shall be pressure treated with wood preservative in accordance with the requirements of AASHTO M133. Wood preservative to be pentachlorophenol in type A oil conforming to AWWA Standard C-28, P-8, and P-9. Retention level shall be 0.60 PCF.

SUBMITTALS

Submit certification, indicating glued-laminated timbers that comply with the requirements of ANSI/AITC A190.1-latest edition and provide a certification of treatment from a certified AWWA treated facility.

Submit shop drawings showing full dimensions of each member. Indicate species, stress grade of lumber, preservative treatment, type of adhesives and hardware meeting the requirements specified.

SAWING & SEALING JOINTS IN ASPHALT PAVEMENT AT BRIDGES

The work to be done under this Item consists of installing new saw cut joints at bridge approaches. The location of the sawcut joint shall be accurately recorded and reference marks shall be placed on the adjacent curb areas. Locate and reference the location of this new joint at the bridge deck ends per the proposed detail drawings prior to the placement of any pavement. Note that the saw cut joint shall be located at the end of deck.

The reconstruction of the sawcut joint shall consist of sawcutting, cleaning, and sealing transverse joints in the new finished asphalt pavement.

Joint seal material shall be an asphalt rubber compound of the hot poured type conforming to subsection M3.05.4, & ASTM D3405 with a minimum 15% ground reclaimed tire rubber.

Sawcutting shall not be performed until the new hot mix asphalt pavement at the transverse joint location has thoroughly cooled and sufficiently aged to allow a clean cut to be made. The new sawcut joint must be done within seven (7) days after the placement of the wearing course of pavement. The Contractor is hereby advised that experience has shown that as little as a 1-inch deviation of the sawcut from the joint location can result in a reflective crack through the overlay above the joint rather than at the sawcut location. Extreme care must, therefore, be taken to reference the joint prior to the placement of the hot mix asphalt overlay.

The sawcut portion of the joint shall be made with an approved power driven saw. The blade or blades shall be of such size and configuration that the desired dimensions of the sawcut can be

made with one pass. The dimensions of the sawcut joint shall be as per the detail drawing included in this Contract. The sawcut shall be made with an abrasive blade and sawn dry or with a diamond blade and sawn wet.

Wet sawed joints shall be thoroughly cleaned with a water blast to remove any sawing slurry, dirt, or deleterious matter adhering to the joint walls or remaining in the joint cavity. The joints shall then be blown with air to provide dry joint surfaces prior to sealing. A Hot-Air-Lance shall be used for this operation. Dry sawed joints shall be thoroughly cleaned with a stream of air sufficient to remove any dirt, dust, and deleterious matter adhering to the joint walls or remaining in the cavity.

The Contractor shall conduct his operations so that the sawcutting of joints, cleaning, and sealing is a continuous operation. Sawcut joints shall be filled and cured prior to opening to traffic. If sawed joints are not sealed before traffic is allowed on the overlay, the joints shall be re-sawn, as directed by the Engineer, when sawing and sealing operations resume at no additional cost.

After cleaning, and just prior to sealing, bond breaker tape shall be placed in the bottom of the sawcut joint. Bond breaker tape shall consist of regular masking tape or a suitable bond breaker tape designed for use with poured sealants. The width of the tape may be equal to but not more than 1/8 inch narrower than the width of the sawcut.

The joint sealant material shall be heated in a kettle or melter constructed as a double boiler, with a space between the inner and outer shells filled with oil or other heat transfer medium. The equipment shall include positive temperature controls, automatic and continuous mechanical agitation, recirculation pumps, and thermometers for continuous reading of temperature of both the sealing compound and the heat transfer medium. The melter shall be equipped with a thermostat to maintain the sealing compound within the range of the temperatures specified by the manufacturer.

Air compressors shall be capable of furnishing at least 175 cubic feet of air per minute at no less than 130 psi pressure at the nozzle. If the velocity of this unit is not sufficient enough to thoroughly clean the joint, as determined by the Engineer, a hot-air-lance must be used. The compressor shall be equipped with traps that will maintain the compressed air free of oil and water.

The joint seal shall be applied with a mobile carriage and a rubber or metal shoe and have a flow control valve that allows the joints to be filled to refusal so as to eliminate all voids or entrapped air and not to leave unnecessary surplus sealer on the pavement surface. Pour pots or similar devices shall not be used to fill sawed joints. The hot seal shall completely fill the joint such that after cooling, the level of the sealer will not be greater than 1/8 inch below the pavement surface. Any depression in the seal greater than 1/8 inch shall be brought up to the specified limit by the further addition of hot seal. Overfilling of the joints will not be allowed and spillage should be avoided.

The sealer shall be tack free prior to opening the location to traffic. Sand shall not be spread on the sealed joints to allow for roadway opening to traffic. Boiler slag aggregate (black beauty) shall be used when deemed necessary by the Engineer.

No sealing materials shall be applied in wet joints or where frost or snow or ice is present or where ambient temperature is below 40° F. Any given quantity of material shall never be heated at the pouring temperature for more than six (6) hours and shall never be reheated more than once.

All joints determined by the Engineer to be dried or rejuvenated shall be heated, prior to application of sealer, with a hot-air-lance that operates at 1100° F at 35 ft / min velocity. The lance shall have no exit flame that burns the asphalt.

All workmanship shall be of the highest quality. Excess or spilled sealer shall be removed from the pavement by approved methods and discarded. Any workmanship determined to be below the high standards of the particular craft involved will not be accepted and shall be corrected and replaced as required by the Engineer. Care shall be taken in the sealing of the joints so that the final appearance will present a neat fine line.

MEASUREMENT AND PAYMENT

Payment for work done under Item 482.31 will be made at the Contract unit price per foot of sawed and sealed joints. Locating and referencing existing joints is considered incidental to this Item and shall be done without additional compensation.

PRE-COMPRESSED JOINT SEALER SYSTEM

The work to be done under this heading shall conform to the relevant provisions of Sections 971 and 972 of the Standard Specifications and shall consist of furnishing and installing a continuous pre-compressed seal joint to be revised to the limit shown on the plans.

The pre-compressed seal joint system assembly shall consist of a preformed (pre-compressed) seal, epoxy adhesive, and injected silicone sealant bands all combined in a manner required by the Contract Document.

MATERIALS

The material of the pre-compressed seal joint system shall be capable of accommodating movements of +50%, -50% (100% Total) of nominal material size.

The pre-compressed seal joint system shall be as manufactured by EMSEAL JOINT SYSTEMS LTD (BEJS), Watson Bowman Acme (H-Seal), Schul International Co. (Sealtite 50N), or approved equivalent.

The joint system shall be comprised of three components: 1) cellular polyurethane foam impregnated with hydrophobic 100% acrylic (to be certified in writing by independent laboratory

tested FTIR and DSC analysis to be free in composition of any waxes or wax compounds), water based emulsion, factory coated with highway-grade, fuel resistant silicone: 2) field-applied epoxy adhesive primer: 3) field-injected silicone sealant bands. Impregnation agent is to have proven non-migratory characteristics. Silicone coating to be highway-grade, low-modulus, fuel resistant silicone applied to the impregnated foam sealant at a width greater than maximum allowable joint extension and which when cured and compressed will form a bellow. Depth of seal shall be as recommended by manufacturer. The foam seal shall be installed into manufacturer's standard field-applied epoxy adhesive. The sealant system is to be installed recessed from the surface such that when the field applied injection band of silicone is installed between the substrates and the foam-and-silicone-bellow, the highest part of the silicone bellow will be flush with the concrete deck surface.

Changes in plane and direction shall be executed using factory-fabricated "universal 90" or custom transition assemblies supplied by the manufacturer of the pre-compressed seal.

Transitions shall be warranted to be watertight at inside and outside corners through the full movement capabilities of the product.

CONSTRUCTION METHOD

The new concrete must be sufficiently cured to provide sufficient bond prior to the installation. The Contractor shall produce uniform and parallel surfaces in the forming as detailed on the plans. The joint opening shall be protected by the Contractor to prevent any edge damage by any site equipment throughout the on-going construction process.

Prior to installation of the joint system, the joint opening should be blown clean using oil-free compressed air. The compressed air shall be free of moisture and oil. To ensure cleanliness, the joint walls shall be wiped clean with a clean wet cloth to the depth of the bottom of the pre-compressed seal material plus 1" to remove any dust remaining. The joint gap shall be inspected for cleanliness by the Engineer. Should any contaminants remain, the joint must be re-cleaned.

The pre-compressed seal, epoxy adhesive, and injected silicone sealant band shall be installed in accordance with the Contract drawings and manufacturers recommendations. The pre-compressed seal joint system shall be continuous through sidewalks, curbs, medians, and parapets as appropriate to the conditions at hand. Continuity of seal shall be achieved through the use of factory-fabricated universal or custom transitions supplied by the pre-compressed joint seal manufacturer.

MANUFACTURER'S FIELD REPRESENTATIVE

1. The Contractor shall arrange with the pre-compressed seal joint system's manufacturer or distributor to have the services of a competent field representative at the work site prior to any installation to instruct the work crews in the proper installation procedures. The field representative shall remain at the job site after work commences and continue to instruct until the representative and the Contractor, Inspector and/or Engineer are satisfied that the crew has mastered the technique of installing the system successfully. The representative shall

make periodic visits to the project as the work progresses and shall confer on each visit with the Contractor, Inspector and/or Engineer.

2. The manufacturer's field representative must be fully qualified to perform the work and shall be subject to the approval of the Engineer.
3. The Contractor shall be completely responsible for the expense of the service of the required field representative and the bid contract price shall be full compensation for all costs in connection therewith.

ELASTOMERIC BRIDGE BEARING PADS

The bearing pads shall be plain elastomeric pads sized according to the plans. They shall be 50 durometer hardness. They shall meet M9.14.5 of the MassDOT Standard Specifications, except that testing shall be waived. The bearing shall be set on a grade shown on the plans. If the existing seat is unlevel, a bed of grout shall be placed under the bearing area to ensure a level bearing area for the bearing. The grout shall be incidental to the bearings.

HARDWARE:

As noted on Plans.

Steel plates and shapes shall comply with the requirements of ASTM A36

SCHEDULE OF BASIS FOR PARTIAL PAYMENT

The Contractor shall submit a schedule of unit prices for the major component Sub-Items that make up Item 995. as well as their total Alteration To Bridge Structures Lump Sum cost. The Alteration To Bridge Structures breakdown quantities provided in the proposal form are estimated and not guaranteed. The total of all partial payments to the Contractor shall equal the Lump Sum contract price regardless of the accuracy of the quantities furnished by the Engineer of the individual bridge components. The cost of labor and materials for any Item not listed but required to complete the work shall be considered incidental to Item 995. no further compensation will be allowed.

The schedule on the proposal form applies only to Bridge Superstructure Bridge No. C05054. Payment for similar materials and construction at locations other than at this bridge structure shall not be included under this Item. Sub-Item numbering is presented for information only in coordination with MassDOT Standard Nomenclature.

995. Bridge No. C05054

<u>Sub-Item</u>	<u>Description</u>	<u>QTY.</u>	<u>UNIT</u>
482.31	SAWING & SEALING JOINTS IN ASPHALT PAVEMENT AT BRIDGES	40	FT
904.3	5000 PSI, 3/4 IN., 685 HP CEMENT CONCRETE	2	CY
910.1	STEEL REINFORCEMENT FOR STRUCTURES – EPOXY COATED	103	LB
912.4	DRILLING AND GROUTING #4 DOWELS	32	EA
912.5	DRILLING AND GROUTING #4 DOWELS	32	EA
932.	ELASTOMERIC BRIDGE BEARING PAD	22	SF

955.2	TREATED GLULAM TIMBER DECK PANEL	305	SF
955.4	TREATED GLULAM TIMBER RAILING WITH CURB	29	FT
965.2	MEMBRANE WATERPROOFING FOR BRIDGE DECKS – SPRAY APPLIED	368	SF
973.2	PECOMPRESSED JOINT SEAL	44	FT

CONTRACT ALLOWANCE PAYMENT ITEMS

The quantity to be paid for under these items shall be the actual amount paid by the Contractor to provide satisfactory police services and testing operations as stipulated and required. Any associated Contractor overhead costs and profit shall be considered incidental to the cost of the contract.

ALLOWANCE ITEM 999.001

TRAFFIC POLICE

The Contractor shall furnish police services where and when required to direct traffic on existing roadways where traffic is maintained.

The Contractor shall provide such police officers as may be deemed necessary by either the Engineer or the Town for the direction and control of all traffic traveling within and through the project area. The police officers shall be obtained from the Town Police Department as applicable. The police officers shall be paid by the Contractor at the prevailing rate of wages established by the Town.

Allowance for Police Services

An allowance for the furnishing of police services has been included in all bids. This allowance is determined by multiplying the number of hours estimated as necessary by the prevailing hourly rate of wages established for such services. The Contractor shall submit certified copies of itemized bills of services rendered for review and approval by the Engineer. The allowance will be adjusted to the actual amount paid for authorized and approved police services as stipulated and shall include other payments due to any legal requirements of the State and Federal governments.

ALLOWANCE ITEM 999.300

MATERIALS INSPECTION, SAMPLING AND TESTING SERVICES

Allowance for Verification and Testing

Materials inspection, sampling and testing services shall be provided by independent testing consultants or firms that shall be retained by the Contractor to ensure compliance with the Standard Specifications and these Special Provisions. These services will include, but are not limited to the following:

- Portland Cement Concrete Inspection and Testing

The firm(s) selected to provide these services must be pre-qualified by MassDOT in the discipline of Materials Inspection and Testing. The Contractor shall coordinate with the firm(s) and the Town's Resident Engineer as necessary while the work is ongoing to ensure that the appropriate materials inspection, sampling and testing is occurring. Test reports shall be provided to the Engineer with copies to the Contractor. Work on materials that fail to meet the requirements of these Special Provisions shall be promptly corrected by the Contractor in accordance with the standard specifications. The cost of tests that fail to show compliance will not be reimbursed to the Contractor. The Contractor shall be reimbursed under this allowance item for testing based on paid invoices from the independent testing consultant.

ALLOWANCE ITEM 999.800

ADDITIONAL MATERIALS

The Contractor will be paid his/her actual cost plus ten (10) percent for additional materials that are required to perform additional work if directed by the Engineer. However, no materials shall be ordered until approved by the Engineer and competitive prices may be required if the Engineer directs.

The Contractor is required to seek permission from the Engineer for use of artisans for the acquisition of materials. The Contractor will not bid this item. No materials that are incidental or required under a Bid Item shall be paid for under this allowance.

ALLOWANCE ITEM 999.801

ADDITIONAL ARTISANS

The Contractor will be paid his/her actual cost plus ten (10) percent for any additional artisans required to perform additional work if directed by the Engineer. However, no subcontractor shall be ordered until the estimate has been approved by the Engineer and competitive prices may be required if the Engineer so directs.

*****END OF SPECIAL PROVISIONS*****

ATTACHMENT A

WPA-1: REQUEST FOR DETERMINATION OF APPLICABILITY

Request for Determination of Applicability

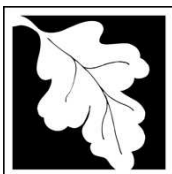
Superstructure Replacement Project
Legate Hill Road over Legate Hill Brook, Charlemont, MA
Bridge No. C-05-054
November 15, 2023

Prepared for:

Town of Charlemont



Gill Engineering Associates, Inc.
63 Kendrick Street
Needham, MA 02494



Massachusetts Department of Environmental Protection
Bureau of Water Resources - Wetlands

WPA Form 1- Request for Determination of Applicability

Charlemont
Municipality

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

A. General Information

Important:

When filling out forms on the computer, use only the tab key to move your cursor - do not use the return key.



1. Applicant:		
SARAH	REYNOLDS	
First Name	Last Name	
157 MAIN STREET		
Address		
CHARLEMONT	MA	01339
City/Town	State	Zip Code
413-339-4335 EXT 8	administrator@townofcharlemont.org	
Phone Number	Email Address	
2. Property Owner (if different from Applicant):		
TOWN OF CHARLEMONT		
First Name	Last Name	
157 MAIN STREET		
Address		
CHARLEMONT	MA	01339
City/Town	State	Zip Code
413-339-4335		
Phone Number	Email Address (if known)	
3. Representative (if any)		
JASON	FISCHER	
First Name	Last Name	
GILL ENGINEERING ASSOCIATES, INC.		
Company Name		
63 KENDRICK STREET		
Address		
NEEDHAM	MA	02492
City/Town	State	Zip Code
781-355-7100	jfischer@gill-eng.com	
Phone Number	Email Address (if known)	

B. Project Description

1. a. Project Location (use maps and plans to identify the location of the area subject to this request):	
LEGATE HILL ROAD	CHARLEMONT
Street Address	City/Town
42.63520	-72.89656
Latitude (Decimal Degrees Format with 5 digits after decimal e.g. XX.XXXXX)	Longitude (Decimal Degrees Format with 5 digits after decimal e.g. -XX.XXXXX)
07	86 & 10-3
Assessors' Map Number	Assessors' Lot/Parcel Number
b. Area Description (use additional paper, if necessary):	
PAVED ROADWAY WITH MODERATELY STEEP SLOPE AT EMBANKMENTS	
c. Plan and/or Map Reference(s): (use additional paper if necessary)	
C-05-054 PERMIT PLANS	11/13/2023
Title	Date
Title	Date

[How to find Latitude and Longitude](#)

[and how to convert to decimal degrees](#)



Massachusetts Department of Environmental Protection

Bureau of Water Resources - Wetlands

WPA Form 1- Request for Determination of Applicability

Charlemon

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Municipality

B. Project Description (cont.)

2. a. Activity/Work Description (use additional paper and/or provide plan(s) of Activity, if necessary):

THE PROJECT SCOPE OF WORK CONSISTS OF A SUPERSTRUCTURE REPLACEMENT FOR BRIDGE NUMBER C-05-054 (BTE). THE EXISTING STEEL BEAM SUPERSTRUCTURE IS HEAVILY DETERIORATED AND WILL BE REPLACED WITH A PREFABRICATED GLULAM TIMBER DECK SYSTEM OF SIMILAR SIZE. THE EXISTING CONCRETE ABUTMENTS ARE IN GOOD CONDITION AND WILL BE REUSED. NO WORK WILL BE PERFORMED IN THE BROOK AND SHIELDING WILL BE USED TO CATCH CONSTRUCTION DEBRIS.

- b. Identify provisions of the Wetlands Protection Act or regulations which may exempt the applicant from having to file a Notice of Intent for all or part of the described work (use additional paper, if necessary).

310 CMR 10.58(6)(a)

3. a. If this application is a Request for Determination of Scope of Alternatives for work in the Riverfront Area, indicate the one classification below that best describes the project.

- ☐ Single family house on a lot recorded on or before 8/1/96
- ☐ Single family house on a lot recorded after 8/1/96
- ☐ Expansion of an existing structure on a lot recorded after 8/1/96
- ☐ Project, other than a single-family house or public project, where the applicant owned the lot before 8/7/96
- ☐ New agriculture or aquaculture project
- ☐ Public project where funds were appropriated prior to 8/7/96
- ☐ Project on a lot shown on an approved, definitive subdivision plan where there is a recorded deed restriction limiting total alteration of the Riverfront Area for the entire subdivision
- ☐ Residential subdivision; institutional, industrial, or commercial project
- ☒ Municipal project
- ☐ District, county, state, or federal government project
- ☐ Project required to evaluate off-site alternatives in more than one municipality in an Environmental Impact Report under MEPA or in an alternatives analysis pursuant to an application for a 404 permit from the U.S. Army Corps of Engineers or 401 Water Quality Certification from the Department of Environmental Protection.

- b. Provide evidence (e.g., record of date subdivision lot was recorded) supporting the classification above (use additional paper and/or attach appropriate documents, if necessary.)



