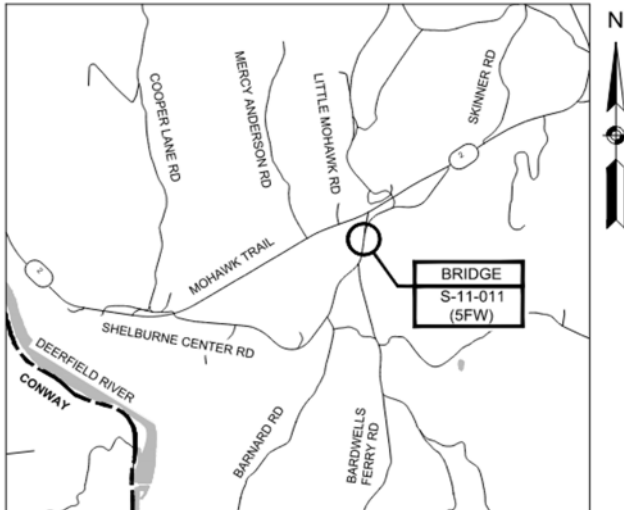


# BRIDGE #S-11-011 – Shelburne Center Road Over Dragon Brook Shelburne, Massachusetts



## INVITATION FOR BIDS 2025-2178 Bids due January 20, 2026, at 2pm

### Contact Information:

**Laura Phelps, MCPPO**  
Chief Procurement Officer

Franklin Regional Council of Governments  
12 Olive Street, Suite 2  
Greenfield, MA 01301

413-774-3167 X104  
FAX: 413-774-3169

Email: [LPhelps@frcog.org](mailto:LPhelps@frcog.org)  
Bid docs available at <http://frcog.org/bids>

### Awarding Authority:

Town of Shelburne, MA



Engineering Plans and Specifications by:  
Gill Engineering  
Newton, MA

## INVITATION FOR BIDS

### BRIDGE #S-11-011 SHELBURNE CENTER ROAD OVER DRAGON BROOK FRCOG IFB 2025-2178

The Franklin Regional Council of Governments (FRCOG) will accept sealed bids on behalf of the Town of Shelburne MA for repair and preservation of the approaches, and addition of safety features to Bridge # S-11-011, located on Shelburne Center Road over Dragon Brook in Shelburne, MA.

Sealed bids should be marked **"IFB 2025-2178 SHELBURNE CENTER ROAD BRIDGE"** and will be received by the Franklin Regional Council of Governments, 12 Olive St. Suite 2, Greenfield, MA 01301, until **January 20, 2026 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: \$331,250.00  
THE CLASS OF WORK IS: BRIDGE - CULVERT

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 Chief Procurement Officer at [lphelps@frcog.org](mailto:lphelps@frcog.org) no later than 4 PM on January 6, 2026 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 Shelburne 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 to be of the best public interest.

**FRANKLIN REGIONAL COUNCIL OF GOVERNMENTS**

**By: Laura Phelps, Chief Procurement Officer**  
**December 3, 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](mailto:civilrights@frcog.org) (e-mail).

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

|                                 |                  |
|---------------------------------|------------------|
| ☐ Greenfield Recorder Legal Ad  | December 3, 2025 |
| ☐ FRCOG Webpage                 | December 3, 2025 |
| ☐ Posted at SHELBURNE Town Hall | December 3, 2025 |
| ☐ Central Register              | December 3, 2025 |
| ☐ COMMBUYS                      | December 3, 2025 |

### CRITICAL DATES

|  |                      |
|--|----------------------|
| Deadline for Written Questions   | January 6, 2026, 4PM |
| There will be no pre-bid meeting.  |                      |
| Send questions to <a href="mailto:lphelps@frcog.org">lphelps@frcog.org</a> |                      |

|                               |                  |
|-------------------------------|------------------|
| Addenda issued to Planholders | January 13, 2026 |
|-------------------------------|------------------|

|                        |                                |
|------------------------|--------------------------------|
| <b>SEALED BIDS DUE</b> | <b>January 20, 2026 at 2PM</b> |
|------------------------|--------------------------------|

### ESTIMATED DATES

|                   |                   |
|-------------------|-------------------|
| Notice of Award   | January 30, 2026  |
| Contract Executed | February 13, 2026 |
| Work Completed by | December 18, 2026 |

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| Attachment B:  | WPA-3   |
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UNDER SEPARATE COVER

The following documents for IFB 2025-2178 are available at these **DROPBOX** links:

EXHIBIT 1                      GILL ENGINEERING DESIGN PLANS

<https://www.dropbox.com/scl/fi/wevmpbdh87wu09rez3kcr/S-11-011-Approved-Plans.pdf?rlkey=uqaef4u13eps658h3fjka8c27&st=ha6ry77x&dl=0>

## **PROJECT DESCRIPTION SUMMARY**

### **Bridge # S-11-011 On Shelburne Center Road over Dagon Brook**

**Project description:** The Shelburne Center Road Bridge Preservation Project is located on a rural road in the Town of Shelburne located approximately .5 miles west from the intersection of Rt. 2 and Shelburne Center Road, next to the Shelburne Free Public Library. The bridge spans over Dragon Brook which is considered a Cold-Water Fishery thus special attention should be made to protect the stream during construction activities and work in the stream shall be limited to after May 1. Work shall be done per the Order of Conditions and the Army Corp of Engineers General Permit through the Self-Verification (SV) process. The existing bridge approaches have experienced potholes behind the north abutment due to loss of soil from voids in the lower abutment breast wall and footing. The proposed preservation project will repair these deficiencies and add safety improvements which will include a approach slab at each abutment approach and a crash tested railing system.

**The project is to be completed within 5 months of contract execution – or before the end of the 2026 Construction Season.**

The project is funded by a Massachusetts Department of Transportation Small Bridge Grant.