Massachusetts Department of Environmental Protection
Bureau of Water Resources - Wetlands

WPA Form 1- Request for Determination of Applicability Charlemont
Massachusetts Wetlands Protection Act M.G.L. c. 131, §40 Municipality

C. Determinations

1. I request the CHARLEMONT make the following determination(s). Check any that apply:
Conservation Commission

- ☐ a. whether the **area** depicted on plan(s) and/or map(s) referenced above is an area subject to jurisdiction of the Wetlands Protection Act.
- ☐ b. whether the **boundaries** of resource area(s) depicted on plan(s) and/or map(s) referenced above are accurately delineated.
- ☒ c. whether the **Activities** depicted on plan(s) referenced above is subject to the Wetlands Protection Act and its regulations.
- ☐ d. whether the area and/or Activities depicted on plan(s) referenced above is subject to the jurisdiction of any **municipal wetlands' ordinance or bylaw** of:

Name of Municipality

- ☐ e. whether the following **scope of alternatives** is adequate for Activities in the Riverfront Area as depicted on referenced plan(s).

D. Signatures and Submittal Requirements

I hereby certify under the penalties of perjury that the foregoing Request for Determination of Applicability and accompanying plans, documents, and supporting data are true and complete to the best of my knowledge.

I further certify that the property owner, if different from the applicant, and the appropriate DEP Regional Office were sent a complete copy of this Request (including all appropriate documentation) simultaneously with the submittal of this Request to the Conservation Commission.

Failure by the applicant to send copies in a timely manner may result in dismissal of the Request for Determination of Applicability.

Signatures:

I also understand that notification of this Request will be placed in a local newspaper at my expense in accordance with Section 10.05(3)(b)(1) of the Wetlands Protection Act regulations.

Sarah Reynolds
Signature of Applicant

11/15/2023
Date

Jason Fischer
Signature of Representative (if any)

11/15/2023
Date

Project Narrative

1. Introduction

The Town of Charlemont proposes to perform bridge replacement work to the steel stringer bridge that carries Legate Hill Road over Legate Hill Brook in Charlemont, MA. This bridge has a clear span length of 12 feet and an out-to-out width of 20 feet.

The purpose of the Bridge Replacement Project is to replace the existing superstructure, install guardrail over the brook, and resurface a section of Legate Hill Road where it crosses over the brook. The proposed work is intended to improve the current level of safety and infrastructure. The length of the project along Legate Hill Road is approximately 50 feet long. The project area for this RDA filing is shown on the locus map (Figure 1).

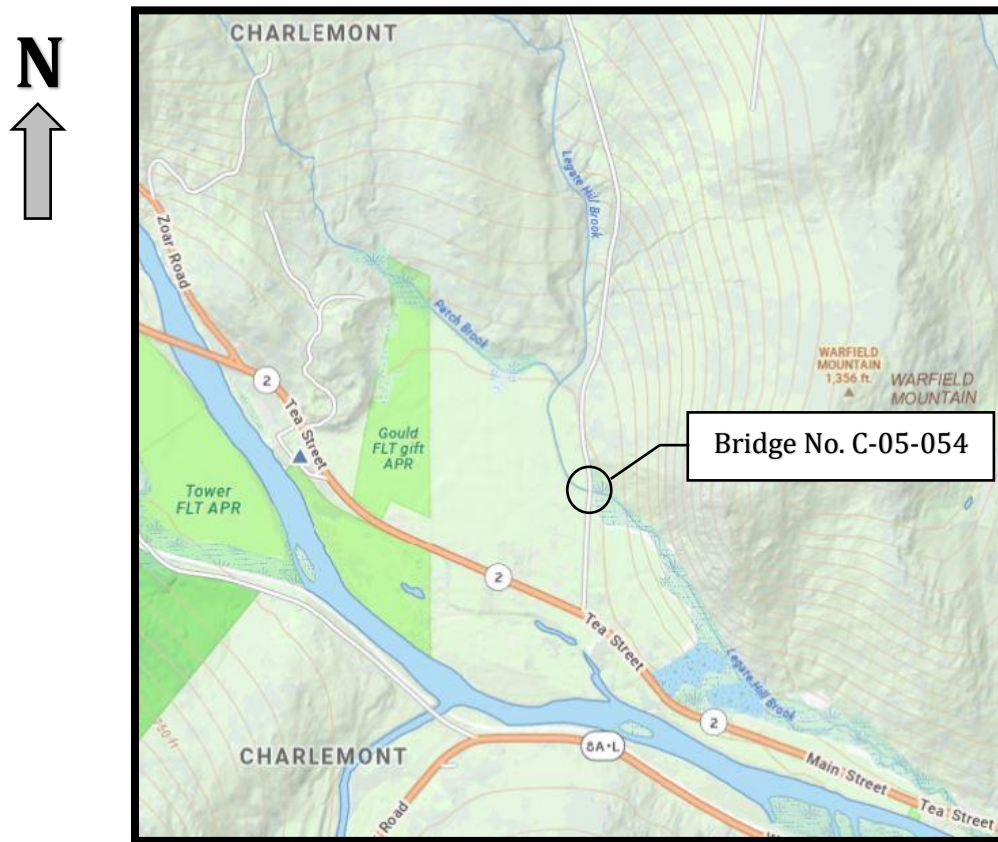


Figure 1 - Project Locus Map

2. Site Overview

Using the locus and available maps, GIS data layers from the Commonwealth's Office of Geographic Information (MassGIS) were overlaid on the project locus to determine the presence/absence and general location of environmental resources within, adjacent and proximate to the "Legate Hill Road over Legate Hill Brook Bridge Replacement" project limits in Charlemont.

2.1. Wetland Resources

As shown in Figure 2, based on the DEP Wetlands data layer, the proposed repair work is located above and adjacent to wetland resource areas. As such, the proposed work is located within the 200-foot riverfront area.

For work within riverfront:

As stated in 310 CMR 10.58(6)(a), work within riverfront is defined as: "Any excavation, structure, road, clearing, driveway, landscaping, utility line, rail line, airport owned by a political subdivision, marine cargo terminal owned by a political subdivision, bridge over two miles long, septic system, or parking lot within the riverfront area in existence on August 7, 1996. Maintenance of such structures or areas is allowed (including any activity which maintains a structure, roads (limited to repairs, resurfacing, repaving, but not enlargement), clearing, landscaping, etc. in its existing condition) without the filing of a Notice of Intent for work within the riverfront area, but not when such work is within other resource areas or their buffer zones except as provided in 310 CMR 10.58(6)(b). Changes in existing conditions which will remove, fill, dredge or alter the riverfront area are subject to 310 CMR 10.58, except that the replacement within the same footprint of structures destroyed by fire or other casualty is not subject to 310 CMR 10.58."

2.2. Massachusetts Natural Heritage & Endangered Species Program

According to related MassGIS data layers, the project site is not located within a Priority Habitat or Estimated Habitat of rare species.

2.3. Stormwater Critical Areas

Based on the MassGIS datalayers, the bridge to be replaced crosses Legate Hill Brook which is categorized as a Cold-Water Fishery. The work will consist of removal of the existing steel superstructure and replacing this with a timber superstructure. The contract specifications require that all deteriorated steel & concrete be collected before it falls into the water that flows beneath the bridge. As such, no work will be performed during construction that will cause contamination, siltation, filling, or dredging of the existing delineated resource areas. In addition, the proposed repair work is not located within any stormwater critical areas or area of critical environmental concern.



Figure 2 - MassDEP Wetland Map

2.4. Federal Emergency Management Agency

The online Federal Emergency Management Agency (FEMA) Flood Insurance Rate Maps (FIRM) for the Town of Charlemont, Massachusetts, Berkshire County, were reviewed. The project will not result in any net fill within the floodplain.

3. **Proposed Activities**

Superstructure replacement will be performed on the bridge identified as Bridge No. C-05-054 (BTE), Legate Hill Road over Legate Hill Brook.

The proposed replacement work covered under this RDA filing consists of removal of the existing superstructure and replacing this with a new timber superstructure. The contract specifications require that all deteriorated steel & concrete be collected before it falls into the water that flows beneath the bridge. As such, no work will be performed during construction that will cause siltation, filling, or dredging of the existing delineated resource areas. Siltation control measures (compost

filter tubes) will be implemented prior to beginning work. The work also includes resurfacing the approaches within 20 feet of the bridge and replacing the highway guardrail off the bridge at each approach.

The superstructure replacement will require that the Contractor perform this work in accordance with MassDOT specifications concerning environmental protection and monitoring. The Contractor shall be required to comply with all Federal, State, and municipal laws, regulations and ordinances that require protection of the environment, including laws and regulations whose purpose is to prevent contamination and pollution of the air, water, and soil in and surrounding the work site. As currently proposed, all work on this project is on the bridge structure. No work will be performed directly in the delineated wetlands or below existing ground level. Therefore, the need for an EPA NPDES Stormwater Construction General Permit is not anticipated.

It is respectfully requested that the Charlemont Conservation Commission issue a Negative Determination with conditions as deemed appropriate, thereby allowing the project to proceed in the absence of the preparation and filing of a Notice of Intent.

TOWN OF CHARLEMONT

LEGATE HILL ROAD OVER
LEGATE HILL BROOK
BRIDGE NO. C-05-054
IN THE TOWN OF

CHARLEMONT, MA
FRANKLIN COUNTY

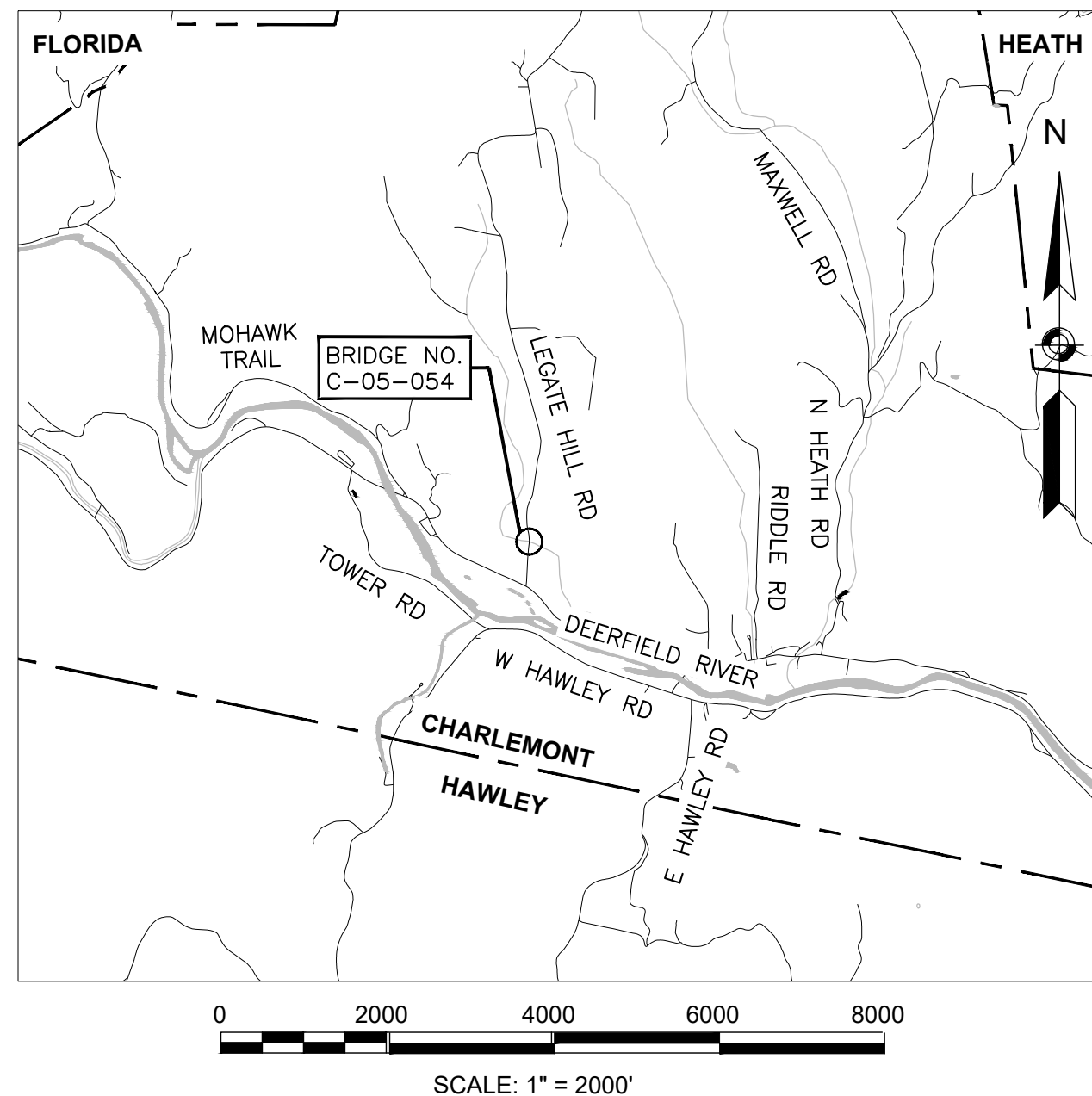
ENVIRONMENTAL PERMITTING PLANS

SURVEY NOTES:

- COORDINATES IN U.S. SURVEY FEET, ARE REFERENCED TO THE NORTH AMERICAN DATUM OF 1983
- ELEVATIONS, IN U.S. SURVEY FEET, ARE REFERENCED TO THE NORTH AMERICAN DATUM OF 1983
- BENCHMARK:
SPIKE SET
BM #1 N: 3059557.401 E: 280382.243 EL. 569.44
BM #2 N: 3059347.839 E: 280361.187 EL. 569.02
BM #3 N: 3059620.767 E: 280389.808 EL. 568.95

RESOURCE IMPACTS (TEMPORARY & PERMANENT):

RIVERFRONT AREA (100') = 1700 SF

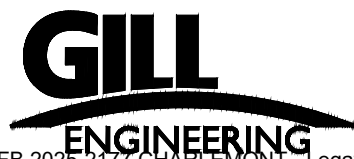


LIST OF RESOURCE ABBREVIATIONS:

LUWW = LAND UNDER WATERBODIES AND WATERWAYS
BLSF = BORDERING LAND SUBJECT TO FLOODING
RFA = RIVERFRONT AREA
OHW = ORDINARY HIGH WATER

Sheet List Table

SHEET NO.	SHEET TITLE
1	TITLE SHEET
2	EXISTING CONDITIONS
3	PROPOSED CONDITIONS
4	RESOURCE IMPACT PLAN



IFB 2025-2177 CHARLEMONT - Legate Hill Rd. Bridge

SUPERSTRUCTURE REPLACEMENT
TOWN OF CHARLEMONT

SUPERSTRUCTURE REPLACEMENT FOR CHARLEMONT
LEGATE HILL ROAD OVER LEGATE HILL BROOK

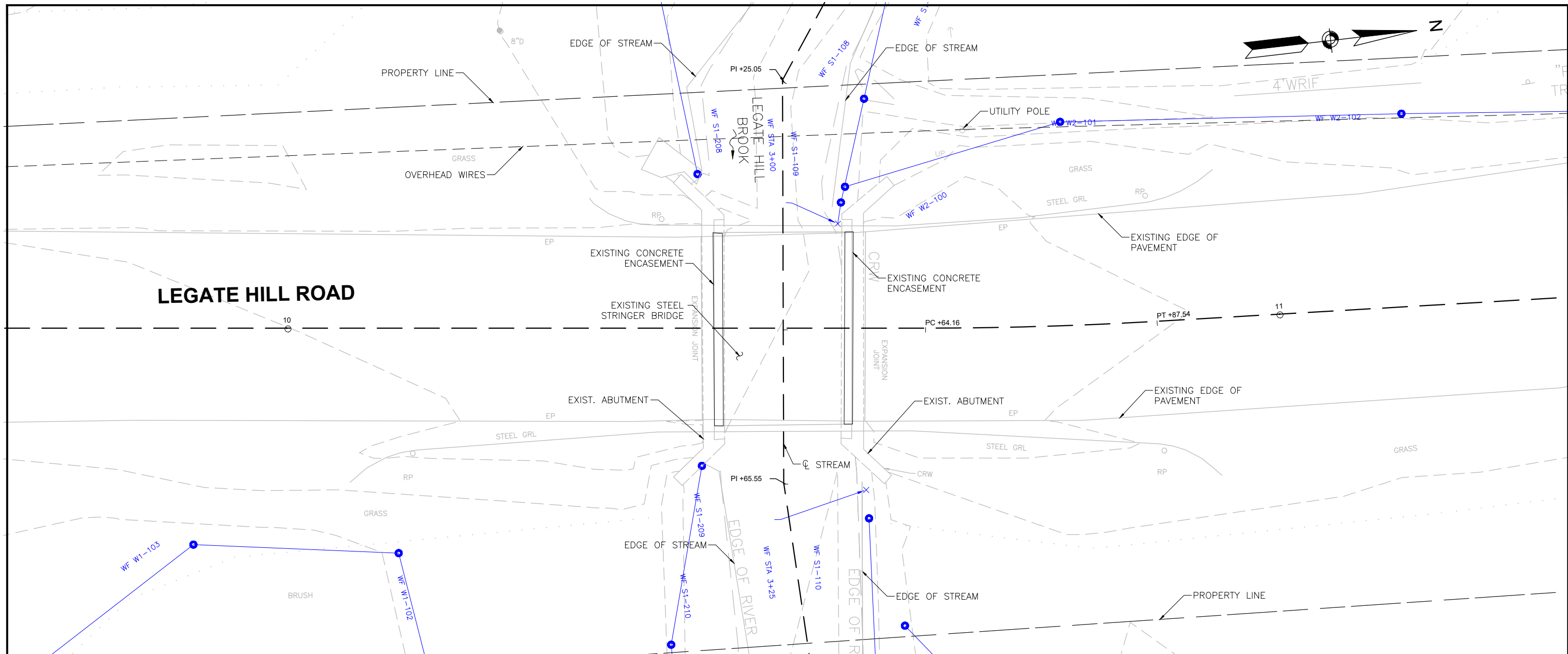
Gill Engineering Associates, Inc. 63 Kendrick Street Needham, MA 02494 781-355-7100 www.gill-eng.com

TITLE
SHEET

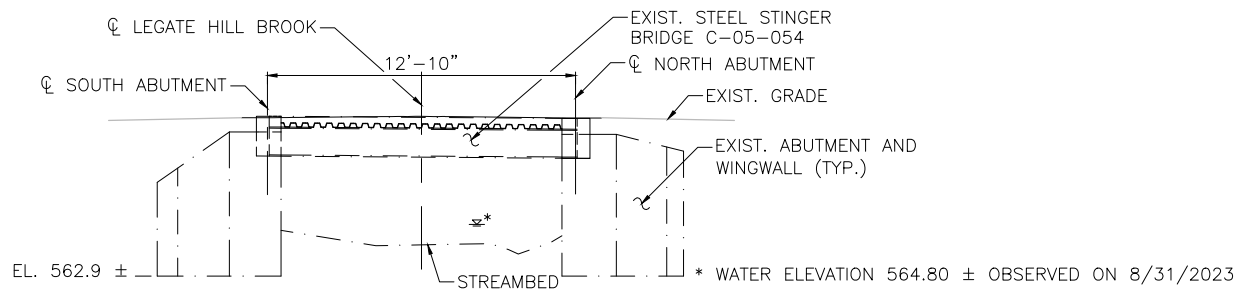
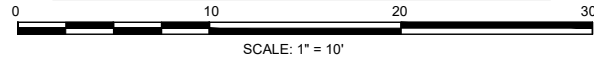
SHEET

1

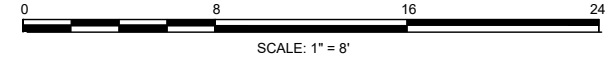
Page 40 of 119 OF 4

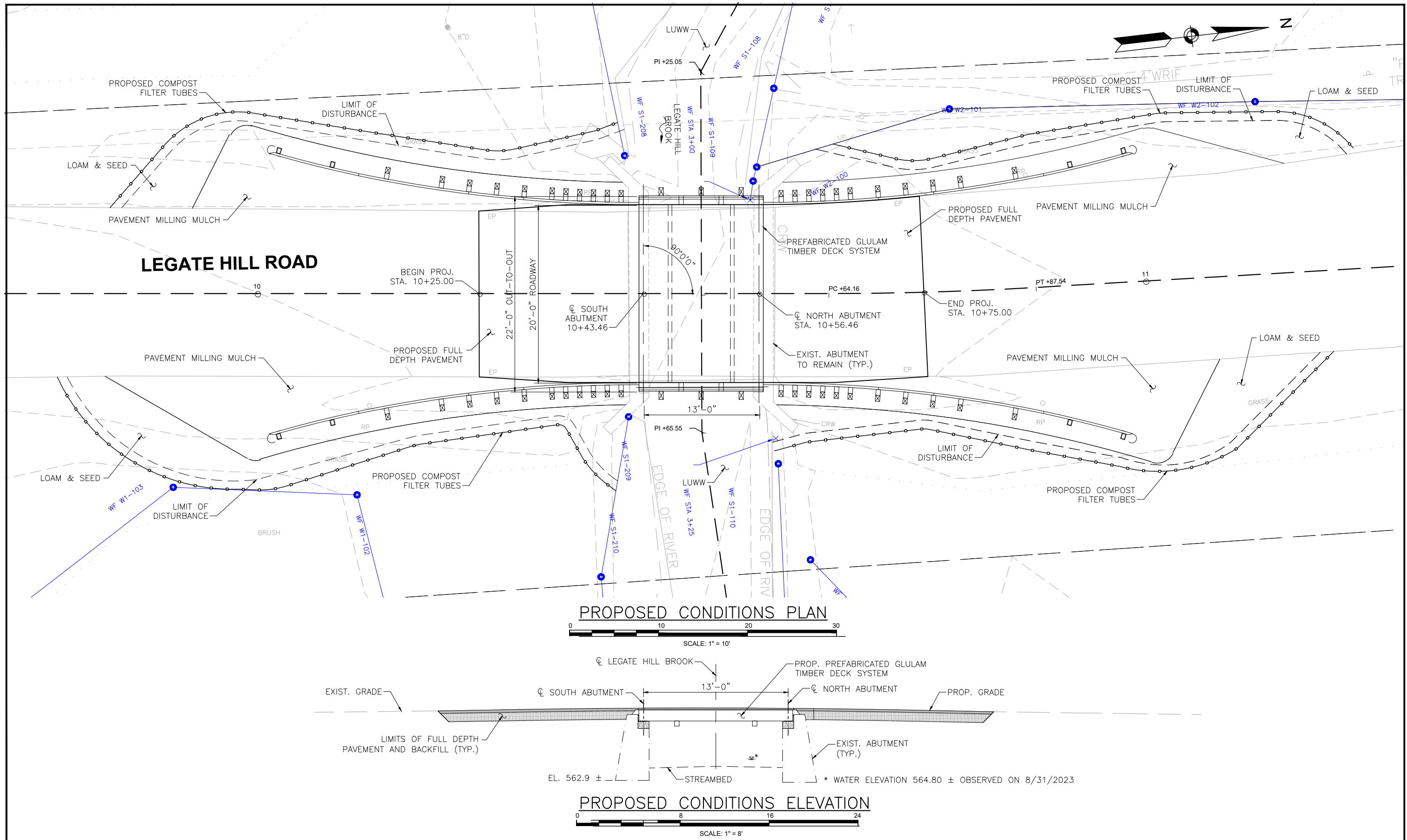


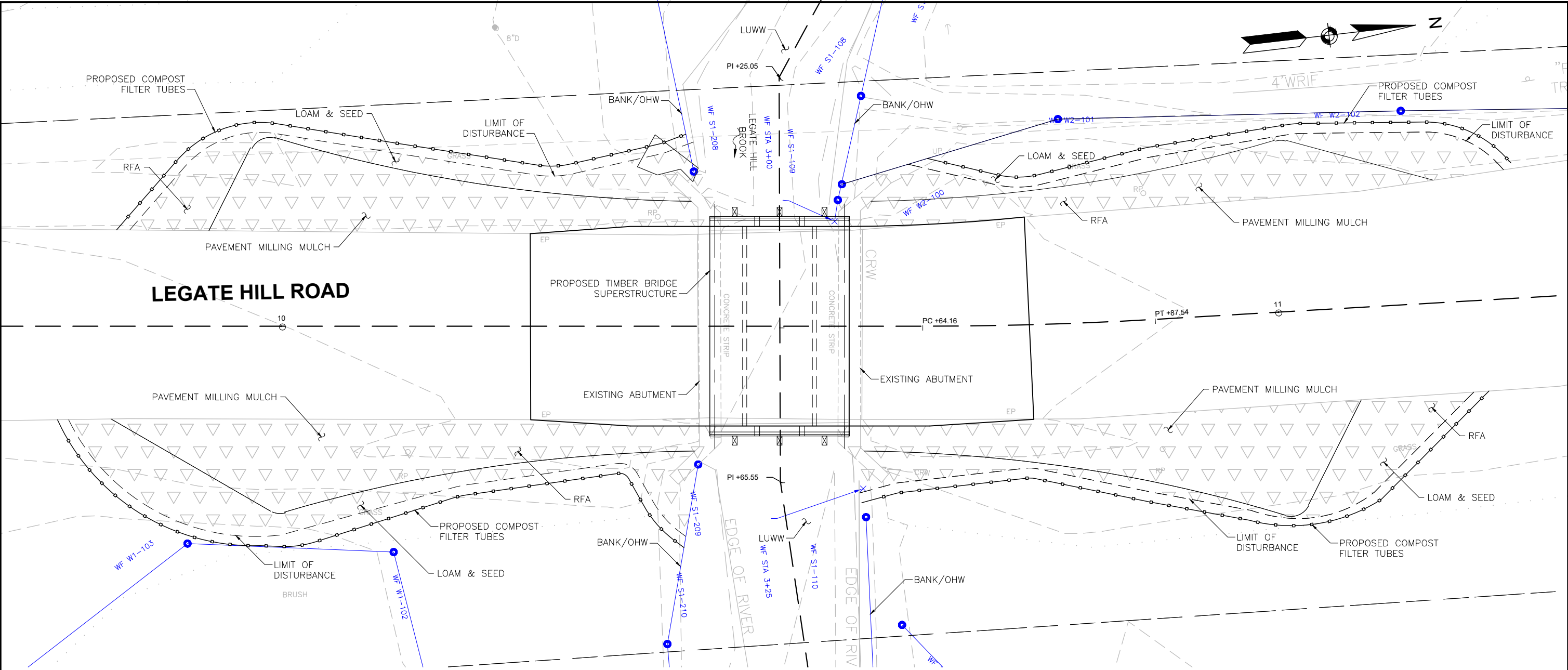
EXISTING CONDITIONS PLAN



EXISTING CONDITIONS ELEVATION







RESOURCE IMPACTS (TEMPORARY AND PERMANENT):

***** RIVERFRONT AREA = 1700 SF

RESOURCE AREAS BOUNDARIES:

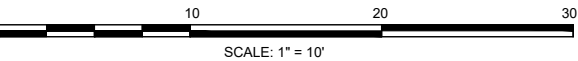
ALL ACTIVITIES ARE WITHIN THE 100-FOOT BUFFER ZONE AND THE 200-FOOT RIVERFRONT AREA.

WETLAND FLAG LEGEND:

PERENNIAL/MEAN ANNUAL HIGH WATER AND INLAND BANK:
S1-100 TO S1-120 = STREAM 1, LEFT BANK
S1-200 TO S1-215 = STREAM 1, RIGHT BANK

BORDERING VEGETATED WETLAND:
W1-100 TO W1-104 = WETLAND 1 (SOUTH)
W2-100 TO W2-106 = WETLAND 2 (NORTH)
W3-100 TO W3-108 = WETLAND 3 (NORTH)

ENVIRONMENTAL IMPACT PLAN



IFB 2025-2177 CHARLEMONT - Legate Hill

Rd. Bridge

**SUPERSTRUCTURE REPLACEMENT
TOWN OF CHARLEMONT**

**SUPERSTRUCTURE REPLACEMENT FOR CHARLEMONT
LEGATE HILL ROAD OVER LEGATE HILL BROOK**

Gill Engineering Associates, Inc. 63 Kendrick Street Needham, MA 02494 781-355-7100 www.gill-eng.com

**RESOURCE
IMPACT
PLAN**

SHEET

4

OF 4

ATTACHMENT B

WPA-2: DETERMINATION OF APPLICABILITY



Massachusetts Department of Environmental Protection
Bureau of Water Resources - Wetlands
WPA Form 2 – Determination of Applicability
Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Municipality _____

A. General Information

Important:

When filling out forms on the computer, use only the tab key to move your cursor - do not use the return key.



How to find Latitude and Longitude

and how to convert to decimal degrees

From:

Charlemon
Conservation Commission

To: Applicant

Sarah Reynolds
Name
PO Box 677
Mailing Address
Charlemon MA 01339
City/Town State Zip Code
413 339-4335 EXT 8
Phone Number
administrator@townofcharlemon.org
Email Address

Property Owner (if different from applicant):

Name
Mailing Address
City/Town State Zip Code
Phone Number
Email Address (if known)

1. Project Location:

Legate Hill Road
Street Address
42.63520
Latitude (Decimal Degrees Format with 5 digits after decimal e.g. XX.XXXXX)
07
Assessors Map/Plat Number

Charlemon
City/Town
-72.89656
Longitude (Decimal Degrees Format with 5 digits after decimal e.g. -XX.XXXXX)
86&10-3
Parcel/Lot Number

2. Date Request Filed:

12/8/2023

B. Determination

Pursuant to the authority of M.G.L. c. 131, § 40, the Conservation Commission considered your Request for Determination of Applicability, with its supporting documentation, and made the following Determination.

Project Description (if applicable):

The project scope of work consists of superstructure replacement for bridge number c-05-054 (BTE). The existing steel beam superstructure is heavily deteriorated and will be replaced with a prefabricated glulam timber deck system of similar size. The existing concrete abutments are in good condition and will be reused. No work will be performed in the brook and shielding will be used to catch construction debris.

Title and Date (or Revised Date if applicable) of Final Plans and Other Documents:

C-05-054 Permit Plans	11/13/2023
Title	Date
Title	Date
Title	Date



Massachusetts Department of Environmental Protection
Bureau of Water Resources - Wetlands

WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Municipality

B. Determination (cont.)

The following Determination(s) is/are applicable to the proposed site and/or project relative to the Wetlands Protection Act and regulations:

Positive Determination

Note: No work within the jurisdiction of the Wetlands Protection Act may proceed until a final Order of Conditions (issued following submittal of a Notice of Intent or Abbreviated Notice of Intent) has been received from the issuing authority (i.e., Conservation Commission or the Department of Environmental Protection).

- ☐ 1. The area described on the referenced plan(s) is an area subject to jurisdiction under the Act. Removing, filling, dredging, or altering of the area requires the filing of a Notice of Intent.
- ☐ 2a. The boundary delineations of the following resource areas described on the referenced plan(s) are confirmed as accurate. Therefore, the resource area boundaries confirmed in this Determination are binding as to all decisions rendered pursuant to the Wetlands Protection Act and its regulations regarding such boundaries for as long as this Determination is valid.
- ☐ 2b. The boundaries of Wetlands Resource Area(s) and Buffer Zone(s) listed below are not confirmed by this Determination, regardless of whether such boundaries are contained on the plans attached to this Determination or to the Request for Determination.
- ☐ 3. The work described on referenced plan(s) and document(s) is within an area subject to jurisdiction under the Act and will remove, fill, dredge, or alter that area. Therefore, said work requires the filing of a Notice of Intent.
- ☐ 4. The work described on referenced plan(s) and document(s) is within the Buffer Zone and will alter an Area subject to jurisdiction under the Act. Therefore, said work requires the filing of a Notice of Intent
- ☐ 5. The area and/or work described on referenced plan(s) and document(s) is subject to review and approval by:

Name of Municipality

Pursuant to the following municipal wetland ordinance or bylaw:

Name

Ordinance or Bylaw Citation



Massachusetts Department of Environmental Protection
Bureau of Water Resources - Wetlands

WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Municipality _____

B. Determination (cont.)

- ☐ 6. The following area and/or work, if any, is subject to a municipal ordinance or bylaw but not subject to the Massachusetts Wetlands Protection Act:
- ☐ 7. If a Notice of Intent is filed for the work in the Riverfront Area described on referenced plan(s) and document(s), which includes all or part of the work described in the Request, the applicant must consider the following alternatives. (Refer to the wetland regulations at 10.58(4)(c) 2. for more information about the scope of alternatives requirements):
- ☐ Alternatives limited to the lot on which the project is located.
 - ☐ Alternatives limited to the lot on which the project is located, the subdivided lots, and any adjacent lots formerly or presently owned by the same owner.
 - ☐ Alternatives limited to the original parcel on which the project is located, the subdivided parcels, any adjacent parcels, and any other land which can reasonably be obtained within the municipality.
 - ☐ Alternatives extend to any sites which can reasonably be obtained within the appropriate region of the state.

Negative Determination

Note: No further action under the Wetlands Protection Act is required by the applicant. However, if the Department is requested to issue a Superseding Determination of Applicability, work may not proceed on this project unless the Department fails to act on such request within 35 days of the date the request is post-marked for certified mail or hand delivered to the Department. Work may then proceed at the owner's risk only upon notice to the Department and to the Conservation Commission. Requirements for requests for Superseding Determinations are listed at the end of this document.

- ☐ 1. The area described in the Request is not an area subject to jurisdiction under the Act or the Buffer Zone.
- ☒ 2. The work described in the Request is within an area subject to jurisdiction under the Act, but will not remove, fill, dredge, or alter that area. Therefore, said work does not require the filing of a Notice of Intent.
- ☐ 3. The work described in the Request is within the Buffer Zone, as defined in the regulations, but will not alter an Area subject to jurisdiction under the Act. Therefore, said work does not require the filing of a Notice of Intent, subject to the following conditions (if any).
- ☐ 4. The work described in the Request is not within an Area subject to jurisdiction under the Act (including the Buffer Zone). Therefore, said work does not require the filing of a Notice of Intent, unless and until said work alters an Area subject to jurisdiction under the Act.



Massachusetts Department of Environmental Protection
Bureau of Water Resources - Wetlands

WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Municipality _____

B. Determination (cont.)

- ☐ 5. The area described in the Request is subject to jurisdiction under the Act. Since the work described therein meets the requirements for the following exemption, as specified in the Act and the regulations, no Notice of Intent is required:

Exempt Activity (site applicable statutory/regulatory provisions)

- ☐ 6. The area and/or work described in the Request is not subject to additional review and approval by:

Name of Municipality _____

Pursuant to a municipal wetlands' ordinance or bylaw.

Name _____

Ordinance or Bylaw Citation _____

C. Authorization

This Determination is issued to the applicant and delivered as follows:

☒ By hand delivery on

☐ By certified mail, return receipt request on

Date

1/17/2024

Date

Certified Mail Number _____

A copy of this Determination has been sent on the same date, considered the date of issuance, to the appropriate DEP Regional Office and the property owner (if not the applicant) in the manner as follows:

DEP

☐ By eDEP DOA Submittal Platform (Attach this form and supporting documents)

☐ By USPS mail

☒ By hand delivery

Date

1/17/2024

Date

Property Owner (if not applicant)

☐ By mail

☐ By hand delivery

Date

Date



Massachusetts Department of Environmental Protection
Bureau of Water Resources - Wetlands

WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Municipality _____

C. Authorization (cont.)

This Determination is valid for **three years** from the date of issuance (except Determinations for Vegetation Management Plans which are valid for the duration of the Plan). This Determination does not relieve the applicant from complying with all other applicable federal, state, or local statutes, ordinances, bylaws, or regulations.

This Determination must be signed by a majority of the Conservation Commission. As noted above, a copy must be sent to the appropriate DEP Regional Office (see <https://www.mass.gov/service-details/massdep-regional-offices-by-community>) and the property owner (if different from the applicant) on the same date that the Applicant is issued this Determination.

Issuing Authority

Signatures:

Signature

Signature

Signature

Signature

Signature

Signature

Signature

Printed Name

Printed Name

Printed Name

Printed Name

Printed Name

Printed Name

Printed Name

D. Appeals

The applicant, owner, any person aggrieved by this Determination, any owner of land abutting the land upon which the proposed work is to be done, or any ten residents of the city or town in which such land is located, are hereby notified of their right to request the appropriate Department of Environmental Protection Regional Office (see <https://www.mass.gov/service-details/massdep-regional-offices-by-community>) to issue a Superseding Determination of Applicability. The request must be made by certified mail or hand delivery to the Department, with the appropriate filing fee and Fee Transmittal Form (see Request for Departmental Action Fee Transmittal Form) as provided in 310 CMR 10.03(7) within ten business days from the date of issuance of this Determination. A copy of the request shall at the same time be sent by certified mail or hand delivery to the Conservation Commission and to the applicant if he/she is not the appellant. The request shall state clearly and concisely the objections to the Determination which is being appealed. To the extent that the Determination is based on a municipal ordinance or bylaw and not on the Massachusetts Wetlands Protection Act or regulations, the Department of Environmental Protection has no appellate jurisdiction.

**TOWN OF CHARLEMONT
BRIDGE #C-05-054 – LEGATE HILL ROAD BRIDGE
FRCOG IFB 2025-2177**

GENERAL INSTRUCTIONS TO BIDDERS

1. All bids must contain a filled out and signed BID FORM. Minor defects on a bid submittal may be waived by the Chief Procurement Officer (CPO) as long as the error or variation is not prejudicial or preferential to the other bidders and that it may be corrected without affect upon substantive elements of the bid such as, but not limited to, price, quality, payment terms or delivery schedule. Resolution will be determined by the CPO.
2. Bids which are incomplete, not properly endorsed or signed, or otherwise contrary to instructions may be rejected as non-responsive by the CPO. Conditional bids will not be accepted. Any bid arriving after the time and date of bid opening will not be accepted.
3. As the TOWN OF CHARLEMONT is exempt from the payment of Federal Excise Taxes and Massachusetts Sales Tax, prices quoted herein are not to include these taxes.
4. A bidder will be held to the terms and the prices on the bid form for the duration of the contract period if a contract is signed by both parties within 40 days from bid opening.
5. The TOWN reserves the right to reject any and all bids, in total or in part.
6. The selected contractor will be bound by all applicable statutory provisions of law of the Federal Government and the Commonwealth of Massachusetts.
7. The contractor will be required to indemnify and hold harmless the TOWN OF CHARLEMONT for all damages to life and property that may occur due to contractor's negligence or that of his/her employees, subcontractors, etc., during the contract.
8. If in the judgment of the TOWN OF CHARLEMONT, any property is needlessly damaged by an act or omission of the contractor, the amount of damages will be deducted from money due the contractor or may be recovered from said contractor in legal action.
9. Any restrictions, qualifications, or deviations from specifications must appear either on the bid form or on an attachment thereto.
10. A contract (or contracts) will be signed between the awarded bidder(s) and the TOWN OF CHARLEMONT. **A sample contract is attached.** Any provisions of the contract that cannot be met by a prospective bidder must be brought to the attention of the FRCOG during the open question period, otherwise submittal of a bid constitutes acceptance of the Town's standard terms and conditions.
11. Once bids are opened, the FRCOG will forward the information to the Town and their Engineer for review.
12. The contract(s) resulting from this bid will be awarded to the lowest responsible and responsive bidder based upon bid price, past performance and reliability of the bidder, quality of product and/or service, and degree of exclusion, exemption, or restrictions on the bid form. In the event of identical and responsible low bids, a coin toss overseen by the CPO will determine the award. Responsibility may be determined in part by reference checks. **A list of all projects done or in process for Municipalities in Massachusetts for Bridges/Culverts in the last two years is required with the bid submission.**
13. Any questions about the technical specifications of the project or the bid process must be directed to FRCOG via written question (email ebatchelder@frcog.org and all prospective bidders will be notified if an addendum is required.