## **TECHNICAL SPECIFICATIONS**

**(INSERT PDF HERE)**

## **TECHNICAL SPECIFICATIONS**

### **TOWN OF SHELBURNE BRIDGE NO. S-11-011, SHELBURNE CENTER ROAD OVER DRAGON BROOK BRIDGE REHABILITATION**

### **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 2025 Massachusetts Department of Transportation Highway Division Standard Specifications for Highways and Bridges with latest supplemental specifications. The January 2025 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 work includes a bridge rehabilitation consisting of repairing the scaling and undermining of the abutment with concrete encasements, added approach slab and guardrail with attachments at 3 of the 4 corners of the bridge. It also includes installing riprap to control the erosion at the end of the southwest wing wall. The repair details are presented on 11 construction drawing sheets that have been reviewed and approved by MassDOT on 03/05/2025. The bridge will be closed to traffic during construction. See bridge plans for detour route and signage. Materials or work shown on the Plans that are not specifically identified as a pay item shall be included for payment under the Contract thus 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 Shelburne. The term “Engineer” shall be taken to mean the authorized representative or Project Manager for the Town of Shelburne.

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.

(09/25/2025) 02000-1

## **PLANS AND DETAIL DRAWINGS**

*(Supplementing Subsection 5.02)*

Plans for the existing bridge, S-11-011 are available upon request from MassDOT. Existing conditions shown in plans were depicted from existing plans, survey, inspection reports and visual observations performed by Gill Engineering. The latest MassDOT Inspection report is available upon request from Gill Engineering. The Contractor shall perform his/her own investigation of the existing bridge to determine its condition and details necessary for construction and base his/her bid thereon.

## **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 the bridge being worked on. The Contractor at no additional compensation (unless otherwise, provided in this Contract) shall take all necessary precautions 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 his 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?t=SHELBURNE&d=1&c=269>

Select Quick Links

Select Doing Business with the Highway Division

Select Design/Engineering

Select Utility Contacts

Select District 1 on top of the webpage, select the City/Town, and then locate the utility.

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

The Town of Shelburne directory is shown at website:

(09/25/2025) 02000-2



<http://townofshelburne.com/>

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

Highway Superintendent, Town of Shelburne Highway Department

Police Department, Town of Shelburne

Fire Department, Town of Shelburne

### **PROTECTION OF UNDERGROUND FACILITIES**

The Contractor's attention is directed to the necessity of making his 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

### **ENVIRONMENTAL PERMITTING**

The Contractor is advised that a MassDEP WPA Form 5 - Order of Conditions was issued for this project by the Shelburne Conservation Commission on 04/02/2025 under MassDEP File No. 282-0098. See Attachment C. Work within the streambed shall be done in accordance with the Department of the Army General Permit for the Commonwealth of Massachusetts. See Appendix D for the Self Verification Form to be sent to this review agency prior to construction. 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 Shelburne 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 Shelburne 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 Shelburne will not entertain a delay claim due to the time required to modify or obtain the environmental permits.

(09/25/2025) 02000-3

## **PROVISIONS FOR TRAVEL AND PROSECUTION OF WORK**

The Contractor shall notify the Town of Shelburne 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 Shelburne.

## **DESIGNER/ TOWN DPW DIRECTOR/CONSERVATION COMMISSION AGENT**

### **DESIGNER**

Keith T. Nelson, P.E.  
Gill Engineering Associates, Inc.  
1234 Chestnut St., Suite 207  
Newton, MA 02464  
781-657-9044

### **TOWN HIGHWAY DEPARTMENT**

Jeff Johnston  
Town of Shelburne  
51 Bridge Street  
Shelburne, MA 01370  
(413) 625-0311

### **CONSERVATION COMMISSION AGENT**

Norman Davenport  
Shelburne Conservation Commission  
51 Bridge Street  
Shelburne, MA 01370  
413-625-6637

(09/25/2025) 02000-4

The work to be done under this Item involves the repair of cracks, as may be required, in the existing north breast wall identified on the plans and as designated by the Engineer.

The contractor shall investigate the existing concrete frame to verify the extent of the work involved prior to bidding.

Existing cracks to be repaired shall be bonded by penetration with an epoxy adhesive in accordance with the epoxy manufacturer's recommendations and the following.

The contractor shall submit the manufacturer's literature completely describing products. The materials shall be delivered clearly marked with legible and intact labels containing the manufacturer's name, brand name, and identification of the contents of containers. The materials shall be stored in areas where temperatures conform with the manufacturer's recommendations and instructions.

The contractor shall comply with the manufacturer's instructions and recommendations regarding safety. The surrounding work, vehicles, planting materials and items of similar nature, shall be protected from damage by epoxy injection materials and operations.

#### Epoxy

- A. Type: Two-component high solids, moisture-insensitive, low-viscosity epoxy adhesive system capable of being injected under pressure into cracks as small as 0.002. inch wide to their full depth.

Physical Characteristics (Material at 73° F, 50% RH):

Ratio: 1 part by volume Component "B" to 2 parts by volume Component "A"

Color: Component "A" is straw; Component "B" is amber; mixed material is amber

Viscosity: Similar to #10 weight oil (175 cps + 2)

Shelf Life: 1 year

Pot Life: 20 – 30 minutes at 73° F for neat Injection Resin

Tack Free: (thin film) 3 to 4 hours

Final Cure (75% ultimate strength) (ASTM D-695) after 2 days

Compressive Strength (ASTM D-695): 8,800 psi

(09/25/2025) 02000-5

|                                     |                           |
|-------------------------------------|---------------------------|
| Modulus of Elasticity (ASTM D-695): | 260,000 psi after 28 days |
| Tensile Strength (ASTM D-638):      | 5,400 psi after 14 days   |
| Tensile Elongation ASTM D-638):     | 3.8% after 14 days        |
| Shear Strength (ASTM D-732)         | 4,400 psi after 14 days.  |

- B. Type: Two-component high solids, moisture-insensitive, high-modulus, high-strength, paste adhesive for vertical, horizontal, and overhead sealing of cracks prior to pressure injecting grouting. Rapid set of adhesive shall allow cracks sealed with it to be pressure injected as soon as one hour.