14. The FRCOG will in no way be responsible for the actions of the TOWN. Payment of invoices will be made within 30 days upon receipt of invoice by the TOWN.
15. FRCOG will be available to answer any general questions about bid procedure, etc., but no question will be answered that in any way could give an unfair advantage to a bidder. All inquiries concerning this bid should be directed to:

Ellen Batchelder, Assistant Procurement Officer
Franklin Regional Council of Governments
12 Olive Street, Suite 2
Greenfield, MA 01301
EMAIL ebatchelder@frcog.org

16. Police or Flagging Detail will be the responsibility of the CONTRACTOR. See Special Provisions/Technical Specifications.
17. The FRCOG and the TOWN OF CHARLEMONT do not discriminate on the basis of disability with respect to admission to, access to, or operation of its programs, services or activities. Individuals who may need auxiliary aids should call the Council office.
18. Awards will be based on the estimated quantities provided times the price submitted. The responsive and responsible contractor whose total is lowest for the combination of all items will be awarded unless the Town has a legitimate reason to not award to that particular vendor per MGL Ch30 §39M.
19. The project is being funded by Grant and Town Funds which have been appropriated. If funding is unavailable, the project could be cancelled.

20. OSHA Certification is Required

All contractors working on public works projects will be required to certify that ALL employees employed at the work site have successfully completed an OSHA approved course in construction safety at least 10 hours in duration. This law requires general contractors to have on file records of all employees OSHA 10- hour training and provide proof to the various agencies in charge of the work. This also applies to all subcontractors, hired trucks, and hired equipment with operators. Every bidder must certify that all persons who are employed by them for this bid are certified. Proof does not have to be submitted with this bid but must be available upon request.

21 Contract execution will be conditioned upon producing:

An insurance certificate as outlined on the INSURANCE REQUIREMENTS page and a 50% Labor and Materials Payment Bond.

Failure or refusal of the successful bidder to execute and deliver a Signed Contract, Certificate of Insurance, and Labor and Materials Bond acceptable to the Chief Procurement Officer within five days after notice of contract award will result in the forfeiture of the Bid Bond as Liquidated Damages. The Contract may be awarded to the next lowest qualified bidder or the IFB re-advertised, if the Town believes it is in the best public interest.

22.

INSURANCE REQUIREMENTS

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

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

COVERAGE LIMITS OF LIABILITY

Workers' Compensation	Statutory
Employers' Liability	\$500,000
Bodily Injury Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Property Damage Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Automobile Bodily Injury Liability	\$1,000,000 each person \$2,000,000 each occurrence
Automobile Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$2,000,000 each occurrence
Contractor's Pollution Liability	\$1,000,000 each occurrence \$3,000,000 aggregate

Contractor's Pollution Liability: The Contractor shall purchase and maintain coverage for bodily injury and property damage resulting from liability arising out of pollution related exposures such as asbestos abatement, lead paint abatement, tank removal, removal of contaminated soil, etc. The policy shall cover the liability of the Contractor during the process of removal, storage, transport and disposal of hazardous waste and contaminated soil and/or asbestos abatement. The policy shall coverage for on-site and off-site bodily injury and loss of, damage to, or loss of use of property, directly or indirectly arising out of the discharge, dispersal, release or escape of smoke, vapors, soot, fumes, acids, alkalis, toxic chemicals, liquids or gas, waste materials or other irritants, contaminants or pollutants into or upon the land, the atmosphere or any water course or body of water, whether it be gradual or sudden and accidental. The policy shall also include defense and clean-up costs. The Town shall be named as an additional insured.

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

Checklist of Required Signed Bid Documents:

- Bid Form
- Bid Signature Page with Corporate Resolution or List of Partners if applicable
- 5% Bid Bond
- References (Please list all Massachusetts municipal Bridge/Culvert Projects completed or in process in the last two years with contact information)

SUBMIT ONE ORIGINAL AND ONE COPY OF THE BID

FORM FOR GENERAL BID – Page 1 of 3
TOWN OF CHARLEMONT – BRIDGE #C-05-054 LEGATE HILL ROAD BRIDGE
FRCOG IFB 2025-2177

To the Town of CHARLEMONT, Massachusetts, (hereinafter called the “Owner”) acting through its Selectboard, duly authorized therefore, who act solely for said Town and without personal liability to themselves:

Ladies/Gentlemen:

The undersigned _____, as bidder, declares that the only persons or parties interested in this bid as principals are those named herein; that the bidder has carefully examined the proposed form of Proposal and the Specifications (and amendments thereto); and he/she bids and agrees, if this bid is accepted, that the bidder will furnish all materials and labor necessary for the completion of the Work as specified in the Proposal, in the manner and time therein prescribed and according to the requirements of Owner as herein set forth.

The Bidder agrees that the Owner will have forty (40) consecutive days from date of opening to accept the bid, except as described in the specifications, the unit(s) at the price, therein. The Bidder also understands that the Owner reserves the right to accept or reject any or all bids and to waive any informalities in the Proposals if it is in the Owner's interest to do so. The Advertisement for Bidders, Information for Bidders, Specifications and Bid Form attached thereto, shall become a contract upon the receipt by the Bidder of written acceptance of this bid by the Owner.

I/We hereby agree to provide services for which we have provided pricing in accordance with the specifications in the bid and MassDOT, Mass DEP and Army Corps of Engineers standards, where appropriate, and agree to the standard terms and conditions of the sample contract attached.

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

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

The undersigned certifies under penalties of perjury that the said undersigned is **not presently debarred** from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29 of the General Laws, or any other applicable debarment provisions of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder.

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

The BIDDER acknowledges receipt of the following addenda:

No. _____, dated _____, 2025

No. _____, dated _____, 2025

No. _____, dated _____, 2025

No. _____, dated _____, 2025

ITEM	QUANTITY	UNITS	DESCRIPTION	UNIT PRICE	EXTENDED
114.1	1	LS	DEMOLITION OF SUPERSTRUCTURE OF BRIDGE NO. C-05-054 (BTE)		\$
120.	25	CY	EARTH EXCAVATION		\$
151.	35	CY	GRAVEL BORROW		\$
170.	80	SY	FINE GRADING AND COMPACTING - SUBGRADE AREA		\$
452.	8	GAL	ASPHALT EMULSION FOR TACK COAT		\$
460.22	12	TON	SUPERPAVE SURFACE COURSE – 9.5 (SSC – 9.5)		\$
460.31	18	TON	SUPERPAVE INTERMEDIATE COURSE – 12.5 (SIC – 12.5)		\$
627.1	4	EA	TRAILING ANCHORAGE		\$
628.24	4	EA	TRANSITION TO BRIDGE RAIL		\$
630.2	155	FT	HIGHWAY GUARD REMOVED AND DISCARDED		\$
657.	250	FT	TEMPORARY FENCE		\$
751.	8	CY	LOAM FOR ROADSIDES		\$
765.	68	SY	SEEDING		\$
767.121	285	FT	SEDIMENT CONTROL BARRIER		\$
769.	235	FT	PAVEMENT MILLING MULCH UNDER GUARD RAIL		\$
833.7	4	EA	DELINEATION FOR GUARD RAIL TERMINI		\$
852.	242	SF	SAFETY SIGNING FOR TRAFFIC MANAGEMENT		\$
853.1	10	EA	PORTABLE BREAKAWAY BARRICADE TYPE III		\$
853.2	40	FT	TEMPORARY BARRIER (TL-2)		\$
856.12	21	DAY	PORTABLE CHANGEABLE MESSAGE SIGN		\$
859.	720	DAY	REFLECTORIZED DRUM		\$
989.22	4	SF	REINFORCED CONCRETE SURFACE EXCAVATION		\$
994.01	1	LS	TEMPORARY PROTECTIVE SHIELDING BRIDGE NO. C-05-054 (BTE)		\$
* 995.	1	LS	BRIDGE SUPERSTRUCTURE, BRIDGE NO. C-05-054 (BTE)		\$
			ALLOWANCES:		
999.001	1	LS	TRAFFIC POLICE	1,000.00	\$ 1,000.00
999.300	1	LS	MATERIALS INSPECTION, SAMPLING, AND TESTING SERVICES	5,000.00	\$ 5,000.00
999.800	1	LS	ADDITIONAL MATERIALS	7,500.00	\$ 7,500.00
999.801	1	LS	ADDITIONAL ARTISANS	7,500.00	\$ 7,500.00
			TOTAL CONSTRUCTION BID WITH ALLOWANCES	\$	

***See next page for breakdown of sub-items**

ITEM	QUANTITY	UNITS	DESCRIPTION	UNIT PRICE	EXTENDED
995.	BRIDGE SUPERSTRUCTURE, BRIDGE NO. C-05-054 (BTE) – LUMP SUM BREAKDOWN				
482.31	40	FT	SAWING & SEALING JOINTS IN ASPHALTIC PAVEMENT AT BRIDGES		\$
904.3	2	CY	5000 PSI, 3/4 IN., 685 HP CEMENT CONCRETE		\$
910.1	103	LB	STEEL REINFORCEMENT FOR STRUCTURES - EPOXY COATED		\$
912.4	32	EA	DRILLING AND GROUTING #4 DOWELS		\$
912.5	32	EA	DRILLING AND GROUTING #5 DOWELS		\$
932.	22	SF	ELASTOMERIC BRIDGE BEARING PAD		\$
955.2	305	SF	TREATED GLULAM TIMBER DECK PANEL		\$
955.4	29	FT	TREATED GLULAM TIMBERR RAILING WITH CURB		\$
965.2	368	SF	MEMBRANE WATERPROOFING FOR BRIDGE DECKS - SPRAY APPLIED		\$
973.2	44	FT	PRECOMPRESSED JOINT SEAL		\$
BRIDGE SUPERSTRUCTURE, BRIDGE NO. C-05-054 (BTE), LUMP SUM				\$	

TOTAL CONSTRUCTION BID IN WORDS: _____

Authorized Signature  _____ Printed Name _____

Title _____ Company Name _____

Company Address _____

City/State/Zip _____

Phone _____ Email _____

Date _____

The Office of the Attorney General, Washington, DC, requires the following information on all bid proposals amounting to \$1,000.00 or more:

_____ Federal Tax ID Number (this number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941

*IF A CORPORATION, INCLUDE WITH YOUR BID A CORPORATE RESOLUTION LISTING ALL DULY AUTHORIZED SIGNERS ON BEHALF OF THE CORPORATION AND CHECK HERE ☐

*IF A LIMITED LIABILITY CORPORATION (LLC), INCLUDE THE NAME OF THE LLC MANAGER AND CHECK THE APPROPRIATE CLASSIFICATION OF LLC ☐

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

_____ LLC MANAGER NAME

*IF A PARTNERSHIP, INCLUDE A LIST OF NAMES/ADDRESSES OF ALL PARTNERS AND CHECK HERE (add additional page if necessary) ☐

_____	NAME
_____	NAME
_____	NAME
_____	NAME

*IF A PROPRIETORSHIP, COMPLETELY FILL OUT INFORMATION ON BID FORM ONLY AND CHECK HERE ☐

ATTACHMENT A - SAMPLE AGREEMENT

TOWN OF CHARLEMONT BRIDGE #C-05-054 – LEGATE HILL ROAD BRIDGE

THIS AGREEMENT made this ____ day of _____, 2025 between **CONTRACTOR** with a usual place of business at **ADDRESS AND PHONE**, hereinafter called the CONTRACTOR, and the **TOWN of CHARLEMONT** acting by its SELECTBOARD, with a usual place of business at **157 MAIN ST., CHARLEMONT, MA 01270 TEL 413-339-4335** (hereinafter called the OWNER).

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

1. Scope of Work

The Contractor shall furnish all labor, materials, equipment and insurance to perform all work required for the project known as the **BRIDGE #C-05-054 LEGATE HILL ROAD BRIDGE** Project, in strict accordance with the Contract Documents and all related Drawings and Specifications including the Order of Conditions. The Contract Documents (Section 11, herein), Specifications, Drawings and any GENERAL SUPPLEMENTARY CONDITIONS are incorporated herein by reference and are made a part of this Agreement.

2. Contract Price

The Owner shall pay the Contractor for the performance of this Agreement, subject to additions and deductions provided herein, in current funds, the sum of **\$xxxx (xxxxDOLLARS and xxxCENTS)**.

3. Commencement and Completion of Work and Liquidated Damages

It is agreed that time is of the essence of this Agreement. The Contractor shall commence and prosecute the work under this Agreement upon execution hereof and shall complete the work on or before 12/18/2026.

- A. Definition of Term: The Term "Substantial completion" shall mean the date certified by the Owner when construction is sufficiently complete, in accordance with the Contract Documents, so the Owner may occupy the project, or designated portion(s) thereof, for the use for which it is intended.
- B. Time as Essential Condition: It is understood and agreed that the commencement of and substantial completion of the work are essential conditions of this Agreement. It is further agreed that time is of the essence for each and every portion of the Contract Documents wherein a definite and certain length of time is fixed for the performance of any act whatsoever; and where under the Contract Documents any additional time is allowed for the completion of any work, the new time fixed by such extension shall be of the essence of this Agreement. It is understood and agreed that the times for the completion of the work are reasonable, taking into consideration the average climatic range and usual industrial conditions prevailing in this locality.

C. Progress and Completion: Contractor shall commence work promptly upon execution of this Agreement and shall prosecute and complete the work regularly, diligently and uninterruptedly at such a rate of progress as will insure Substantial Completion within the stipulated number of calendar days.

D. Liquidated Damages: N/A

4. Performance of the Work

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

B. Responsibility for the Work: (1) The Contractor shall be responsible to the Owner for the acts and omissions of his employees, Subcontractors and their agents and employees, and other persons performing any of the Work under a contract with the Contractor. This obligation shall also extend to the presence on the Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.

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

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

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

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

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

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

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

F. Progress Schedule: The Contractor, immediately after being awarded the Contract, shall prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.

G. Drawings, Specifications and Submittals:

(1) The Contractor shall maintain at the site for the Owner one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications, and "As-Built" Drawings and Specifications in good order and marked currently to record all changes made during construction, and approved Shop Drawings, Product Data and Samples. These shall be delivered to the Owner upon completion of the Work.

(2) By approving and submitting Shop Drawings, Product Data and Samples, the Contractor represents that he has determined and verified all materials, field measurements, and field construction criteria related thereto, or will do so, and that he has checked and coordinated the information contained within such submittals with the requirements of the Work and of the Contract Documents.

(3) The Contractor shall not be relieved of responsibility for any deviation from the requirements of the Contract Documents by the Owner's approval of Shop Drawings, Product Data or Samples unless the Contractor has specifically informed the Owner in writing of such deviation at the time of submission and the Owner has given written approval to the specific deviation. The Contractor shall not be relieved from responsibility for errors or omissions in the Shop Drawings, Product Data or Samples by the Owner's approval thereof.

(4) The Contractor shall direct specific attention, in writing or on resubmitted Shop Drawings, Product Data or Samples, to revisions other than those requested by the Owner on previous submittals.

(5) No portion of the Work requiring submission of a Shop Drawing, Product Data or Sample shall be commenced until the submittal has been approved by the Owner. All such portions of the Work shall be in accordance with approved submittals.

- H. **Protection of the Work and Owner's Property:** The Contractor shall at all times safely guard the Owner's property from injury or loss in connection with this Agreement. He shall at all times safely guard and protect his own work, and that of adjacent property from damage. The Contractor shall replace or make good any such damage, loss or injury. The Contractor shall clean the work area and restore it to its original condition upon completion of the work.
- I. **Quality of the Work:** The Contractor shall perform the work in a good, workmanlike manner. The Contractor hereby guarantees that the entire work constructed by him under the Agreement will meet fully all requirements thereof as to quality of workmanship and materials. The Contractor hereby agrees to make at his own expense any repairs or replacements made necessary by defects in materials or workmanship supplied to him that become evident within one (1) year after the date of the final payment, and to restore to full compliance with the requirements set forth herein any part of the work constructed hereunder, which during said one (1) year period is found to be deficient with respect to any provisions of the Contract Documents. The Contractor also agrees to hold the Owner harmless from claims of any kind arising from damage due to said defects. The Contractor shall make all repairs and replacements promptly upon receipt of written orders for same from the Owner. If the Contractor fails to make the repairs and replacements promptly, the Owner may do the work and the Contractor shall be liable to the Owner for the cost thereof.
- J. **Warranty:** The Contractor guarantees to Owner that all materials incorporated into the work will be new unless otherwise specified or agreed. Prior to final payment, the Contractor shall deliver to the Owner all manufacturers' warranties, together with such endorsements or assignments as are necessary to ensure to the Owner the full rights and benefits of such warranties.

5. **Affirmative Action/Equal Employment Opportunity/Workforce Participation**

The Contractor is directed to comply with all applicable Federal and State Laws, Ordinances, Bylaws, and rules and regulations regarding affirmative action, equal employment opportunity, and workforce participation goal requirements. Failure of the Contractor to comply with any such law, rule or regulation shall constitute grounds for the Owner to terminate the Agreement. The Contractor shall not discriminate against any person because of race, color, religious creed, national origin, gender, ancestry, sexual orientation, age, handicap, gender identity, genetic information, military service or any other protected class under the law.

See Attached CONTRACTOR CERTIFICATION and SUPPLEMENTAL EQUAL EMPLOYMENT OPPORTUNITY, NON-DISCRIMINATION AND AFFIRMATIVE ACTION PROGRAM

6. **Site Information Not Guaranteed; Contractor's Investigation**

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

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

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

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

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

7. Project Architect or Engineer

There is a project engineer for this project who is JASON FISCHER, P.E.; GILL ENGINEERING ASSOCIATES, NEWTON, MA. Except as otherwise indicated in the Contract Documents, the Engineer shall be a representative of the Owner and the Contractor shall direct all communications, questions and comments on the work and the performance thereof to the Engineer. Except as otherwise provided, the Engineer shall have all the authority of the Owner set forth in the Contract Documents. In general, the Engineer shall have the authority to review the performance of the work, reject work which is defective or otherwise does not comply with the Contract Documents and to order the Contractor to remedy defective work and take such actions which are necessary to make the work conform to the Contract Documents.

8. Wage Rates

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

The schedules of prevailing wage rates are included in the Contract Documents. Send Certified Payroll to: _____.

9. Payments to the Contractor

After receipt from the Contractor of a proper and satisfactory periodic estimate requesting payment of the amount due for the preceding month, the Owner shall apply for and receive reimbursement from the Grantor, after which time the Owner shall make payment for:

- A. The work performed during the preceding month.
- B. The materials not incorporated in the Work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the Contractor has title, or to which a Subcontractor has title and has authorized the Contractor to transfer title to the Owner.
- C. Less the following retention items:
 - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor.
 - 2. A retention for direct payments to Subcontractors, if any, based on demands for same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws.
 - 3. A retention not exceeding five percent (5%) of the approved amount of the periodic payment.
- D. After the receipt of a periodic estimate requesting final payment and within thirty (30) days after the Contractor fully completes the Work, or substantially completes the Work so that the value of the Work remaining to be done is, on the estimate of the Owner, less than 1% of the original Contract Price, or substantially completes the Work and the Owner takes possession or occupancy, whichever occurs first, the Owner shall pay the Contractor the entire balance due on the Contract less:
 - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor and of the cost of completing the incomplete and unsatisfactory items of work.
 - 2. A retention for direct payments to Subcontractors, if any, based on demands of same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws, or based on the record of payments by the Contractor to the Subcontractors under this Contract if such record of payment indicates that the Contractor has not paid Subcontractors as provided in Section 39F of Chapter 30 of the General Laws.