Physical Characteristics (Material at 73° F, 50% RH):

Pot Life: 20 minutes at 90° F – Ambient temperature  
25 minutes at 73° F – Ambient temperature  
30 minutes at 40° F – Ambient temperature

Tack Free: 35 minutes at 90° F – Ambient temperature  
45 minutes at 73° F – Ambient temperature  
2 hours at 40° F – Ambient temperature

Final Cure: (75% ultimate strength) (ASTM D-695) after 16 hours

Compressive Viscosity: Heavy paste consistency  
Strength: after 2 hours - 1,300 psi after 3 days - 5,900 psi  
after 8 hours – 3,800 psi after 7 days - 6,200 psi  
after 24 hours – 5,600 psi after 28 days – 7,000 psi

|                                     |                           |
|-------------------------------------|---------------------------|
| Modulus of Elasticity (ASTM D-695): | 490,000 psi after 28 days |
| Tensile Strength (ASTM D-638):      | 2,400 psi after 24 hours  |
| Tensile Elongation ASTM D-638):     | 1.2% after 24 hours       |
| Shear Strength (ASTM D-732)         | 2,900 psi after 24 hours  |
| Flexural Strength (ASTM D-790)      | 4,000 psi after 24 hours  |

(09/25/2025) 02000-6

### Equipment for Metering, Mixing, and Injecting

- A. Type: the equipment used to meter and mix the two injection adhesive components and inject the mixed adhesive into the crack shall be portable, positive displacement type pumps with interlock to provide positive ratio control of exact proportions of the two components at the nozzle. The pumps shall be electric, or air powered and shall provide in –line mixing and metering system and shall contain drain–back plugs.
- B. Discharge Pressure: The injection equipment shall have the capability of discharging the mixed adhesive at pressures up to 200 psi and maintaining that pressure.
- C. Ratio Tolerance: The equipment shall have the capability of maintaining the mix ratio for the injection adhesive prescribed by the manufacturer of the adhesive within a tolerance of plus or minus five percent by volume at any discharge pressure up to 200 psi.
- D. The Contractor shall verify that cracks and adjacent surface are dry or damp, and free of standing water, dirt, dust, paint , grease, oil, rust, efflorescence, or other foreign matter which would interfere with adhesion of epoxy materials, or would otherwise be detrimental to the application of epoxy injection surface seal system.

### Applications

- A. Application of surface seal
  - 1. Seal cracks to be injected with surface sealer material in such a manner that defacing or discoloration minimal of concrete surface shall result.
  - 2. Provide entry ports in surface seals spaced at intervals not less than the concrete thickness at that location but provide additional entry ports spaced as required to accomplish travel of injected material between ports and fill cracks completely with epoxy.
- B. Epoxy Injection
  - 1. Inject epoxy under constant pressure in accordance with procedures as recommended by manufacturer or as required to obtain 100 percent penetration of cracks without inclusion of air pockets or voids in epoxy and as required to achieve structural bonding.
  - 2. Begin injection of epoxy at lower entry port and continue until there is an appearance of epoxy at entry port directly adjacent to or above entry port being pumped, thus indicating epoxy travel.
  - 3. When epoxy travel is indicated, discontinue injection on entry port being pumped, seal it, and transfer epoxy injection to next adjacent port.

(09/25/2025) 02000-7

4. Perform epoxy injection continuously until cracks are completely filled.

5. Finishing Requirements

- (a) When cracks are completely filled, cure epoxy for sufficient time to allow removal of surface seal without any draining or runback of epoxy material from crack.
- (b) Remove surface seals and clean concrete surface as required to produce a workmen like finish.

6. Special Requirements

- (a) If Penetration of Cracks is Impossible: Immediately notify the Engineer.
- (b) Modification to Epoxy Injection Installation

Installation Procedures: If, in order to achieve required penetration of areas being injected, epoxy injection installation procedures specified herein require modification, submit such modifications to Engineer for acceptance prior to recommencing work.

C. Filling of Field Control Testing Core Holes

This procedure consists of using two-component bonding agents applied to surfaces of cored holes followed by application of grout mix placed by hand trowel, thoroughly rodded, and tamped in place, and finished to match finish and texture of existing concrete to the satisfaction of the Engineer. Submit materials and procedures required to the Engineer for acceptance before proceeding with the work.

Field Quality Control

The Contractor shall provide at least one 4-inch diameter core at a location designated by the Engineer. The Engineer shall reserve the right to order two additional cores at locations he/she designates. The cores shall penetrate the full crack depth of the area being restored. The cores shall be submitted to the Engineer for testing by the Department's Laboratory for Research and Materials Testing. The test shall be considered acceptable if, upon visual examination, the injection has achieved 90 percent penetration of the crack, and the bond strength has conformed to the following:

Concrete failure before adhesive failure, or 6500 psi with no failure of either concrete or adhesive.

(09/25/2025) 02000-8

If a test fails, an evaluation of the methods and materials used must be made before the area represented by the failed test is rejected and retested. The Contractor will not be permitted to continue injecting cracks until the cause of the failure is determined and the Engineer is satisfied that corrective measures have been taken to prevent additional failures. The Contractor shall make such additional cores necessary until the work is considered acceptable.

The Contractor shall furnish notarized certification that all materials conform to the above requirements. In addition, samples of all materials proposed for use shall be submitted to the Department's Research and Materials Section at least six weeks prior to scheduled use.

#### Measurement and Payment

Measurement and payment for work under this item shall be at the contract unit price per foot of cracks repaired, including all work for cores, and shall include all labor, equipment, and materials necessary to complete the work.

#### **ITEM 127.12**

#### **REINFORCED CONCRETE SUBSTRUCTURE EXCAVATION**

#### **CUBIC YARD**

The Work shall conform to the relevant Provisions of Section 120 of the Standard Specifications and the following:

The work under this Item consists of the removal and disposal of all deteriorated, spalled, and scaled concrete as required to repair the existing concrete substructure elements to the general lines identified on the drawings and as directed by the Engineer. The Contractor shall establish limits of the repairs as shown on the plans and at the direction of the Engineer. The locations shown on the plans are based on bridge inspection records and are not guaranteed. The Contractor shall sound all substructure concrete surfaces to determine the limits of concrete delamination and deterioration. The location and extent of all concrete repairs are to be field verified and approved by the Engineer after the Contractor has sounded and marked out the repair areas. The limits of the repairs may be extended as directed by the Engineer when chloride content testing indicates chloride contamination of concrete that is not delaminated.

During the prosecution of the Work, the Engineer may reject the use of any method or equipment, which causes undue vibration or possible damage to the structure or any part thereof. Pneumatic hammers heavier than the nominal 25 pounds mass (Chicago Pneumatic No. 111 or equal) shall not be used, unless approved by the Engineer.

When the Engineer determines that temporary shielding is required, it shall be designed by a Registered Professional Engineer and installed by the Contractor. Compensation for the design and construction of this temporary shielding shall be provided for under the appropriate contract payment items as determined by the Engineer.

Minimum depth of excavation to sound concrete shall be 1" beyond the inner most layer of reinforcing steel but not less than 4" from the original surface. The Contractor shall stop excavating  
(09/25/2025) 02000-9

deteriorated concrete when the depth of excavation reaches 6" and shall notify the Engineer immediately. The edges of the patch shall be cut to neat lines by saw cutting to a depth of ¾ inch and the patch areas shall be made rectangular in shape, if possible, with horizontal and vertical edges and square corners.

The Contractor shall limit extent of excavation of the pier caps and columns as shown on the repair sequence contract drawings. If the Contractor exceeds the limits of excavation as shown on the repair sequence contract drawings, then temporary shoring shall be installed to alleviate loading on the substructure at no additional costs to the Department. The Contractor may submit an alternate method of reinforced concrete excavation to be approved by the Engineer. The alternate method, if approved by the Engineer, shall not incur any additional costs to the Department, and Item 127.12 Reinforced Concrete Substructure Excavation will be paid at the contract unit price, regardless of the method used to complete the work.

The Contractor shall take all precautions necessary so as not to damage those portions of the work including reinforcing steel that are to remain. This includes determining the concrete cover to the steel bars at the edge of each patch prior to excavating concrete. Any steel that is unsuitable for further use through no fault of the Contractor shall be replaced under Item 910.1 Steel Reinforcement for Structures – Epoxy Coated. All reinforcing steel that is loose shall be tied tightly together using wire ties.

The Contractor shall take all precautions necessary so as not to damage those portions of the Bridge including reinforcing steel that are to remain.

Also included under this Item are all costs in connection with the cleaning, cutting, and bending of the existing reinforcing steel designated to be retained in the proposed repair. Exposed reinforcing steel shall be cleaned by mechanical cleaning and high pressure water that contains no detergents of bond inhibiting chemicals. Where active corrosion has occurred, the steel shall be abrasively blast cleaned to a near white metal finish. After concrete edge preparation and excavation is complete, all dirt, grease, and loosely bonded aggregate shall be removed by high pressure water blasting that contains no detergents or bond inhibiting chemicals.

#### PREPARATION FOR PLACEMENT OF NEW CONCRETE

After the surface preparation has been accepted, the existing concrete surfaces to receive the repair concrete shall be pre-wetted with clean potable water for 24 hours. This may be accomplished by continuous wetting with soaker hoses or the use of burlap/burlene, etc. where moisture can be maintained. If, in the opinion of the Engineer, conditions or the situation prohibits this, then the surfaces shall be wetted for as long as possible. 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.

(09/25/2025) 02000-10



The Contractor shall take all measures necessary to protect pedestrian, vehicular, and railroad traffic from his/her construction operations. No debris, tools, or incidental equipment of any kind will be permitted to fall into areas of river bed, river bank, or where vehicular or pedestrian traffic exists. Any material that accidentally falls into such areas shall be removed immediately.

#### DISPOSAL OF EXCAVATED MATERIALS AND SITE CLEANING

Surplus materials obtained from any type of excavation, and not needed for further use, as determined by the Engineer shall become the property of the Contractor and shall be properly disposed of by the Contractor outside the location at no additional compensation.

The Contractor is required to broom clean all work site areas after the removal of excavated debris regardless of preexisting conditions. This includes areas under the excavated repair area such as at river bed, river bank, or revetment areas. Removal of debris, site cleaning, and disposal of debris is incidental to the Contract and no additional payment will be made.

#### METHOD OF MEASUREMENT AND BASIS OF PAYMENT

Item 127.12 will be measured and paid at the Contract unit price per Cubic Yard of substructure concrete excavated, removed and properly disposed. The Contract price shall include all labor, tools, equipment and incidental work necessary to complete the work, and final disposal of the excavated material necessary to complete the work as required by the Engineer.

#### ITEM 509. GRANITE TRANSITION CURB FOR WHEELCHAIR RAMPS FOOT -STRAIGHT

The work under these items shall conform to the relevant provisions of Section 500 of the Standards and the following.

Salvaged granite curbing in a condition acceptable to the engineer may be used. Precast concrete curb may be used as an alternative to granite curb.

|                     |   |           |
|---------------------|---|-----------|
| <u>ITEM 620.131</u> | <u>GUARDRAIL DEEP POST – (SINGLE FACED)</u> | <u>FT</u> |
| <u>ITEM 627.1</u>   | <u>TRAILING ANCHORAGE</u>                   | <u>EA</u> |
| <u>ITEM 628.25</u>  | <u>TRANSITION TO THREE BEAM</u>             | <u>EA</u> |

The work under these items shall conform to the relevant provisions of Section 600 of the Standards and the following. The construction of all Highway Guardrail at each of the three quadrants leading into or out of the bridge on the approaches shall include the assembly and erection of all components parts and materials complete at the locations indicated on the drawings as detailed and directed. Rail panels shall be shop curved when the radius of curvature is 150 feet or less.

(09/25/2025) 02000-11

Each component part of the Highway Guardrail will be measured as individual units of the lengths and/or number of each unit detailed on the plans. Each payment unit of Thrie Beam Guard Panel shall be based on a panel length of 12'-6" between the centers of the first and last support posts. All bolts, nuts, washers, reflectors, and related hardware shall be supplied and installed as required and shall be considered incidental to the components that they are attached to. This included drilling and grouting anchor bolts into the existing barrier concrete along with the terminal connector plates as detailed in the plans. Curvature of the rail panels shall be considered incidental to the work.

Each component part of the Highway Guardrail will be paid for at the contract bid price, per each unit, for each location which payment shall be considered full compensation for all labor, tools, equipment, materials, and all incidental items of work necessary to satisfactorily complete the work.

**ITEM 698.3**                      **GEOTEXTILE FABRIC FOR SEPARATION**                      **SQUARE YARD**

The work under these items shall conform to the requirements of Section M9.50.0 of the Standard Specifications and the following:

The work under this item includes the furnishing and installation of geotextile fabric under crushed stone and riprap.

At locations of fabric installation, the streambed shall first be graded. All rocks, vegetation, and other obstructions shall be removed before placement of fabric. The fabric shall be installed and fastened in place in conformance with the manufacturer's recommendations for each type of condition listed above.