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

- E. Changes in the Work: No changes in the work covered by the approved Contract Documents shall be made without prior written approval of the Owner. Charges or credits for the work covered by the approved change shall be determined by one or more, or a combination of the following methods:

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

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

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

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

10. Final Payment, Effect

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

11. Contract Documents

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

This Contract Form
Attachment A:
Contractor's Bid Submission

Clerk's Certificate of Corporate Vote

Attachment B:

Addenda
Invitation to Bid
Instructions to Bidders
General Conditions
Engineer's Technical Specifications/SPECIAL PROVISIONS

Attachment C:

Certified Payroll Reporting Forms
Schedule of Prevailing Wages

Under Separate Cover

Exhibit 1 - Engineer's Plans
Exhibit 2 – Geotechnical Memo
Exhibit 3 – Hydraulic Memo

Appendix A

Labor & Materials Payment Bond
Contractor's Certification Form
Certificate of Insurance

12. Terms Required By Law

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

General Laws Chapter 30B - Procurement of Goods and Services

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

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

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

12.4 The Contractor shall keep itself fully informed of all existing and future State and Federal Laws and Municipal By-laws and regulations and of all orders and decrees of any bodies or tribunals having jurisdiction in any manner affecting those engaged or employed in the work, of the materials used in the work or in any way affecting the conduct of the work, if any discrepancy or inconsistency is discovered in the Drawings, Specifications or Contract for this work in violation of any such law, by-law, regulation, order or decree, it

shall forthwith report the same in writing to the Owner. It shall, at all times, itself observe and comply with and shall cause all its agents, employees and subcontractors to observe and comply with all such existing and future laws, by-laws, regulations, orders and decrees; and shall protect and indemnify the Owner and its duly appointed agents against any claim or liability arising from or based on any violation whether by Contractor, its agents, employees or Subcontractors or any such law, by-law, regulation or decree.

13. Indemnification

- a. The Contractor shall defend, indemnify, and hold harmless the Owner from and against any and all claims, damages, losses, and expenses, including attorney's fees, arising out of the performance of this Agreement when such claims, damages, losses, and expenses are caused, in whole or in part, by the acts, errors, or omissions of the Contractor or his employees, agents, subcontractors or representatives. Such obligation shall not negate, abridge, or reduce in any way any additional indemnification rights of the Owner, that otherwise may exist under statute or in law or equity.
- b. Contractor assumes full responsibility for relations with any subcontractors employed directly or indirectly by the Contractor and the Contractor shall defend, indemnify, and save harmless the Owner from all demands made against the Owner by such subcontractor, such subcontractor's agent or employee, or any person, as the result of such subcontractor's work performed pursuant to this Agreement including but not limited to negligent acts, errors, or omissions that arise out of, result from, or are connected with the performance of this Agreement or any subsequent Agreement and is not otherwise subject to indemnifications under subparagraph "a" above.
- c. The Contractor shall defend, indemnify, and hold harmless the Owner from any and all demands relating to wages, overtime compensation, or other employee benefits by employees employed directly or indirectly by the Contractor for work performed in connection with the work hereunder or required by state or federal law, including but not limited to **Fair Labor Standards Act and Massachusetts Prevailing Wage Law**.
- d. The indemnification obligations of the Contractor shall not be limited in any way by any limitations on the amount or type of damages, compensations, or benefits payable by or for the Contractor under any federal or state law.
- e. In the event of a breach of this Agreement by the Contractor, the Contractor shall pay the Owner all reasonable attorneys' fees, costs and other litigation expenses incurred by the Owner in enforcing its rights as a result of said breach in addition to any damages for said breach.

14. Insurance

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

- .1 claims under workers' or workmen's compensation, disability benefit and other applicable employee benefit acts;

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

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

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

COVERAGE LIMITS OF LIABILITY

Workers' Compensation	Statutory
Employers' Liability	\$500,000
Bodily Injury Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Property Damage Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Automobile Bodily Injury Liability	\$1,000,000 each person \$2,000,000 each occurrence
Automobile Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$2,000,000 each occurrence
Contractor's Pollution Liability	\$1,000,000 each occurrence \$3,000,000 aggregate

Contractor's Pollution Liability: The Contractor shall purchase and maintain coverage for bodily injury and property damage resulting from liability arising out of pollution related exposures such as asbestos abatement, lead paint abatement, tank removal, removal of contaminated soil, etc. The policy shall cover the liability of the Contractor during the process of removal, storage, transport and disposal of hazardous waste and contaminated soil and/or asbestos abatement. The policy shall coverage for on-site and off-site bodily injury and loss of, damage to, or loss of use of property, directly or indirectly arising out of the discharge, dispersal, release or escape of smoke, vapors, soot, fumes, acids, alkalis, toxic chemicals, liquids or gas, waste materials or other irritants, contaminants or pollutants into or upon the land, the atmosphere or any water course or body of water, whether it be gradual or sudden and accidental. The policy shall also include defense and clean-up costs. The Town shall be named as an additional insured.

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

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

15. Notice

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

16. Termination

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

17. Miscellaneous

- A. ROYALTIES AND PATENTS: The Contractor shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall save the Owner harmless from loss on account thereof, except that the Owner shall be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified;

but if the Contractor believes or has reason to believe that the design, process or product specified is an infringement of a patent, he shall be responsible for such loss unless he promptly gives such information to the Owner, and thereafter the Owner insists on the use of the design, process or products specified.

B. ACCESS TO RECORDS

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

C. RIGHTS AND REMEDIES

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

D. CONFLICT OF INTEREST

Each party shall adhere to the provisions of Massachusetts General Laws, Chapter 268A, with respect to the Conduct of Public Employees. In addition, no member, officer, or employee of either party, or its designee, or agents, no member of the governing body of the locality in which the program is situated, and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the program during his tenure or for one (1) year thereafter (or such longer period as may be provided in Chapter 268A of the Massachusetts General Laws), shall have any interest in any contract or subcontract, or the proceeds thereof, for work to be performed in connection with the program assisted under this Contract. Each party shall incorporate, or cause to be incorporated, in all such contracts or subcontracts a provision prohibiting such interest, pursuant to the purposes of this subsection.

E. JURISDICTION

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

F. MODIFICATION, WAIVER OR CHANGE

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

G. ASSIGNMENT

Owner and Contractor recognize that each has a substantial interest in having the other perform or control the acts required of it by this Contract. Neither party shall perform its duties through a

delegate nor assign its interest under this Contract without the written consent of the other. Nothing herein shall be construed to prevent an assignor's due performance of its entire obligation.

H. SUCCESSORS AND ASSIGNS

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

I. ENTIRE UNDERSTANDING

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

J. SEVERABILITY/INTERPRETATION

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

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

K. OWNERSHIP OF DOCUMENTS

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

L. By its signature hereon, the Contractor certifies, under the pains and penalties of perjury, that it has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

M. Compensation for any additional approved work or change orders is subject to the continued availability of funds.

[Remainder of page intentionally blank.]

AGREED:

TOWN OF CHARLEMONT, MASSACHUSETTS
(Owner)

By its SELECTBOARD

Authorized Signature(s)

Printed Name

Date

CONTRACTOR: NAME

By _____

(Name)

(Title)

(Address)

(City and State and ZIP)

Email

Date

PAYMENT BOND

KNOW ALL MEN BY THESE PRESENTS: That we _____

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

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

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

Division of Insurance to do business under the laws of the Commonwealth of Massachusetts, are held and firmly bound to the Town of _____, _____, Massachusetts, hereinafter called "Owner", in the penal sum of _____ Dollars (\$ _____) in lawful money of the United States, for the payment of which sum well and truly to be made, we bind ourselves, our heirs, executors, administrators and successors, jointly and severally, firmly by these presents.

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

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

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

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

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

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

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

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

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

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

ATTEST:

_____	By	_____ Surety
		_____ (Attorney-in-Fact)
		_____ (Address-Zip Code)
_____ Witness as to Surety	(SEAL)	

_____ (Address-Zip Code)		

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

THE COMMONWEALTH OF MASSACHUSETTS

SUPPLEMENTAL EQUAL EMPLOYMENT OPPORTUNITY, NON-DISCRIMINATION AND AFFIRMATIVE ACTION PROGRAM

ATTACHMENT

APPLIES TO ALL WORK REIMBURSED UNDER MASSACHUSETTS “CHAPTER 90” HIGHWAY PROGRAM

I. Definitions

For purposes of this contract,

“Minority” means a person who meets one or more of the following definitions:

- (a) 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.
- (b) 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.
- (c) 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.
- (d) Eskimo or Aleut means: All persons having origins in any of the peoples of Northern Canada, Greenland, Alaska, and Eastern Siberia.
- (e) 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.

“State construction contract” means a contract for the construction, reconstruction, installation, demolition, maintenance or repair of a building or capital facility, or a contract for the construction, reconstruction, alteration, remodeling or repair of a public work undertaken by a department, agency, board, or commission of the commonwealth.

“State assisted construction contract” means a contract for the construction, reconstruction, installation, demolition, maintenance or repair of a building or capital facility undertaken by a political subdivision of the commonwealth, or two or more political subdivisions thereof, an authority, or other instrumentality and whose costs of the contract are paid for, reimbursed, grant funded, or otherwise supported, in whole or in part, by the commonwealth.

II. Equal Opportunity, Non-Discrimination and Affirmative Action

During the performance of this Contract, the Contractor and all subcontractors (hereinafter collectively referred to as “the Contractor”) for a state construction contract or a state assisted construction contract, for him/herself, his/her assignees and successors in interest, agree to comply with all applicable equal employment opportunity, non-discrimination and affirmative action requirements, including but not limited to the following:

In connection with the performance of work under this contract, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability, shall not discriminate in the selection or retention of subcontractors, and shall not discriminate in the procurement of materials and rentals of equipment.

The aforesaid provision shall include, but not be limited to, the following: employment upgrading, demotion, or transfer; recruitment advertising, layoff or termination; rates of pay or other forms of compensation; conditions or privileges of employment; and selection for apprenticeship or on-the-job training opportunity. The Contractor shall comply with the provisions of chapter 151B of the Massachusetts General Laws, as amended, and all other applicable anti-discrimination and equal opportunity laws, all of which are herein incorporated by reference and made a part of this Contract.

The Contractor shall post hereafter in conspicuous places, available for employees and applicants for employment, notices to be provided by the Massachusetts Commission Against Discrimination setting forth the provisions of the Fair Employment Practices Law of the Commonwealth (Massachusetts General Laws Chapter 151B).

In connection with the performance of work under this contract, the Contractor shall undertake, in good faith, affirmative action measures to eliminate any discriminatory barriers in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability. Such affirmative action measures shall entail positive and aggressive measures to ensure non-discrimination and to promote equal opportunity in the areas of hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rate of compensation, apprenticeship and on-the-job training programs. A list of positive and aggressive measures shall include, but not be limited to, advertising employment opportunities in minority and other community news media; notifying minority, women and other community-based organizations of employment opportunities; validating all job specifications, selection requirements, and tests; maintaining a file of names and addresses of each worker referred to the Contractor and what action was taken concerning such worker; and notifying the administering agency in writing when a union with whom the Contractor has a collective bargaining agreement has failed to refer a minority or woman worker. These and other affirmative action measures shall include all actions required to guarantee equal employment opportunity for all persons, regardless of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability. One purpose of this provision is to ensure to the fullest extent possible an adequate supply of skilled tradesmen for this and future Commonwealth public construction projects.

III. Minority and Women Workforce Participation

Pursuant to his/her obligations under the preceding section, the Contractor shall strive to achieve on this project the labor participation goals contained herein. Said participation goals shall apply in each job category on this project including but not limited to bricklayers, carpenters, cement masons, electricians, ironworkers, operating engineers and those classes of work enumerated in Section 44F of Chapter 149 of the Massachusetts General Laws. The participation goals for this project shall be 15.3% for minorities and 6.9% for women. 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.

IV. Liaison Committee

At the discretion of the agency that administers the contract for the construction project there may be established for the life of the contract a body to be known as the Liaison Committee. The Liaison Committee shall be composed of one representative each from the agency or agencies administering the contract for the construction project, hereinafter called the administering agency, a representative from the Office of Affirmative action, and such other representatives as may be designated by the administering agency.

The Contractor (or his/her agent, if any, designated by him/her as the on-site equal employment opportunity officer) shall recognize the Liaison Committee as an affirmative action body, and shall establish a continuing working relationship with the Liaison Committee, consulting with the Liaison Committee on all matters related to minority recruitment, referral, employment and training.

V. Reports and Records

The Contractor shall prepare projected workforce tables on a quarterly basis when required by the administering agency. These shall be broken down into projections, by week, of workers required in each trade. Copies shall be furnished one week in advance of the commencement of the period covered, and also, when updated, to the administering agency and the Liaison Committee when required.

The Contractor shall prepare weekly reports in a form approved by the administering agency, unless information required is required to be reported electronically by the administering agency, the number of hours worked in each trade by each employee, identified as woman, minority, or non-minority. Copies of these shall be provided at the end of each such week to the administering agency and the Liaison Committee.

Records of employment referral orders, prepared by the Contractor, shall be made available to the administering agency on request.

The Contractor will provide all information and reports required by the administering agency on instructions issued by the administering agency and will permit access to its facilities and any books, records, accounts and other sources of information which may be determined by the administering agency to effect the employment of personnel. This provision shall apply only to information pertinent to the Commonwealth's supplementary non-discrimination, equal opportunity and access and opportunity contract requirements. 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 administering agency and shall set forth what efforts he has made to obtain the information.

VI. Access to Work Site

A designee of the administering agency and a designee of the Liaison Committee shall each have a right to access the work site.

VII. Solicitations for Subcontracts, and for the Procurement of Materials and Equipment

In all solicitations either by competitive bidding or negotiation made by the Contractor either for work to be performed under a subcontract or for the procurement of materials or equipment, each potential

subcontractor or supplier shall be notified in writing by the Contractor of the Contractor's obligations under this contract relative to non-discrimination and equal opportunity.

VIII. Sanctions

Whenever the administering agency believes the General or Prime Contractor or any subcontractor may not be operating in compliance with the provisions of the Fair Employment Practices Law of the Commonwealth (Massachusetts General Laws Chapter 151B), the administering agency may refer the matter to the Massachusetts Commission Against Discrimination ("Commission") for investigation.

Following the referral of a matter by the administering agency to the Massachusetts Commission Against Discrimination, and while the matter is pending before the MCAD, the administering agency may withhold payments from contractors and subcontractors when it has documentation that the contractor or subcontractor has violated the Fair Employment Practices Law with respect to its activities on the Project, or if the administering agency determines that the contractor has materially failed to comply with its obligations and the requirements of this Section. The amount withheld shall not exceed a withhold of payment to the General or Prime Contractor of 1/100 or 1% of the contract award price or \$5,000, whichever sum is greater, or, if a subcontractor is in non-compliance, a withhold by the administering agency from the General Contractor, to be assessed by the General Contractor as a charge against the subcontractor, of 1/100 or 1% of the subcontractor price, or \$1,000 whichever sum is greater, for each violation of the applicable law or contract requirements. The total withheld from any one General or Prime Contractor or subcontractor on a Project shall not exceed \$20,000 overall. No withhold of payments or investigation by the Commission or its agent shall be initiated without the administering agency providing prior notice to the Contractor.

If, after investigation, the Massachusetts Commission Against Discrimination finds that a General or Prime Contractor or subcontractor, in commission of a state construction contract or state-assisted construction contract, violated the provisions of the Fair Employment Practices Law, the administering agency may convert the amount withheld as set forth above into a permanent sanction, as a permanent deduct from payments to the General or Prime Contractor or subcontractor, which sanction will be in addition to any such sanctions, fines or penalties imposed by the Massachusetts Commission Against Discrimination:

No sanction enumerated under this Section shall be imposed by the administering agency except after notice to the General or Prime Contractor or subcontractor and an adjudicatory proceeding, as that term is used, under Massachusetts General Laws Chapter 30A, has been conducted.

IX. Severability

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.

X. Contractor's Certification

A bidder for a state construction contract or state assisted construction contract will not be eligible for award of the contract unless such bidder has submitted to the administering agency the following certification, which will be incorporated into the resulting contract:

CONTRACTOR'S CERTIFICATION

_____certifies that they:

(Contractor Name)

1. Will not discriminate in their employment practices;
2. Intend to use the following listed construction trades in the work under the contract

_____ ; and

3. Will make good faith efforts to comply with the minority employee and women employee workforce participation ratio goals and specific affirmative action steps contained herein; and
4. Are in compliance with all applicable federal and state laws, rules, and regulations governing fair labor and employment practices; and
5. Will provide the provisions of the "Supplemental Equal Employment Opportunity, Non-Discrimination and Affirmative Action Program" to each and every subcontractor employed on the Project and will incorporate the terms of this Section into all subcontracts and work orders entered into on the Project.
6. Agree to comply with all provisions contained herein.

(Signature of authorized representative of Contractor)

Date

(Printed name of authorized representative of Contractor)

XI. Subcontractor Requirements

Prior to the award of any subcontract for a state construction contract or a state assisted construction contract, regardless of tier, the Prime or General Contractor shall provide all prospective subcontractors with a complete copy of this Section entitled "Supplemental Equal Employment Opportunity, Non-Discrimination and Affirmative Action Program" and will incorporate the provisions of this Section by reference into any and all contracts or work orders for all subcontractors providing work on the Project. In order to ensure that the said subcontractor's certification becomes a part of all subcontracts under the prime contract, the Prime or General Contractor shall certify in writing to the administering agency that it has complied with the requirements as set forth in the preceding paragraph.

ATTACHMENT B

PW NOTICE AND COMPLIANCE SCHEDULE

PREVAILING WAGE SCHEDULE



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

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

NOTICE TO AWARDING AUTHORITIES

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

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

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

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

NOTICE TO CONTRACTORS

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

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

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

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

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

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

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

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

STATEMENT OF COMPLIANCE

_____, 20____

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

do hereby state:

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

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

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

Signature _____

Title _____

09/11

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



Company's Name:		Address:				Phone No.:				Payroll No.:										
Employer's Signature:		Title:				Contract No:		Tax Payer ID Number		Work Week Ending:										
Awarding Authority's Name:		Public Works Project Name:				Public Works Project Location:				Min. Wage Rate Sheet Number										
General / Prime Contractor's Name:		Subcontractor's Name:						"Employer" Hourly Fringe Benefit Contributions												
Employee Name & Complete Address	Work Classification:	Employee is OSHA 10 certified (?)	Appr. Rate (%)	Hours Worked							Project Hours (A) All Other Hours	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E)	Total Hourly Prev. Wage (F)	(B+C+D+E)	(A x F)	Check No. (H)	
				Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.							Total Gross Wages			

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards? YES ☐ NO ☐

For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued by the Massachusetts Department of Labor Standards / Division of Apprentice Standards. No apprentices are identified above ☐

NOTE: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a **true and accurate** copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.



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

MAURA HEALY
Governor
KIM DRISCOLL
Lt. Governor

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: Charlemont Board of Selectmen
Contract Number: IFB 2025-2177
Description of Work: Demolition and replacement of Bridge #C-05-054, located on Legate Hill Road over Legate Hill Brook in Charlemont, MA.
Job Location: Legate Hill Road, Charlemont, MA

City/Town: CHARLEMONT

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.