**MEASUREMENT AND PAYMENT**

Geotextile fabric for separation will be measured for payment per square yard, complete in place; any overlaps shall be measured as a single layer of cloth.

Geotextile fabric for separation will be paid for at the Contract unit price per square yard, which price shall include all labor, tools, material, equipment, and incidental costs required to complete the work.

**ITEM 751.7**                                      **COMPOST BLANKET**                                      **CUBIC YARD**

The work under this Item shall conform to the relevant provisions of Subsection 751 and M1.06.0 Compost of the Standard Specifications and the following:

Work shall consist of furnishing and pneumatically applying compost as a thin mulch blanket (1/2- 1 inch depth) over prepared soil to provide temporary soil stabilization and organic matter for plant growth.

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## **SUBMITTALS AND MATERIALS**

No materials shall be delivered until the required submittals have been approved by the Engineer. Delivered materials shall match the approved samples. Approval of test results does not constitute final acceptance.

The contractor shall submit to the Engineer samples and certified test results no sooner than 60 days prior to application of compost. A vender certification that material delivered meets the test results shall be submitted if requested.

Compost shall meet the requirements for M1.06.0: Compost, Type 2, as referenced in the MassDOT– Highway Division Standard Specifications for Highways and Bridges, Division III: Materials Specifications, latest edition.

The Engineer shall approve the Contractor's equipment for application.

## **CONSTRUCTION METHODS**

Application of compost material shall not begin until the Engineer has approved the site and soil conditions. Soil preparation shall be as specified under the applicable item for soil placement or for seeding. The Contractor shall notify the Engineer when areas are ready for inspection and application of compost.

The compost blanket shall be pneumatically applied (blown on) to a minimum depth of one half to one inch. Where shown on the plans or when directed by the Engineer depth may be increased to provide berms for sediment control or to otherwise prevent slope erosion.

When compost blanket is proposed with seeding, seed shall be broadcast and shall occur in conjunction with compost blanket, as specified under the relevant item for seeding.

When compost blanket is proposed for areas with planting, compost (and seed if applicable) shall be applied after planting. If compost and seed occur prior to planting, areas shall be regraded, and compost and seed reapplied to the satisfaction of the Engineer and at the Contractor's expense.

## **METHOD OF MEASUREMENT AND BASIS OF PAYMENT**

Item 751.7 will be measured and paid for at the Contract unit price per Cubic Yard which price shall include all labor, materials, equipment, and all incidental costs required to complete the work of pneumatically applying compost.

Surface preparation of substrate receiving compost blanket shall be compensated under the applicable item for placement of loam, sand, ordinary borrow, wetland soil, topsoil rehandled and spread, tilled existing soil, or other specified substrate.

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Seeding, if utilized, will be compensated for under the appropriate seeding items.

**ITEM 767.121**

**SEDIMENT CONTROL BARRIER**

**FOOT**

The work under this item shall conform to the relevant provisions of Sections 751 and 767 of the Standard Specifications and Section 670 of the Standard Supplemental 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.

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

- Straw tubes/wattles which shall be trenched.
- Straw bales which shall be trenched

Additional barriers (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, silt fence shall be used in addition to compost filter tubes or straw bales and shall be incidental to the item.

**MATERIALS AND CONSTRUCTION**

Prior to initial placement of barriers, the Contractor and the Engineer shall review locations specified on the plans to ensure that the placement will provide maximum effectiveness. Barriers shall be staked, trenched and/or wedged as specified herein and 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 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.

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Outer tube fabric shall be a knitted mesh with 1/8 - 3/8" openings and made of 100% biodegradable materials (i.e., cotton, hemp or jute).

Compost filter tubes shall be a minimum of 12 inches in diameter installed. Tubes shall be placed, filled, and staked in place as required to ensure stability against water flows. All tubes shall be tamped, but not trenched, to ensure good contact with soil.

Where reinforcement is necessary, additional tubes shall be installed as shown on the plans.

#### Straw Bales

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

Straw bales shall conform to the following:

Bales should be a minimum size of 12 x 16 x 36 inches and shall be placed in a single row, lengthwise on the contour, with ends of adjacent bales tightly abutting one another.

The bales shall be trenched and backfilled. The trench shall be excavated the width of the bale and the length of the proposed barrier to a depth of 4 inches. After the bales are staked the excavated soil shall be backfilled against the barrier. Backfill soil shall conform to the ground level on the downhill side and shall be built up to 4 inches against the uphill side of the barrier.

#### Straw Wattle

Straw wattle shall be a minimum of 12 inches in diameter. Straw filling shall conform to the requirements of Section M6.04.2, shall be encased in durable netting, and shall have a density of 3 lb/foot.

Straw wattle shall be trenched in 3 inches deep and staked according to the plans. The wattles shall be sufficiently secure on the upstream side to prevent water flowing underneath the wattle.

#### Silt Fence

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

Silt fence shall be used if shown on the plans or when specified by Orders of Condition or other permitting.

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 driven 16 inches into the ground on the down slope side of the trench and shall be spaced such that the fence remains vertical and effective.

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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.

#### Stakes

Stakes for anchoring Compost Filter Tubes, Straw Wattles, and Straw Bales shall be as shown on the plans and shall be a minimum of 1x1 inch diameter x 4 feet hardwood stakes.

When used with Silt Fence, stakes for Compost Filter Tubes shall be driven 12 inches into the ground, Stakes for Straw Bales shall be driven 16 inches into the ground.

Stakes of other material of equivalent strength may be used if approved by the Engineer.

#### Maintenance

Maintenance of Sediment Control Barriers shall be per Section 670.40 of the Standard Supplemental Specifications or per the Stormwater Pollution Prevention Plan (SWPPP).

The contractor shall inspect the sediment barrier after each rain event and as specified in relevant permits to ensure that they are working effectively and as intended. Contractor shall be responsible for ensuring that an effective barrier is in place for all phases of the contract.

Barriers that decompose naturally due to weatherization over time 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 and continues to provide water and sediment control, barrier does not necessarily require replacement.

#### Dismantling & Removing

Barriers shall be dismantled and/or removed when construction work is complete and when site conditions are sufficiently stable to prevent surface erosion and after receiving permission to do so from the Engineer.

For all instances, all nonbiodegradable material, including photo-biodegradable fabric, plastic netting, nylon twine, and silt fence, shall be removed and disposed off-site by the Contractor regardless of site context.