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$0.00	\$76.69
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$0.00	\$78.30
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$0.00	\$76.76
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$0.00	\$78.37
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$0.00	\$76.88
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$0.00	\$78.49
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	12/1/2024	\$32.29	\$9.90	\$9.25	\$5.53	\$0.00	\$56.97
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$35.98	\$9.90	\$9.25	\$6.60	\$0.00	\$61.73
LABORERS	12/1/2025	\$37.21	\$9.90	\$9.25	\$6.60	\$0.00	\$62.96
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$39.25	\$9.90	\$9.25	\$6.60	\$0.00	\$65.00
	12/1/2026	\$40.54	\$9.90	\$9.25	\$6.60	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS)	6/1/2025	\$39.42	\$14.50	\$4.30	\$6.25	\$0.00	\$64.47
HEAT & FROST INSULATORS LOCAL 6	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							
ASPHALT RAKER	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2025	\$35.48	\$9.90	\$9.25	\$6.60	\$0.00	\$61.23
LABORERS	12/1/2025	\$36.71	\$9.90	\$9.25	\$6.60	\$0.00	\$62.46
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$38.75	\$9.90	\$9.25	\$6.60	\$0.00	\$64.50
	12/1/2026	\$40.04	\$9.90	\$9.25	\$6.60	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
For apprentice rates see "Apprentice- LABORER"							
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BLOCK PAVER, RAMMER / CURB SETTER LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2024	\$32.29	\$9.90	\$9.25	\$5.53	\$0.00	\$56.97
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2025	\$35.98	\$9.90	\$9.25	\$6.60	\$0.00	\$61.73
	12/1/2025	\$37.21	\$9.90	\$9.25	\$6.60	\$0.00	\$62.96
	6/1/2026	\$39.25	\$9.90	\$9.25	\$6.60	\$0.00	\$65.00
	12/1/2026	\$40.54	\$9.90	\$9.25	\$6.60	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
BOILER MAKER BOILERMAKERS LOCAL 29 BOILERMAKERS LOCAL 29	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79

Apprentice: BOILER MAKER**Effective Date: 1/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.98
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.40
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.82
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.25
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.66
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.10

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	8/1/2025	\$56.36	\$11.49	\$15.57	\$5.89	\$0.00	\$89.31
	2/1/2026	\$57.71	\$11.49	\$15.57	\$5.89	\$0.00	\$90.66

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BRICKLAYERS LOCAL 3	8/1/2026	\$59.91	\$11.49	\$15.57	\$5.89	\$0.00	\$92.86
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	2/1/2027	\$61.31	\$11.49	\$15.57	\$5.89	\$0.00	\$94.26

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.18	\$11.49	\$15.57	\$5.89	\$0.00	\$61.13
2	60.00	\$33.82	\$11.49	\$15.57	\$5.89	\$0.00	\$66.77
3	70.00	\$39.45	\$11.49	\$15.57	\$5.89	\$0.00	\$72.40
4	80.00	\$45.09	\$11.49	\$15.57	\$5.89	\$0.00	\$78.04
5	90.00	\$50.72	\$11.49	\$15.57	\$5.89	\$0.00	\$83.67

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)**Effective Date: 2/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.86	\$11.49	\$15.57	\$5.89	\$0.00	\$61.81
2	60.00	\$34.63	\$11.49	\$15.57	\$5.89	\$0.00	\$67.58
3	70.00	\$40.40	\$11.49	\$15.57	\$5.89	\$0.00	\$73.35
4	80.00	\$46.17	\$11.49	\$15.57	\$5.89	\$0.00	\$79.12
5	90.00	\$51.94	\$11.49	\$15.57	\$5.89	\$0.00	\$84.89

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS	6/1/2025	\$48.85	\$9.90	\$9.25	\$9.80	\$0.00	\$77.80
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$50.35	\$9.90	\$9.25	\$9.80	\$0.00	\$79.30
	6/1/2026	\$51.90	\$9.90	\$9.25	\$9.80	\$0.00	\$80.85
	12/1/2026	\$53.40	\$9.90	\$9.25	\$9.80	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN LABORERS	6/1/2025	\$48.03	\$9.90	\$9.25	\$9.80	\$0.00	\$76.98
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.53	\$9.90	\$9.25	\$9.80	\$0.00	\$78.48
	6/1/2026	\$51.08	\$9.90	\$9.25	\$9.80	\$0.00	\$80.03
	12/1/2026	\$52.58	\$9.90	\$9.25	\$9.80	\$0.00	\$81.53

For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
For apprentice rates see "Apprentice- LABORER"							

CARPENTER	9/1/2025	\$43.54	\$8.56	\$11.25	\$6.90	\$0.00	\$70.25
CARPENTERS	3/1/2026	\$44.44	\$8.56	\$11.25	\$6.90	\$0.00	\$71.15
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	9/1/2026	\$45.39	\$8.56	\$11.25	\$6.90	\$0.00	\$72.10
	3/1/2027	\$46.29	\$8.56	\$11.25	\$6.90	\$0.00	\$73.00

Apprentice: CARPENTER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.59	\$8.56	\$0.00	\$1.38	\$0.00	\$29.53
2	45.00	\$19.59	\$8.56	\$0.00	\$1.38	\$0.00	\$29.53
3	55.00	\$23.95	\$8.56	\$0.00	\$2.76	\$0.00	\$35.27
4	55.00	\$23.95	\$8.56	\$0.00	\$2.76	\$0.00	\$35.27
5	70.00	\$30.48	\$8.56	\$11.25	\$4.14	\$0.00	\$54.43
6	70.00	\$30.48	\$8.56	\$11.25	\$4.14	\$0.00	\$54.43
7	80.00	\$34.83	\$8.56	\$11.25	\$5.52	\$0.00	\$60.16
8	80.00	\$34.83	\$8.56	\$11.25	\$5.52	\$0.00	\$60.16

Apprentice: CARPENTER**Effective Date: 3/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$20.00	\$8.56	\$0.00	\$1.38	\$0.00	\$29.94
2	45.00	\$20.00	\$0.65	\$0.00	\$1.38	\$0.00	\$22.03
3	55.00	\$24.44	\$8.56	\$0.00	\$2.76	\$0.00	\$35.76
4	55.00	\$24.44	\$8.56	\$0.00	\$2.76	\$0.00	\$35.76
5	70.00	\$31.11	\$8.56	\$11.25	\$4.14	\$0.00	\$55.06
6	70.00	\$31.11	\$8.56	\$11.25	\$4.14	\$0.00	\$55.06
7	80.00	\$35.55	\$8.56	\$11.25	\$5.52	\$0.00	\$60.88
8	80.00	\$35.55	\$8.56	\$11.25	\$5.52	\$0.00	\$60.88

Apprentice to Journeyworker Ratio: 1:5

CARPENTER WOOD FRAME	10/1/2025	\$27.75	\$7.02	\$3.80	\$1.00	\$0.00	\$39.57
CARPENTERS	10/1/2026	\$28.85	\$7.02	\$3.80	\$1.00	\$0.00	\$40.67
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME**Effective Date: 10/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
2	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
3	65.00	\$18.04	\$7.02	\$0.00	\$1.00	\$0.00	\$26.06
4	70.00	\$19.43	\$7.02	\$0.00	\$1.00	\$0.00	\$27.45
5	75.00	\$20.81	\$7.02	\$3.80	\$1.00	\$0.00	\$32.63
6	80.00	\$22.20	\$7.02	\$3.80	\$1.00	\$0.00	\$34.02
7	85.00	\$23.59	\$7.02	\$3.80	\$1.00	\$0.00	\$35.41
8	90.00	\$24.98	\$7.02	\$3.80	\$1.00	\$0.00	\$36.80

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33
2	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33
3	65.00	\$18.75	\$7.02	\$0.00	\$1.00	\$0.00	\$26.77
4	70.00	\$20.20	\$7.02	\$0.00	\$1.00	\$0.00	\$28.22
5	75.00	\$21.64	\$7.02	\$3.80	\$1.00	\$0.00	\$33.46
6	80.00	\$23.08	\$7.02	\$3.80	\$1.00	\$0.00	\$34.90
7	85.00	\$24.52	\$7.02	\$3.80	\$1.00	\$0.00	\$36.34
8	90.00	\$25.97	\$7.02	\$3.80	\$1.00	\$0.00	\$37.79

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING	7/1/2024	\$44.56	\$13.20	\$16.30	\$2.93	\$1.69	\$78.68
BRICKLAYERS LOCAL 3							
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)							

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 7/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.28	\$13.20	\$16.30	\$0.00	\$0.00	\$51.78
2	60.00	\$26.74	\$13.20	\$16.30	\$2.93	\$1.69	\$60.86
3	65.00	\$28.96	\$13.20	\$16.30	\$2.93	\$1.69	\$63.08
4	70.00	\$31.19	\$13.20	\$16.30	\$2.93	\$1.69	\$65.31
5	75.00	\$33.42	\$13.20	\$16.30	\$2.93	\$1.69	\$67.54
6	80.00	\$35.65	\$13.20	\$16.30	\$2.93	\$1.69	\$69.77
7	90.00	\$40.10	\$13.20	\$16.30	\$2.93	\$1.69	\$74.22

Apprentice to Journeyworker Ratio: 1:3

CHAIN SAW OPERATOR	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
LABORERS							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							
COMPRESSOR OPERATOR	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CRANE OPERATOR	12/1/2023	\$43.06	\$13.78	\$12.15	\$3.00	\$0.00	\$71.99
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE)	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: DELEADER (BRIDGE)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16

Apprentice: DELEADER (BRIDGE)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

DEMO: ADZEMAN	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55
LABORERS	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS	6/2/2025	\$48.50	\$9.90	\$9.25	\$9.65	\$0.00	\$77.30
LABORERS	12/1/2025	\$50.00	\$9.90	\$9.25	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$51.55	\$9.90	\$9.25	\$9.65	\$0.00	\$80.35
	12/7/2026	\$53.05	\$9.90	\$9.25	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.65	\$9.90	\$9.25	\$9.65	\$0.00	\$83.45
	12/6/2027	\$56.25	\$9.90	\$9.25	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.93	\$9.90	\$9.25	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.60	\$9.90	\$9.25	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55
LABORERS	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	6/2/2025	\$48.50	\$9.90	\$9.25	\$9.65	\$0.00	\$77.30
LABORERS	12/1/2025	\$50.00	\$9.90	\$9.25	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$51.55	\$9.90	\$9.25	\$9.65	\$0.00	\$80.35
	12/7/2026	\$53.05	\$9.90	\$9.25	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.65	\$9.90	\$9.25	\$9.65	\$0.00	\$83.45
	12/6/2027	\$56.25	\$9.90	\$9.25	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.93	\$9.90	\$9.25	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.60	\$9.90	\$9.25	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

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	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

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)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

For apprentice rates see "Apprentice- PILE DRIVER"

DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

For apprentice rates see "Apprentice- PILE DRIVER"

DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							

ELECTRICIAN (Including Core Drilling)	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

Apprentice: ELECTRICIAN (Including Core Drilling)**Effective Date: 6/29/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.86	\$7.50	\$0.63	\$0.00	\$0.00	\$28.99
2	45.00	\$23.47	\$7.50	\$0.70	\$0.00	\$0.00	\$31.67
3	50.00	\$26.08	\$13.50	\$7.53	\$0.00	\$0.00	\$47.11
4	55.00	\$28.69	\$13.50	\$7.61	\$0.00	\$0.00	\$49.80
5	65.00	\$33.90	\$13.50	\$9.84	\$0.00	\$0.00	\$57.24
6	70.00	\$36.51	\$13.50	\$11.30	\$0.00	\$0.00	\$61.31

Apprentice: ELECTRICIAN (Including Core Drilling)**Effective Date: 12/28/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Apprentice: ELECTRICIAN (Including Core Drilling)

Effective Date: 12/28/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice to Journeyworker Ratio: 2:3

ELEVATOR CONSTRUCTOR	1/1/2025	\$66.41	\$16.28	\$10.96	\$10.40	\$0.00	\$104.05
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$69.23	\$16.38	\$11.06	\$10.70	\$0.00	\$107.37
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$72.23	\$16.48	\$11.16	\$11.00	\$0.00	\$110.87

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.21	\$16.28	\$0.00	\$0.00	\$0.00	\$49.49
2	55.00	\$36.53	\$16.28	\$10.96	\$10.40	\$0.00	\$74.17
3	65.00	\$43.17	\$16.28	\$10.96	\$10.40	\$0.00	\$80.81
4	70.00	\$46.49	\$16.28	\$10.96	\$10.40	\$0.00	\$84.13
5	80.00	\$53.13	\$16.28	\$10.96	\$10.40	\$0.00	\$90.77

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.62	\$16.38	\$0.00	\$0.00	\$0.00	\$51.00
2	55.00	\$38.08	\$16.38	\$11.06	\$10.70	\$0.00	\$76.22
3	65.00	\$45.00	\$16.38	\$11.06	\$10.70	\$0.00	\$83.14
4	70.00	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
5	80.00	\$55.38	\$16.38	\$11.06	\$10.70	\$0.00	\$93.52

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER	1/1/2025	\$46.49	\$16.28	\$10.96	\$10.40	\$0.00	\$84.13
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & BEAM RAIL ERECTOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
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For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$35.48	\$9.90	\$9.25	\$6.60	\$0.00	\$61.23
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2025	\$36.71	\$9.90	\$9.25	\$6.60	\$0.00	\$62.46
	6/1/2026	\$38.75	\$9.90	\$9.25	\$6.60	\$0.00	\$64.50
	12/1/2026	\$40.04	\$9.90	\$9.25	\$6.60	\$0.00	\$65.79

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

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	6/1/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$0.00	\$27.74
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FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	6/1/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$0.00	\$30.23
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FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	6/1/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$0.00	\$31.23
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FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 7	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

FIREMAN OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
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Apprentice: FIREMAN**Effective Date: 12/1/2023**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.42	\$13.78	\$12.15	\$3.00	\$0.00	\$52.35
2	70.00	\$27.32	\$13.78	\$12.15	\$3.00	\$0.00	\$56.25
3	80.00	\$31.22	\$13.78	\$12.15	\$3.00	\$0.00	\$60.15
4	90.00	\$35.13	\$13.78	\$12.15	\$3.00	\$0.00	\$64.06

Apprentice to Journeyworker Ratio: 1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$28.09	\$9.90	\$9.25	\$6.60	\$0.00	\$53.84
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2025	\$28.09	\$9.90	\$9.25	\$6.60	\$0.00	\$53.84
	6/1/2026	\$29.21	\$9.90	\$9.25	\$6.60	\$0.00	\$54.96
	12/1/2026	\$29.21	\$9.90	\$9.25	\$6.60	\$0.00	\$54.96

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FLOORCOVERER	9/1/2025	\$43.44	\$8.56	\$11.25	\$6.90	\$0.00	\$70.15
FLOORCOVERERS LOCAL 2168	3/1/2026	\$44.34	\$8.56	\$11.25	\$6.90	\$0.00	\$71.05
FLOORCOVERERS LOCAL 2168 ZONE III	9/1/2026	\$45.29	\$8.56	\$11.25	\$6.90	\$0.00	\$72.00
	3/1/2027	\$46.19	\$8.56	\$11.25	\$6.90	\$0.00	\$72.90

Apprentice: FLOORCOVERER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.55	\$8.56	\$0.00	\$1.38	\$0.00	\$29.49
2	45.00	\$19.55	\$8.56	\$0.00	\$1.38	\$0.00	\$29.49
3	55.00	\$23.89	\$8.56	\$0.00	\$2.76	\$0.00	\$35.21
4	55.00	\$23.89	\$8.56	\$0.00	\$2.76	\$0.00	\$35.21
5	70.00	\$30.41	\$8.56	\$11.25	\$4.14	\$0.00	\$54.36
6	70.00	\$30.41	\$8.56	\$11.25	\$4.14	\$0.00	\$54.36
7	80.00	\$34.75	\$8.56	\$11.25	\$5.52	\$0.00	\$60.08
8	80.00	\$34.75	\$8.56	\$11.25	\$5.52	\$0.00	\$60.08

Apprentice: FLOORCOVERER**Effective Date: 3/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$29.89
2	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$29.89
3	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$35.71
4	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$35.71
5	70.00	\$31.04	\$8.56	\$11.25	\$4.14	\$0.00	\$54.99
6	70.00	\$31.04	\$8.56	\$11.25	\$4.14	\$0.00	\$54.99
7	80.00	\$35.47	\$8.56	\$11.25	\$5.52	\$0.00	\$60.80
8	80.00	\$35.47	\$8.56	\$11.25	\$5.52	\$0.00	\$60.80

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT	12/1/2023	\$39.25	\$13.78	\$12.15	\$3.00	\$0.00	\$68.18
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

GENERATORS/LIGHTING PLANTS	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	6/1/2025	\$43.13	\$10.80	\$8.25	\$5.50	\$0.00	\$67.68
GLAZIERS LOCAL 1333	6/1/2026	\$44.73	\$11.20	\$8.40	\$6.05	\$0.00	\$70.38

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
GLAZIERS LOCAL 1333	6/1/2027	\$46.73	\$11.60	\$8.55	\$6.60	\$0.00	\$73.48
	6/1/2028	\$48.73	\$12.00	\$8.70	\$7.20	\$0.00	\$76.63

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 6/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.57	\$10.80	\$8.25	\$5.50	\$0.00	\$46.12
2	56.25	\$24.26	\$10.80	\$8.25	\$5.50	\$0.00	\$48.81
3	62.50	\$26.96	\$10.80	\$8.25	\$5.50	\$0.00	\$51.51
4	68.75	\$29.65	\$10.80	\$8.25	\$5.50	\$0.00	\$54.20
5	75.00	\$32.35	\$10.80	\$8.25	\$5.50	\$0.00	\$56.90
6	81.25	\$35.04	\$10.80	\$8.25	\$5.50	\$0.00	\$59.59
7	87.50	\$37.74	\$10.80	\$8.25	\$5.50	\$0.00	\$62.29
8	93.75	\$40.43	\$10.80	\$8.25	\$5.50	\$0.00	\$64.98

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.37	\$11.20	\$8.40	\$6.05	\$0.00	\$48.02
2	56.25	\$25.16	\$11.20	\$8.40	\$6.05	\$0.00	\$50.81
3	62.50	\$27.96	\$11.20	\$8.40	\$6.05	\$0.00	\$53.61
4	68.75	\$30.75	\$11.20	\$8.40	\$6.05	\$0.00	\$56.40
5	75.00	\$33.55	\$11.20	\$8.40	\$6.05	\$0.00	\$59.20
6	81.25	\$36.34	\$11.20	\$8.40	\$6.05	\$0.00	\$61.99
7	87.50	\$39.14	\$11.20	\$8.40	\$6.05	\$0.00	\$64.79
8	93.75	\$41.93	\$11.20	\$8.40	\$6.05	\$0.00	\$67.58

Apprentice to Journeyworker Ratio: 3:1

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7 ELECTRICIANS LOCAL 7	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

For apprentice rates see "Apprentice- ELECTRICIAN"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER)	9/17/2025	\$53.01	\$10.31	\$10.85	\$7.10	\$0.00	\$81.27
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$10.31	\$10.85	\$7.10	\$0.00	\$83.27
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$57.01	\$10.31	\$10.85	\$7.10	\$0.00	\$85.27
	3/17/2027	\$59.01	\$10.31	\$10.85	\$7.10	\$0.00	\$87.27
	9/17/2027	\$61.01	\$10.31	\$10.85	\$7.10	\$0.00	\$89.27
	3/17/2028	\$63.01	\$10.31	\$10.85	\$7.10	\$0.00	\$91.27
	9/17/2028	\$65.01	\$10.31	\$10.85	\$7.10	\$0.00	\$93.27
	3/17/2029	\$67.01	\$10.31	\$10.85	\$7.10	\$0.00	\$95.27