For naturalized areas, biodegradable, natural fabric and material may be left in place to decompose on-site. Compost filter tubes may be left as they are with stakes removed. Straw bales shall be broken down and spread evenly. All nylon or nonbiodegradable twine shall be removed along with silt fence. Wooden stakes may be left on site, placed neatly and discretely.

In urban, residential, and other locations where aesthetics is a concern, the following shall apply:

- Filter tube fabric shall be cut and removed, and compost shall be raked to blend evenly (similar to a soil amendment or mulch). Not 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

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shall be raked smoothly and disturbed soils stabilized with a seed mix matching adjacent grasses (i.e., lawn or native grass mix).

- Silt fence, stakes, and other debris shall be removed and disposed off-site. The site shall look neat and clean upon completion.

#### 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.

Silt fence, when used in conjunction with compost filter tubes or straw bales, will be incidental to this item.

Additional barrier, such as double or triple stacking of compost filter tubes, shall 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 909.41

#### SELF-CONSOLIDATING CONCRETE REPAIR MORTAR

#### CUBIC FOOT

The work to be done under this Item shall conform to the relevant provisions of Section 901 of the Standards and the following.

The work shall consist of forming and placing single component shrinkage compensated mortar repair material that is pre-extended, polymer modified and contains an integral corrosion inhibiting admixture. It shall be used to fill the voids within the breast wall and undermining of the footing and to as shown in the plans and as directed by the Engineer. A MassDOT approved concrete mix may be used in lieu of this mix where it is not placed within the voids of the breast wall and within the undermining of the footings.

The Contractor shall be experienced in this type of work and present proof of such experience by providing written documentation listing several projects on which single component shrinkage compensated micro concrete was satisfactorily placed under his supervision.

The mortar shall be applied by workmen who, in the judgment of the Engineer, are sufficiently experienced and skilled in this class of work.

#### Material

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The repair mortar shall consist of pre-blended components that shall only require the addition of a prescribed quantity of potable water prior to mixing and placement. The repair mortar shall provide the following physical properties:

| PROPERTY  | RESULTS                 | TEST METHODS                       |
|---|-------------------------|------------------------------------|
| Fresh Wet Unit Weight                           | 137 to 144 PCF          | ASTM C 138                         |
| 1 Day Compressive strength (2" Cubes)           | 2200 PSI                | ASTM C 109                         |
| 7 Day Compressive strength (2" Cubes)           | 5000 PSI                | ASTM C 109                         |
| 28 Day Compressive strength (2" Cubes)          | 6000 PSI                | ASTM C 109                         |
| 28 Day Compressive strength (3" x 6" Cylinders) | 5000 PSI                | ASTM C 39                          |
| Flexural Strength at 28 Days                    | 1100 PSI                | ASTM C 348                         |
| Slant Shear Bond Strength at 28 Days            | 2400 PSI                | ASTM C882 (modified <sup>1</sup> ) |
| Splitting Tensile Strength at 28 Days           | 500 PSI                 | ASTM C496                          |
| Drying Shrinkage at 28 Days                     | 700 Micro Strain        | ASTM C157 (modified)               |
| Freeze/Thaw Resistance % RDM <sup>2</sup>       | 95                      | ASTM C 666                         |
| Rapid Chloride Permeability at 28 Days          | Less Than 1000 Coulombs | ASTM C 1202                        |

<sup>1</sup> No Bonding Agent

<sup>2</sup> Relative Dynamic Modulus

The repair mortar shall conform to EPA/USPHS Standards for surface contact with potable water, shall not produce a vapor barrier, and shall be thermally compatible with concrete.

The Contractor shall furnish notarized certification that all materials conform to the above requirements. The physical properties shall be tested by an independent AASHTO accredited testing laboratory to validate and document conformance to the requirements of this specification. In addition, samples of all materials proposed for use shall be submitted to the Department's Research and Materials Section for approval. These samples must be submitted at least six weeks prior to scheduled use.

### Mixing

Thorough mixing of the repair mortar is required. A forced-action mixer is essential. Mixing in a suitably sized container using an appropriate paddle with a slow speed (400-500 rpm) heavy-duty drill is acceptable. Free-fall mixers must not be used. Only full bags shall be mixed and used. It is essential that machine mixing capacity and the crew size is adequate to enable the placing operation to be carried out continuously. Mechanically mix in appropriately sized mortar mixer or with electric drill and paddle.

### Temperature Restrictions

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The mixing shall be carried out in accordance with the manufacturer's specifications. The repair mortar shall not be mixed and placed when air or substrate temperatures are below 45°F. Cold weather protection shall be provided in accordance with Subsection 901.64 C of the Standards. Hot weather protection shall be provided in accordance with Subsection 901.64 A of the Standards.

#### Preparation of Substrate Surfaces

The edges of the areas to be repaired shall be saw cut to a minimum depth of 3/4" to avoid featheredging and to provide a squared edge. All deteriorated, scaling, loose or unsound concrete shall be removed by mechanical or hand chipping. The remaining surface shall be free of oil, grease, paint, corrosion deposits, dust, laitance, or other surface contamination. The effectiveness of the cleaning shall be verified with a pull-off test. No method of surface preparation shall be used that could damage sound concrete.

All reinforcing steel shall be abrasively blast cleaned in accordance with the ICRI Technical Guideline No. 03730 "Guide for Surface Preparation for the Repair of Deteriorated Concrete Resulting from Reinforcing Steel Corrosion"

The Contractor shall have the approval of the Engineer certifying that all spalled and deteriorated concrete has been removed prior to repairing the deteriorated areas; all reinforcing steel is satisfactorily cleaned.

#### Forming and Placement of Repair Mortar

1. All formwork shall be rigid and tight to prevent loss of material. The forms shall be watertight with perimeters lined with foam gasket material.
2. Form detailing shall allow for a minimum of 1-1/2" cover over all steel.
3. A suitable form release agent shall be used to facilitate the removal of forms from the cast material.
4. The forms shall be filled with clean water 24 hours prior to the mortar placement.
5. Immediately before placing, the water shall be drained leaving the substrate saturated surface dry (SSD) with no ponded water remaining.
6. In jobsite circumstances where the formwork cannot be filled with water, spray the substrate with clean water to achieve a saturated surface dry (SSD) condition immediately before placing the mortar.
7. When the repair mortar is pumped, the pump shall be capable of continuous even flow of mortar into the repair cavity without having any line surge. Line surge will result in possible air voids and segregation.