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

HVAC MECHANIC	9/17/2025	\$53.01	\$10.35	\$10.85	\$7.10	\$0.00	\$81.31
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$10.35	\$10.85	\$7.10	\$0.00	\$83.31
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$57.01	\$10.35	\$10.85	\$7.10	\$0.00	\$85.31
	3/17/2027	\$59.01	\$10.35	\$10.85	\$7.10	\$0.00	\$87.31
	9/17/2027	\$61.01	\$10.35	\$10.85	\$7.10	\$0.00	\$89.31
	3/17/2028	\$63.01	\$10.35	\$10.85	\$7.10	\$0.00	\$91.31
	9/17/2028	\$65.01	\$10.35	\$10.85	\$7.10	\$0.00	\$93.31
	3/17/2029	\$67.01	\$10.35	\$10.85	\$7.10	\$0.00	\$95.31

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

HYDRAULIC DRILLS (HEAVY & HIGHWAY)	6/1/2025	\$35.98	\$9.90	\$9.25	\$6.60	\$0.00	\$61.73
LABORERS	12/1/2025	\$37.21	\$9.90	\$9.25	\$6.60	\$0.00	\$62.96
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$39.25	\$9.90	\$9.25	\$6.60	\$0.00	\$65.00
	12/1/2026	\$40.54	\$9.90	\$9.25	\$6.60	\$0.00	\$66.29

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

INSULATOR (PIPES & TANKS)	9/1/2025	\$48.27	\$14.75	\$9.52	\$10.09	\$0.00	\$82.63
HEAT & FROST INSULATORS LOCAL 6	9/1/2026	\$51.01	\$14.75	\$9.52	\$10.09	\$0.00	\$85.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.14	\$14.75	\$9.27	\$5.05	\$0.00	\$53.21
2	60.00	\$28.96	\$14.75	\$9.32	\$6.05	\$0.00	\$59.08
3	70.00	\$33.79	\$14.75	\$9.37	\$7.06	\$0.00	\$64.97
4	80.00	\$38.62	\$14.75	\$9.42	\$8.07	\$0.00	\$70.86

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.51	\$14.75	\$9.27	\$5.05	\$0.00	\$54.58
2	60.00	\$30.61	\$14.75	\$9.32	\$6.05	\$0.00	\$60.73
3	70.00	\$35.71	\$14.75	\$9.37	\$7.06	\$0.00	\$66.89
4	80.00	\$40.81	\$14.75	\$9.42	\$8.07	\$0.00	\$73.05
Apprentice to Journeyworker Ratio: 1:4							
IRONWORKER/WELDER IRONWORKERS LOCAL 7 IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	3/16/2024	\$40.66	\$8.25	\$12.70	\$10.00	\$0.00	\$71.61

Apprentice: IRONWORKER/WELDER							
Effective Date: 3/16/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$24.40	\$8.25	\$12.70	\$10.00	\$0.00	\$55.35
2	70.00	\$28.46	\$8.25	\$12.70	\$10.00	\$0.00	\$59.41
3	75.00	\$30.50	\$8.25	\$12.70	\$10.00	\$0.00	\$61.45
4	80.00	\$32.53	\$8.25	\$12.70	\$10.00	\$0.00	\$63.48
5	85.00	\$34.56	\$8.25	\$12.70	\$10.00	\$0.00	\$65.51
6	90.00	\$36.59	\$8.25	\$12.70	\$10.00	\$0.00	\$67.54
Apprentice to Journeyworker Ratio: 1:4							

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
LABORER LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2024	\$31.54	\$9.90	\$9.25	\$5.53	\$0.00	\$56.22

Apprentice: LABORER							
Effective Date: 12/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$18.92	\$9.90	\$9.25	\$5.53	\$0.00	\$43.60
2	70.00	\$22.08	\$9.90	\$9.25	\$5.53	\$0.00	\$46.76
3	80.00	\$25.23	\$9.90	\$9.25	\$5.53	\$0.00	\$49.91
4	90.00	\$28.39	\$9.90	\$9.25	\$5.53	\$0.00	\$53.07
Apprentice to Journeyworker Ratio: 1:5							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY)	6/1/2025	\$35.23	\$9.90	\$9.25	\$6.60	\$0.00	\$60.98
LABORERS	12/1/2025	\$36.46	\$9.90	\$9.25	\$6.60	\$0.00	\$62.21
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$38.50	\$9.90	\$9.25	\$6.60	\$0.00	\$64.25
	12/1/2026	\$39.79	\$9.90	\$9.25	\$6.60	\$0.00	\$65.54

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 6/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$21.14	\$9.90	\$9.25	\$6.60	\$0.00	\$46.89
2	70.00	\$24.66	\$9.90	\$9.25	\$6.60	\$0.00	\$50.41
3	80.00	\$28.18	\$9.90	\$9.25	\$6.60	\$0.00	\$53.93
4	90.00	\$31.71	\$9.90	\$9.25	\$6.60	\$0.00	\$57.46

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 12/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$21.88	\$9.90	\$9.25	\$6.60	\$0.00	\$47.63
2	70.00	\$25.52	\$9.90	\$9.25	\$6.60	\$0.00	\$51.27
3	80.00	\$29.17	\$9.90	\$9.25	\$6.60	\$0.00	\$54.92
4	90.00	\$32.81	\$9.90	\$9.25	\$6.60	\$0.00	\$58.56

Apprentice to Journeyworker Ratio: 1:5

LABORER: CARPENTER TENDER	12/1/2024	\$31.54	\$9.90	\$9.25	\$5.53	\$0.00	\$56.22
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							

LABORER: CEMENT FINISHER TENDER	12/1/2024	\$31.54	\$9.90	\$9.25	\$5.53	\$0.00	\$56.22
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	6/1/2025	\$34.40	\$9.65	\$9.00	\$5.41	\$0.00	\$58.46
LABORERS	12/1/2025	\$35.63	\$9.65	\$9.00	\$5.41	\$0.00	\$59.69
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$37.67	\$9.65	\$9.00	\$5.41	\$0.00	\$61.73
	12/1/2026	\$38.96	\$9.65	\$9.00	\$5.41	\$0.00	\$63.02
	6/1/2027	\$40.26	\$9.65	\$9.00	\$5.41	\$0.00	\$64.32
	12/1/2027	\$41.56	\$9.65	\$9.00	\$5.41	\$0.00	\$65.62
	6/5/2028	\$42.91	\$9.65	\$9.00	\$5.41	\$0.00	\$66.97
	12/4/2028	\$44.26	\$9.65	\$9.00	\$5.41	\$0.00	\$68.32

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER	12/1/2024	\$33.54	\$9.90	\$9.25	\$5.53	\$0.00	\$58.22
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER (HEAVY & HIGHWAY)	6/1/2025	\$35.48	\$9.90	\$9.25	\$6.60	\$0.00	\$61.23
LABORERS	12/1/2025	\$36.71	\$9.90	\$9.25	\$6.60	\$0.00	\$62.46
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$38.75	\$9.90	\$9.25	\$6.60	\$0.00	\$64.50
	12/1/2026	\$40.04	\$9.90	\$9.25	\$6.60	\$0.00	\$65.79

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

LABORER: MULTI-TRADE TENDER	12/1/2024	\$31.54	\$9.90	\$9.25	\$5.53	\$0.00	\$56.22
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER	12/1/2024	\$31.54	\$9.90	\$9.25	\$5.53	\$0.00	\$56.22
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							

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	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$35.48	\$9.90	\$9.25	\$6.60	\$0.00	\$61.23
LABORERS	12/1/2025	\$36.71	\$9.90	\$9.25	\$6.60	\$0.00	\$62.46
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$38.75	\$9.90	\$9.25	\$6.60	\$0.00	\$64.50
	12/1/2026	\$40.04	\$9.90	\$9.25	\$6.60	\$0.00	\$65.79

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

MARBLE & TILE FINISHERS	8/1/2025	\$45.56	\$11.49	\$15.10	\$5.68	\$0.00	\$77.83
BRICKLAYERS LOCAL 3	2/1/2026	\$46.64	\$11.49	\$15.10	\$5.68	\$0.00	\$78.91
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$48.40	\$11.49	\$15.10	\$5.68	\$0.00	\$80.67
	2/1/2027	\$49.52	\$11.49	\$15.10	\$5.68	\$0.00	\$81.79

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.78	\$11.49	\$15.10	\$5.68	\$0.00	\$55.05
2	60.00	\$27.34	\$11.49	\$15.10	\$5.68	\$0.00	\$59.61
3	70.00	\$31.89	\$11.49	\$15.10	\$5.68	\$0.00	\$64.16
4	80.00	\$36.45	\$11.49	\$15.10	\$5.68	\$0.00	\$68.72
5	90.00	\$41.00	\$11.49	\$15.10	\$5.68	\$0.00	\$73.27

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.32	\$11.49	\$15.10	\$5.68	\$0.00	\$55.59
2	60.00	\$27.98	\$11.49	\$15.10	\$5.68	\$0.00	\$60.25

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	\$32.65	\$11.49	\$15.10	\$5.68	\$0.00	\$64.92
4	80.00	\$37.31	\$11.49	\$15.10	\$5.68	\$0.00	\$69.58
5	90.00	\$41.98	\$11.49	\$15.10	\$5.68	\$0.00	\$74.25
Apprentice to Journeyworker Ratio: 1:5							
MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MECHANIC/WELDER/BOOM TRUCK	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MILLWRIGHT (Zone 3)	1/6/2025	\$43.42	\$10.08	\$11.47	\$9.75	\$0.00	\$74.72
MILLWRIGHTS LOCAL 1121	1/5/2026	\$45.70	\$10.08	\$11.47	\$9.75	\$0.00	\$77.00
MILLWRIGHTS LOCAL 1121 - Zone 3							
Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/6/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$23.88	\$10.08	\$0.00	\$5.36	\$0.00	\$39.32
2	65.00	\$28.22	\$10.08	\$0.00	\$6.34	\$0.00	\$44.64
3	75.00	\$32.57	\$10.08	\$11.47	\$7.31	\$0.00	\$61.43
4	85.00	\$36.91	\$10.08	\$11.47	\$8.29	\$0.00	\$66.75
Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$25.14	\$10.08	\$0.00	\$5.36	\$0.00	\$40.58
2	65.00	\$29.71	\$10.08	\$0.00	\$6.34	\$0.00	\$46.13
3	75.00	\$34.28	\$10.08	\$11.47	\$7.31	\$0.00	\$63.14
4	85.00	\$38.85	\$10.08	\$11.47	\$8.29	\$0.00	\$68.69
Apprentice Notes							
Step 1&2 Appr. indentured after 1/6/2020 receive no pension,							
Apprentice to Journeyworker Ratio: 1:4							
MORTAR MIXER	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
IFB 2025-2177 CHARLEMONT - Legate Hill Rd. Bridge							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							
OILER	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS)	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (BRIDGES/TANKS)**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16

Apprentice: PAINTER (BRIDGES/TANKS)**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	7/1/2025	\$41.13	\$10.30	\$11.95	\$8.25	\$0.00	\$71.63
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$42.03	\$10.35	\$12.00	\$8.35	\$0.00	\$72.73
PAINTERS LOCAL 35							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$20.57	\$10.30	\$0.00	\$0.00	\$0.00	\$30.87
2	55.00	\$22.62	\$10.30	\$0.00	\$4.54	\$0.00	\$37.46
3	60.00	\$24.68	\$10.30	\$0.00	\$4.95	\$0.00	\$39.93
4	65.00	\$26.73	\$10.30	\$0.00	\$5.36	\$0.00	\$42.39
5	70.00	\$28.79	\$10.30	\$11.95	\$5.78	\$0.00	\$56.82
6	75.00	\$30.85	\$10.30	\$11.95	\$6.19	\$0.00	\$59.29
7	80.00	\$32.90	\$10.30	\$11.95	\$6.60	\$0.00	\$61.75
8	90.00	\$37.02	\$10.30	\$11.95	\$7.43	\$0.00	\$66.70

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.02	\$10.35	\$0.00	\$0.00	\$0.00	\$31.37
2	55.00	\$23.12	\$10.35	\$0.00	\$4.59	\$0.00	\$38.06
3	60.00	\$25.22	\$10.35	\$0.00	\$5.01	\$0.00	\$40.58
4	65.00	\$27.32	\$10.35	\$0.00	\$5.43	\$0.00	\$43.10
5	70.00	\$29.42	\$10.35	\$12.00	\$5.85	\$0.00	\$57.62
6	75.00	\$31.52	\$10.35	\$12.00	\$6.26	\$0.00	\$60.13
7	80.00	\$33.62	\$10.35	\$12.00	\$6.68	\$0.00	\$62.65
8	90.00	\$37.83	\$10.35	\$12.00	\$7.52	\$0.00	\$67.70

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	7/1/2025	\$38.45	\$10.30	\$11.95	\$8.25	\$0.00	\$68.95
PAINTERS LOCAL 35	1/1/2026	\$39.35	\$10.35	\$12.00	\$8.35	\$0.00	\$70.05
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.23	\$10.30	\$0.00	\$0.00	\$0.00	\$29.53
2	55.00	\$21.15	\$10.30	\$0.00	\$4.54	\$0.00	\$35.99
3	60.00	\$23.07	\$10.30	\$0.00	\$4.95	\$0.00	\$38.32
4	65.00	\$24.99	\$10.30	\$0.00	\$5.36	\$0.00	\$40.65
5	70.00	\$26.92	\$10.30	\$11.95	\$5.78	\$0.00	\$54.95
6	75.00	\$28.84	\$10.30	\$11.95	\$6.19	\$0.00	\$57.28
7	80.00	\$30.76	\$10.30	\$11.95	\$6.60	\$0.00	\$59.61
8	90.00	\$34.61	\$10.30	\$11.95	\$7.43	\$0.00	\$64.29

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.68	\$10.35	\$0.00	\$0.00	\$0.00	\$30.03
2	55.00	\$21.64	\$10.35	\$0.00	\$4.59	\$0.00	\$36.58
3	60.00	\$23.61	\$10.35	\$0.00	\$5.01	\$0.00	\$38.97
4	65.00	\$25.58	\$10.35	\$0.00	\$5.43	\$0.00	\$41.36
5	70.00	\$27.55	\$10.35	\$12.00	\$5.85	\$0.00	\$55.75
6	75.00	\$29.51	\$10.35	\$12.00	\$6.26	\$0.00	\$58.12
7	80.00	\$31.48	\$10.35	\$12.00	\$6.68	\$0.00	\$60.51
8	90.00	\$35.42	\$10.35	\$12.00	\$7.52	\$0.00	\$65.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, NEW) *	7/1/2025	\$39.73	\$10.30	\$11.95	\$8.25	\$0.00	\$70.23
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$40.63	\$10.35	\$12.00	\$8.35	\$0.00	\$71.33
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER / TAPER (BRUSH, NEW) *							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.87	\$10.30	\$0.00	\$0.00	\$0.00	\$30.17
2	55.00	\$21.85	\$10.30	\$0.00	\$4.54	\$0.00	\$36.69
3	60.00	\$23.84	\$10.30	\$0.00	\$4.95	\$0.00	\$39.09
4	65.00	\$25.82	\$10.30	\$0.00	\$5.36	\$0.00	\$41.48
5	70.00	\$27.81	\$10.30	\$11.95	\$5.78	\$0.00	\$55.84
6	75.00	\$29.80	\$10.30	\$11.95	\$6.19	\$0.00	\$58.24
7	80.00	\$31.78	\$10.30	\$11.95	\$6.60	\$0.00	\$60.63
8	90.00	\$35.76	\$10.30	\$11.95	\$7.43	\$0.00	\$65.44

Apprentice: PAINTER / TAPER (BRUSH, NEW) *							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$20.32	\$10.35	\$0.00	\$0.00	\$0.00	\$30.67
2	55.00	\$22.35	\$10.35	\$0.00	\$4.59	\$0.00	\$37.29
3	60.00	\$24.38	\$10.35	\$0.00	\$5.01	\$0.00	\$39.74
4	65.00	\$26.41	\$10.35	\$0.00	\$5.43	\$0.00	\$42.19
5	70.00	\$28.44	\$10.35	\$12.00	\$5.85	\$0.00	\$56.64
6	75.00	\$30.47	\$10.35	\$12.00	\$6.26	\$0.00	\$59.08
7	80.00	\$32.50	\$10.35	\$12.00	\$6.68	\$0.00	\$61.53
8	90.00	\$36.57	\$10.35	\$12.00	\$7.52	\$0.00	\$66.44

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:1							
PAINTER / TAPER (BRUSH, REPAINT)	7/1/2025	\$37.05	\$10.30	\$11.95	\$8.25	\$0.00	\$67.55
PAINTERS LOCAL 35	1/1/2026	\$37.95	\$10.35	\$12.00	\$8.35	\$0.00	\$68.65
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.53	\$10.30	\$0.00	\$0.00	\$0.00	\$28.83
2	55.00	\$20.38	\$10.30	\$0.00	\$4.54	\$0.00	\$35.22
3	60.00	\$22.23	\$10.30	\$0.00	\$4.95	\$0.00	\$37.48
4	65.00	\$24.08	\$10.30	\$0.00	\$5.36	\$0.00	\$39.74
5	70.00	\$25.94	\$10.30	\$11.95	\$5.78	\$0.00	\$53.97
6	75.00	\$27.79	\$10.30	\$11.95	\$6.19	\$0.00	\$56.23
7	80.00	\$29.64	\$10.30	\$11.95	\$6.60	\$0.00	\$58.49
8	90.00	\$33.35	\$10.30	\$11.95	\$7.43	\$0.00	\$63.03

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.98	\$10.35	\$0.00	\$0.00	\$0.00	\$29.33
2	55.00	\$20.87	\$10.35	\$0.00	\$4.59	\$0.00	\$35.81
3	60.00	\$22.77	\$10.35	\$0.00	\$5.01	\$0.00	\$38.13
4	65.00	\$24.67	\$10.35	\$0.00	\$5.43	\$0.00	\$40.45
5	70.00	\$26.57	\$10.35	\$12.00	\$5.85	\$0.00	\$54.77
6	75.00	\$28.46	\$10.35	\$12.00	\$6.26	\$0.00	\$57.07
7	80.00	\$30.36	\$10.35	\$12.00	\$6.68	\$0.00	\$59.39
8	90.00	\$34.16	\$10.35	\$12.00	\$7.52	\$0.00	\$64.03

Apprentice to Journeyworker Ratio: 1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	6/1/2025	\$35.23	\$9.90	\$9.25	\$6.60	\$0.00	\$60.98
LABORERS	12/1/2025	\$36.46	\$9.90	\$9.25	\$6.60	\$0.00	\$62.21
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$38.50	\$9.90	\$9.25	\$6.60	\$0.00	\$64.25
	12/1/2026	\$39.79	\$9.90	\$9.25	\$6.60	\$0.00	\$65.54

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

PANEL & PICKUP TRUCKS DRIVER	6/1/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$0.00	\$76.52
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$0.00	\$78.13
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DECK)							
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

Apprentice: PILE DRIVER							
Effective Date: 8/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.14	\$10.08	\$0.00	\$2.53	\$0.00	\$34.75
2	55.00	\$27.05	\$10.08	\$0.00	\$5.07	\$0.00	\$42.20
3	70.00	\$34.43	\$10.08	\$11.62	\$7.60	\$0.00	\$63.73
4	80.00	\$39.35	\$10.08	\$11.62	\$10.14	\$0.00	\$71.19

Apprentice to Journeyworker Ratio: 1:5

PIPELAYER LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$35.48	\$9.90	\$9.25	\$6.60	\$0.00	\$61.23
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2025	\$36.71	\$9.90	\$9.25	\$6.60	\$0.00	\$62.46
	6/1/2026	\$38.75	\$9.90	\$9.25	\$6.60	\$0.00	\$64.50
	12/1/2026	\$40.04	\$9.90	\$9.25	\$6.60	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBER & PIPEFITTER	9/17/2025	\$53.01	\$10.35	\$10.85	\$7.10	\$0.00	\$81.31
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$10.35	\$10.85	\$7.10	\$0.00	\$83.31
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$57.01	\$10.35	\$10.85	\$7.10	\$0.00	\$85.31
	3/17/2027	\$59.01	\$10.35	\$10.85	\$7.10	\$0.00	\$87.31
	9/17/2027	\$61.01	\$10.35	\$10.85	\$7.10	\$0.00	\$89.31
	3/17/2028	\$63.01	\$10.35	\$10.85	\$7.10	\$0.00	\$91.31
	9/17/2028	\$65.01	\$10.35	\$10.85	\$7.10	\$0.00	\$93.31
	3/17/2029	\$67.01	\$10.35	\$10.85	\$7.10	\$0.00	\$95.31

Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 9/17/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.85	\$10.35	\$10.85	\$0.00	\$0.00	\$45.05
2	50.00	\$26.51	\$10.35	\$10.85	\$0.00	\$0.00	\$47.71
3	55.00	\$29.16	\$10.35	\$10.85	\$0.00	\$0.00	\$50.36
4	60.00	\$31.81	\$10.35	\$10.85	\$0.00	\$0.00	\$53.01
5	65.00	\$34.46	\$10.35	\$10.85	\$0.00	\$0.00	\$55.66

Classification

Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 3/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.75	\$10.35	\$10.85	\$0.00	\$0.00	\$45.95
2	50.00	\$27.51	\$10.35	\$10.85	\$0.00	\$0.00	\$48.71
3	55.00	\$30.26	\$10.35	\$10.85	\$0.00	\$0.00	\$51.46
4	60.00	\$33.01	\$10.35	\$10.85	\$0.00	\$0.00	\$54.21
5	65.00	\$35.76	\$10.35	\$10.85	\$0.00	\$0.00	\$56.96
6	70.00	\$38.51	\$10.35	\$10.85	\$0.00	\$0.00	\$59.71
7	75.00	\$41.26	\$10.35	\$10.85	\$0.00	\$0.00	\$62.46
8	80.00	\$44.01	\$10.35	\$10.85	\$0.00	\$0.00	\$65.21
9	85.00	\$46.76	\$10.35	\$10.85	\$7.10	\$0.00	\$75.06
10	85.00	\$46.76	\$10.35	\$10.85	\$7.10	\$0.00	\$75.06

****1:1,2:5,3:9,4:12**

PNEUMATIC CONTROLS (TEMP.)	9/17/2025	\$53.01	\$10.35	\$10.85	\$7.10	\$0.00	\$81.31
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$0.00	\$10.85	\$7.10	\$0.00	\$72.96
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$57.01	\$10.35	\$10.85	\$7.10	\$0.00	\$85.31
	3/17/2027	\$59.01	\$10.35	\$10.85	\$7.10	\$0.00	\$87.31
	9/17/2027	\$61.01	\$10.35	\$10.85	\$7.10	\$0.00	\$89.31
	3/17/2028	\$63.01	\$10.35	\$10.85	\$7.10	\$0.00	\$91.31
	9/17/2028	\$65.01	\$10.35	\$10.85	\$7.10	\$0.00	\$93.31
	3/17/2029	\$67.01	\$10.35	\$10.85	\$7.10	\$0.00	\$95.31

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$35.48	\$9.90	\$9.25	\$6.60	\$0.00	\$61.23
LABORERS	12/1/2025	\$36.71	\$9.90	\$9.25	\$6.60	\$0.00	\$62.46
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$38.75	\$9.90	\$9.25	\$6.60	\$0.00	\$64.50
	12/1/2026	\$40.04	\$9.90	\$9.25	\$6.60	\$0.00	\$65.79

POWDERMAN & BLASTER LABORERS	12/1/2024	\$32.54	\$9.90	\$9.25	\$5.53	\$0.00	\$57.22
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	6/1/2025	\$36.23	\$9.90	\$9.25	\$6.19	\$0.00	\$61.57
LABORERS	12/1/2025	\$37.46	\$9.90	\$9.25	\$6.19	\$0.00	\$62.80
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$39.50	\$9.90	\$9.25	\$6.19	\$0.00	\$64.84
	12/1/2026	\$40.79	\$9.90	\$9.25	\$6.19	\$0.00	\$66.13
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PUMP OPERATOR (CONCRETE)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
TEAMSTERS 404 - Construction Service (Northampton)							
TEAMSTERS 404 - Construction Service (Northampton)							
RIDE-ON MOTORIZED BUGGY OPERATOR	12/1/2024	\$31.79	\$9.90	\$9.25	\$5.53	\$0.00	\$56.47
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
For apprentice rates see "Apprentice- LABORER"							
ROLLER OPERATOR	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Coal tar pitch)	10/2/2025	\$44.88	\$10.35	\$8.70	\$9.30	\$0.00	\$73.23
ROOFERS LOCAL 248	7/16/2026	\$46.88	\$10.35	\$8.70	\$9.30	\$0.00	\$75.23
ROOFERS LOCAL 248							
For apprentice rates see "Apprentice- ROOFER"							
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofing)	10/2/2025	\$44.38	\$10.35	\$8.70	\$9.30	\$0.00	\$72.73
ROOFERS LOCAL 248	7/16/2026	\$46.38	\$10.35	\$8.70	\$9.30	\$0.00	\$74.73
ROOFERS LOCAL 248							
ROOFER SLATE / TILE / PRECAST CONCRETE	10/2/2025	\$44.88	\$10.35	\$8.70	\$9.30	\$0.00	\$73.23
ROOFERS LOCAL 248	7/16/2026	\$46.88	\$10.35	\$8.70	\$9.30	\$0.00	\$75.23
ROOFERS LOCAL 248							
For apprentice rates see "Apprentice- ROOFER"							
SCRAPER	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

Apprentice: SHEETMETAL WORKER**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.82	\$4.95	\$0.00	\$0.85	\$31.19
2	50.00	\$21.74	\$6.47	\$5.51	\$0.00	\$0.94	\$34.66
3	55.00	\$23.91	\$7.12	\$9.91	\$0.00	\$1.15	\$42.09
4	60.00	\$26.09	\$7.76	\$9.91	\$0.00	\$1.23	\$44.99
5	65.00	\$28.26	\$8.41	\$9.91	\$0.00	\$1.31	\$47.89
6	70.00	\$30.44	\$9.06	\$9.91	\$0.00	\$1.39	\$50.80
7	75.00	\$32.61	\$9.71	\$9.91	\$0.00	\$1.47	\$53.70
8	80.00	\$34.78	\$10.35	\$9.91	\$8.72	\$1.78	\$65.54
9	85.00	\$36.96	\$11.00	\$9.91	\$8.72	\$1.86	\$68.45
10	90.00	\$39.13	\$11.65	\$9.91	\$8.72	\$1.94	\$71.35

Apprentice: SHEETMETAL WORKER**Effective Date: 7/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.96	\$4.95	\$0.00	\$0.85	\$31.33
2	50.00	\$21.74	\$6.62	\$5.51	\$0.00	\$0.94	\$34.81
3	55.00	\$23.91	\$7.28	\$9.91	\$0.00	\$1.15	\$42.25
4	60.00	\$26.09	\$7.94	\$9.91	\$0.00	\$1.23	\$45.17
5	65.00	\$28.26	\$8.60	\$9.91	\$0.00	\$1.31	\$48.08
6	70.00	\$30.44	\$9.27	\$9.91	\$0.00	\$1.39	\$51.01
7	75.00	\$32.61	\$9.93	\$9.91	\$0.00	\$1.47	\$53.92
8	80.00	\$34.78	\$10.59	\$9.91	\$9.92	\$1.78	\$66.98
9	85.00	\$36.96	\$11.25	\$9.91	\$9.92	\$1.86	\$69.90
10	90.00	\$39.13	\$11.92	\$9.91	\$9.92	\$1.94	\$72.82

Apprentice to Journeyworker Ratio: 1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	6/1/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$0.00	\$77.27
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$0.00	\$78.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82
SPRINKLER FITTER	10/1/2025	\$53.25	\$12.40	\$7.40	\$9.41	\$0.00	\$82.46
SPRINKLER FITTERS LOCAL 669	1/1/2026	\$53.25	\$13.60	\$7.45	\$9.41	\$0.00	\$83.71
SPRINKLER FITTERS LOCAL 669	4/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	7/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	10/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	1/1/2027	\$56.54	\$14.55	\$7.50	\$9.41	\$0.00	\$88.00
	4/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	7/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	10/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	1/1/2028	\$59.83	\$15.50	\$7.55	\$9.41	\$0.00	\$92.29

Apprentice: SPRINKLER FITTER

Effective Date: 10/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$26.94	\$12.40	\$0.00	\$0.00	\$0.00	\$39.34
2	48.00	\$30.08	\$12.40	\$0.00	\$0.00	\$0.00	\$42.48
3	52.00	\$32.58	\$12.40	\$7.40	\$1.15	\$0.00	\$53.53
4	56.00	\$35.09	\$12.40	\$7.40	\$1.15	\$0.00	\$56.04
5	59.00	\$36.97	\$12.40	\$7.40	\$1.40	\$0.00	\$58.17
6	64.00	\$40.10	\$12.40	\$7.40	\$1.40	\$0.00	\$61.30
7	68.00	\$42.61	\$12.40	\$7.40	\$1.40	\$0.00	\$63.81
8	72.00	\$45.12	\$12.40	\$7.40	\$1.40	\$0.00	\$66.32
9	76.00	\$47.62	\$12.40	\$7.40	\$1.40	\$0.00	\$68.82
10	80.00	\$50.13	\$12.40	\$7.40	\$1.40	\$0.00	\$71.33

Apprentice: SPRINKLER FITTER

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$26.94	\$9.64	\$0.00	\$0.00	\$0.00	\$36.58
2	48.00	\$30.08	\$9.64	\$0.00	\$0.00	\$0.00	\$39.72
3	52.00	\$32.58	\$13.60	\$7.45	\$1.15	\$0.00	\$54.78
4	56.00	\$35.09	\$13.60	\$7.45	\$1.15	\$0.00	\$57.29
5	59.00	\$36.97	\$13.60	\$7.45	\$1.40	\$0.00	\$59.42

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SPRINKLER FITTER Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
6	64.00	\$40.10	\$13.60	\$7.45	\$1.40	\$0.00	\$62.55
7	68.00	\$42.61	\$13.60	\$7.45	\$1.40	\$0.00	\$65.06
8	72.00	\$45.12	\$13.60	\$7.45	\$1.40	\$0.00	\$67.57
9	76.00	\$47.62	\$13.60	\$7.45	\$1.40	\$0.00	\$70.07
10	80.00	\$50.13	\$13.60	\$7.45	\$1.40	\$0.00	\$72.58
Apprentice to Journeyworker Ratio: 1:1							
TELECOMMUNICATION TECHNICIAN	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
Apprentice: TELECOMMUNICATION TECHNICIAN Effective Date: 6/29/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.86	\$7.50	\$0.63	\$0.00	\$0.00	\$28.99
2	45.00	\$23.47	\$7.50	\$0.70	\$0.00	\$0.00	\$31.67
3	50.00	\$26.08	\$13.50	\$7.53	\$0.00	\$0.00	\$47.11
4	55.00	\$28.69	\$13.50	\$7.61	\$0.00	\$0.00	\$49.80
5	65.00	\$33.90	\$13.50	\$9.84	\$0.00	\$0.00	\$57.24
6	70.00	\$36.51	\$13.50	\$11.30	\$0.00	\$0.00	\$61.31
Apprentice: TELECOMMUNICATION TECHNICIAN Effective Date: 12/28/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33
Apprentice to Journeyworker Ratio: 1:1							
TERRAZZO FINISHERS	8/1/2025	\$66.89	\$11.49	\$15.57	\$8.02	\$0.00	\$101.97
BRICKLAYERS LOCAL 3	2/10/2026	\$68.24	\$11.49	\$15.57	\$8.02	\$0.00	\$103.32
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$70.44	\$11.49	\$15.57	\$8.02	\$0.00	\$105.52
	2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO FINISHERS Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$11.49	\$15.57	\$8.02	\$0.00	\$68.53
2	60.00	\$40.13	\$11.49	\$15.57	\$8.02	\$0.00	\$75.21
3	70.00	\$46.82	\$11.49	\$15.57	\$8.02	\$0.00	\$81.90
4	80.00	\$53.51	\$11.49	\$15.57	\$8.02	\$0.00	\$88.59
5	90.00	\$60.20	\$11.49	\$15.57	\$8.02	\$0.00	\$95.28
Apprentice: TERRAZZO FINISHERS Effective Date: 2/10/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.12	\$11.49	\$15.57	\$8.02	\$0.00	\$69.20
2	60.00	\$40.94	\$11.49	\$15.57	\$8.02	\$0.00	\$76.02
3	70.00	\$47.77	\$11.49	\$15.57	\$8.02	\$0.00	\$82.85
4	80.00	\$54.59	\$11.49	\$15.57	\$8.02	\$0.00	\$89.67
5	90.00	\$61.42	\$11.49	\$15.57	\$8.02	\$0.00	\$96.50
Apprentice to Journeyworker Ratio: 1:5							
TERRAZZO MECHANIC	8/1/2025	\$67.97	\$11.49	\$15.57	\$7.99	\$0.00	\$103.02
BRICKLAYERS LOCAL 3	2/1/2026	\$69.32	\$11.49	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$71.52	\$11.49	\$15.57	\$7.99	\$0.00	\$106.57
	2/1/2027	\$72.92	\$11.49	\$15.57	\$7.99	\$0.00	\$107.97
Apprentice: TERRAZZO MECHANIC Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$11.49	\$15.57	\$7.99	\$0.00	\$69.04
2	60.00	\$40.78	\$11.49	\$15.57	\$7.99	\$0.00	\$75.83
3	70.00	\$47.58	\$11.49	\$15.57	\$7.99	\$0.00	\$82.63
4	80.00	\$54.38	\$11.49	\$15.57	\$7.99	\$0.00	\$89.43
5	90.00	\$61.17	\$11.49	\$15.57	\$7.99	\$0.00	\$96.22
Apprentice: TERRAZZO MECHANIC Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.66	\$11.49	\$15.57	\$7.99	\$0.00	\$69.71
2	60.00	\$41.59	\$11.49	\$15.57	\$7.99	\$0.00	\$76.64
3	70.00	\$48.52	\$11.49	\$15.57	\$7.99	\$0.00	\$83.57

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																								
Apprentice: TERRAZZO MECHANIC Effective Date: 2/1/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>4</td><td>80.00</td><td>\$55.46</td><td>\$11.49</td><td>\$15.57</td><td>\$7.99</td><td>\$0.00</td><td>\$90.51</td></tr><tr><td>5</td><td>90.00</td><td>\$62.39</td><td>\$11.49</td><td>\$15.57</td><td>\$7.99</td><td>\$0.00</td><td>\$97.44</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	4	80.00	\$55.46	\$11.49	\$15.57	\$7.99	\$0.00	\$90.51	5	90.00	\$62.39	\$11.49	\$15.57	\$7.99	\$0.00	\$97.44
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																								
4	80.00	\$55.46	\$11.49	\$15.57	\$7.99	\$0.00	\$90.51																								
5	90.00	\$62.39	\$11.49	\$15.57	\$7.99	\$0.00	\$97.44																								
Apprentice to Journeyworker Ratio: 1:5																															
TEST BORING DRILLER	6/1/2025	\$51.70	\$9.90	\$9.25	\$9.80	\$0.00	\$80.65																								
LABORERS	12/1/2025	\$53.20	\$9.90	\$9.25	\$9.80	\$0.00	\$82.15																								
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$54.75	\$9.90	\$9.25	\$9.80	\$0.00	\$83.70																								
	12/1/2026	\$56.25	\$9.90	\$9.25	\$9.80	\$0.00	\$85.20																								
For apprentice rates see "Apprentice- LABORER"																															
TEST BORING DRILLER HELPER	6/1/2025	\$47.82	\$9.90	\$9.25	\$9.80	\$0.00	\$76.77																								
LABORERS	12/1/2025	\$49.32	\$9.90	\$9.25	\$9.80	\$0.00	\$78.27																								
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.87	\$9.90	\$9.25	\$9.80	\$0.00	\$79.82																								
	12/1/2026	\$52.37	\$9.90	\$9.25	\$9.80	\$0.00	\$81.32																								
For apprentice rates see "Apprentice- LABORER"																															
TEST BORING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65																								
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15																								
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70																								
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20																								
For apprentice rates see "Apprentice- LABORER"																															
TRACTORS	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35																								
OPERATING ENGINEERS LOCAL 98																															
OPERATING ENGINEERS LOCAL 98																															
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																															
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$0.00	\$77.56																								
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$0.00	\$79.17																								
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77																								
	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77																								
	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51																								
	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11																								
TUNNEL WORK - COMPRESSED AIR	6/1/2025	\$59.93	\$9.90	\$9.25	\$10.25	\$0.00	\$89.33																								
LABORERS	12/1/2025	\$61.43	\$9.90	\$9.25	\$10.25	\$0.00	\$90.83																								
LABORERS (COMPRESSED AIR)	6/1/2026	\$62.98	\$9.90	\$9.25	\$10.25	\$0.00	\$92.38																								
	12/1/2026	\$64.48	\$9.90	\$9.25	\$10.25	\$0.00	\$93.88																								
For apprentice rates see "Apprentice- LABORER"																															
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	6/1/2025	\$61.93	\$9.90	\$9.25	\$10.25	\$0.00	\$91.33																								
LABORERS	12/1/2025	\$63.43	\$9.90	\$9.25	\$10.25	\$0.00	\$92.83																								
LABORERS (COMPRESSED AIR)	6/1/2026	\$64.98	\$9.90	\$9.25	\$10.25	\$0.00	\$94.38																								
	12/1/2026	\$66.48	\$9.90	\$9.25	\$10.25	\$0.00	\$95.88																								

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR LABORERS	6/1/2025	\$52.00	\$9.90	\$9.25	\$10.25	\$0.00	\$81.40
LABORERS (FREE AIR TUNNEL)	12/1/2025	\$53.50	\$9.90	\$9.25	\$10.25	\$0.00	\$82.90
	6/1/2026	\$55.05	\$9.90	\$9.25	\$10.25	\$0.00	\$84.45
	12/1/2026	\$56.55	\$9.90	\$9.25	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS	6/1/2025	\$54.00	\$9.90	\$9.25	\$10.25	\$0.00	\$83.40
LABORERS (FREE AIR TUNNEL)	12/1/2025	\$55.50	\$9.90	\$9.25	\$10.25	\$0.00	\$84.90
	6/1/2026	\$57.05	\$9.90	\$9.25	\$10.25	\$0.00	\$86.45
	12/1/2026	\$58.55	\$9.90	\$9.25	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$35.48	\$9.90	\$9.25	\$6.60	\$0.00	\$61.23
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2025	\$36.71	\$9.90	\$9.25	\$6.60	\$0.00	\$62.46
	6/1/2026	\$38.75	\$9.90	\$9.25	\$6.60	\$0.00	\$64.50
	12/1/2026	\$40.04	\$9.90	\$9.25	\$6.60	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WATER METER INSTALLER	9/17/2025	\$53.01	\$10.35	\$10.85	\$7.10	\$0.00	\$81.31
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$10.35	\$10.85	\$7.10	\$0.00	\$83.31
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$57.01	\$10.35	\$10.85	\$7.10	\$0.00	\$85.31
	3/17/2027	\$59.01	\$10.35	\$10.85	\$7.10	\$0.00	\$87.31
	9/17/2027	\$61.01	\$10.35	\$10.85	\$7.10	\$0.00	\$89.31
	3/17/2028	\$63.01	\$10.35	\$10.85	\$7.10	\$0.00	\$91.31
	9/17/2028	\$65.01	\$10.35	\$10.85	\$7.10	\$0.00	\$93.31
	3/17/2029	\$67.01	\$10.35	\$10.85	\$7.10	\$0.00	\$95.31
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.