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8. Prior to pumping mortar, all hoses must be pre-wetted with clean water to ensure that initial flow properties are maintained.
9. The pumping distance must be kept to a minimum. The pumping hoses shall be a minimum diameter of 3 times the size of the largest aggregate and the minimum size permitted shall be 1" diameter.
10. The pump pressure shall be limited to the minimum necessary to completely fill the cavity with repair mortar.
11. Immediately after mixing, pump the repair mortar into the formed area.

#### Curing

1. Formwork shall remain in place until a minimum compressive strength of 2500 psi is reached, or 5 days, whichever is greater.
2. If the repair area is not to receive a protective coating, an approved curing compound shall be applied to the repair area upon form removal.
3. If the repair area is to receive a protective coating, polyethylene sheeting shall be applied to the repair area and the sheeting perimeter shall be taped down until the completion of a 7-day curing period.

#### Manufacturer's Field Representative

1. The Contractor shall arrange with the mortar manufacturer to have the services of a competent field representative at the work site prior to any mixing of components to instruct the work crews in the proper mixing and application procedures. The field representative shall remain at the job site after work commences to instruct until she/he and the 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 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 services of the required field representative and the bid contract price shall be full compensation for all costs in connection therewith.

#### Method of Measurement

Self-Consolidating Concrete Repair Mortar will be measured by the Cubic Foot of repair area, completed in place, and accepted by the Engineer. The forming of the repair areas and pre-

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wetting of the substrate shall be considered incidental to the work and shall not be measured for payment. Excavation of deteriorated reinforced concrete shall be compensated for under a separate pay item.

#### Basis of Payment

Self-Consolidating Concrete Repair Mortar will be paid for at the Contract Unit Price per Cubic Foot as directed by the Engineer, complete in place and accepted.

### **ITEM 991.1    CONTROL OF WATER-STRUCTURE NO. S-11-011                      LUMP SUM**

The work to be done under this item shall conform to the relevant provisions of Sections 140 and 950 of the Standard Specifications and the following:

The work shall include the furnishing, installation, operation, maintenance, and removal of the water control system required for the construction of the concrete repair of the abutment in the dry. The Water Control System shall be capable of both preventing flow through the constructed works and the lowering of the water table to an elevation below the bottom of foundation, as determined by the Engineer and as shown on the plans.

The system shall divert the water flow away from the work area as shown in the plans. Sandbags or other means of blocking and diverting the water, as approved by the Engineer, shall be used both upstream and downstream to divert the flows. The Contractor shall adjust the height of the stream diversion structure if needed and use supplemental pumping in the event of an extreme rain event or unusually high flows.

Work shall be done during period of low flow.

Prior to installation of the Water Control System and diversion of the water, the Contractor shall notify the Town Conservation Commission to inspect and document the existing stream bed prior to excavation.

The Contractor shall install and maintain temporary measures for the containment of the stream flow, the collection of siltation and debris due to construction activities and the maintenance of drainage through the drainage system upstream and downstream during the construction period. Temporary control measures shall include, but not be limited to, the use of sandbags, stone dikes and dams, sediment basins, crushed stone, paved or unpaved waterways and other devices or methods which meet the requirements of this section and approval of the Engineer.

The use of earthen berms in the river is prohibited.

The Contractor shall submit a water control plan defining and detailing the methods for control of water and type of installation to be used to the Town Conservation Commission and the

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Engineer for approval prior to construction. All plans, procedures and calculations shall be stamped by a Professional Engineer registered in the Commonwealth of Massachusetts. Alternate methods of dewatering may be substituted by the Contractor upon approval of the Engineer. The water control plan shall be approved by the Town's Conservation Agent prior to installation.

The Contractor shall be responsible for the removal and legal disposal of all temporary structures or devices to an off-site location. The Contractor is responsible for restoring the stream bed to its original state, regrading, loaming, and seeding of all disturbed areas, and any other incidental work required to perform this work as directed by the Engineer.

Prior to removal of the dewatering system, the Contractor shall notify the Town to inspect the restored stream bed.

#### METHOD OF MEASUREMENT AND BASIS OF PAYMENT

Payment for the work to be done under this item shall be at the contract lump sum bid price for Item 991.1 Control of Water-Structure No. S-11-011, which price shall include all labor, materials, equipment, sandbag dam or other means of blocking water and directing flow, utility adjustments, temporary diversion pipes, excavation for temporary pipes, filter bags, pumping, removal of temporary water control devices, restoration of all disturbed areas and all incidental costs required to complete the work.

#### **ITEM 992.1      ALTERATION TO BRIDGE STRUCTURE NO. S11011      LUMP SUM**

The work to be done under this Item shall conform to the applicable provisions of Section 901, 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 construct the following components of the bridge: breast wall repairs, corbel (approach slab support), and approach slab.

See Item 909.41 Self-Consolidating Concrete Repair Mortar for the material used on the breast wall and footing repairs.

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 AND #5 BARS

The work to be done under this item shall consist of drilling and grouting holes in the existing abutments 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

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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 these 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 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

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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.

### **SAWING & SEALING JOINTS IN ASPHALT PAVEMENT AT BRIDGES**

The work to be done under this Item consists of making a sealed kerf across the full width of the finished asphalt pavement at bridge abutments where called for on the Plans. The shape, width, and depth of the kerf shall be as shown on the Plans.

Prior to the start of the asphalt paving operation, the Contractor shall place a mark on each curb or barrier on either side of the paved roadway. These marks shall be aligned with the actual end of the bridge deck and shall be placed so that they will not be covered or otherwise obscured by the asphalt pavement.

After the completion of the paving operation, the Contractor shall snap a straight chalk line on the pavement between these two marks. The Contractor shall then saw cut the pavement along this line to the depth, width and shape as shown on the Plans. The equipment shall be approved by the Engineer prior to commencing work.

After completing the saw cutting, the Contractor shall clean the saw groove of any dust and debris with an oil free air blast. If the groove was wet sawn, the groove shall be cleaned with a water blast to remove any remaining slurry and debris, vacuumed with a Wet-or-Dry vacuum to remove any standing water, and then dried with an air blast from a Hot-Air-Lance.

Once the groove is clean and dry, the Contractor shall fill it completely with a hot-applied hot mix asphalt crack sealer meeting the requirements of M3.05.2 in accordance with the manufacturer's application instructions and restrictions regarding ambient and material temperatures. The crack sealer shall be thoroughly cured prior to opening the road to traffic. To reduce tackiness, only boiler slag aggregate (black beauty) shall be scattered over the sealer when required by the Engineer. Conventional sand shall not be used for this purpose.

### **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 992. as well as his/her total Alteration To Bridge Structures Lump Sum cost. The

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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 992 and no further compensation will be allowed.

The schedule on the proposal form applies only to Bridge Superstructure Bridge No. S-11-011. 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.

| <b><u>992.1</u></b>    | <b><u>Bridge No. S11011</u></b>                           |                    |                    |
|------------------------|---|--------------------|--------------------|
| <b><u>Sub-Item</u></b> | <b><u>Description</u></b>                                 | <b><u>QTY.</u></b> | <b><u>UNIT</u></b> |
| 482.31                 | SAWING & SEALING JOINTS IN ASPHALT PAVEMENT<br>AT BRIDGES | 63                 | FT                 |
| 904.3                  | 5000 PSI, 3/4 IN., 685 HP CEMENT CONCRETE                 | 32                 | CY                 |
| 910.2                  | STEEL REINFORCEMENT FOR STRUCTURES – EPOXY<br>COATED      | 8800               | LB                 |
| 912.4                  | DRILLING AND GROUTING #4 DOWELS                           | 59                 | EA                 |
| 912.5.                 | DRILLING AND GROUTING #5 DOWELS                           | 146                | EA                 |
| 970.                   | DAMP-PROOFING   | 900                | SF                 |

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## **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

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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 the 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.

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

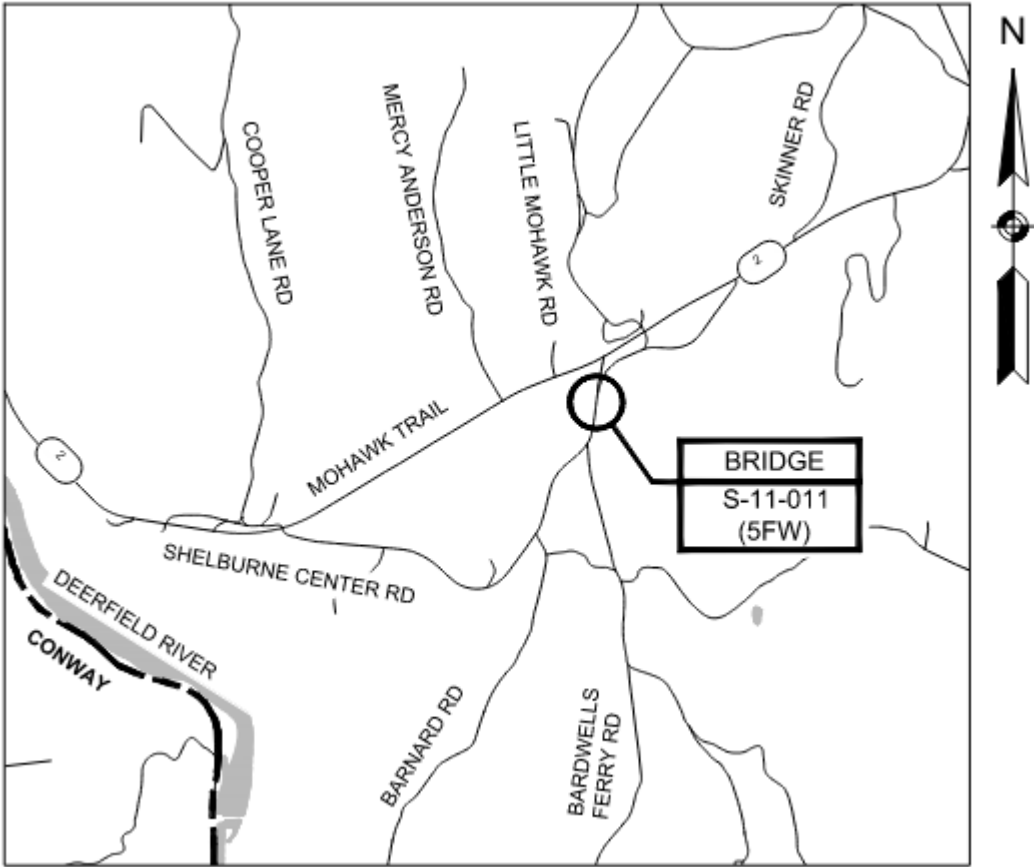
(09/25/2025) 02000-28

# **ATTACHMENT A**

## **LOCUS MAP**

(09/25/2025) 02000-29

# PROJECT LOCATION MAP



**ATTACHMENT B**  
**WPA-3 NOTICE OF INTENT**

(09/25/2025) 02000-30



**Massachusetts Department of Environmental Protection**  
Bureau of Resource Protection - Wetlands

# WPA Form 3 – Notice of Intent

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

Provided by MassDEP:

MassDEP File Number

Document Transaction Number

City/Town

**Important:**

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



Note:  
Before completing this form consult your local Conservation Commission regarding any municipal bylaw or ordinance.

## A. General Information

1. Project Location (**Note:** electronic filers will click on button to locate project site):

a. Street Address

b. City/Town

c. Zip Code

Latitude and Longitude:

d. Latitude

e. Longitude

f. Assessors Map/Plat Number

g. Parcel /Lot Number

2. Applicant:

a. First Name

b. Last Name

c. Organization

d. Street Address

e. City/Town

f. State

g. Zip Code

h. Phone Number

i. Fax Number

j. Email Address

3. Property owner (required if different from applicant): ☐ Check if more than one owner

a. First Name

b. Last Name

c. Organization

d. Street Address

e. City/Town

f. State

g. Zip Code

h. Phone Number

i. Fax Number

j. Email address

4. Representative (if any):

a. First Name

b. Last Name

c. Company

d. Street Address

e. City/Town

f. State

g. Zip Code

h. Phone Number

i. Fax Number

j. Email address

5. Total WPA Fee Paid (from NOI Wetland Fee Transmittal Form):

a. Total Fee Paid

b. State Fee Paid

c. City/Town Fee Paid



**Massachusetts Department of Environmental Protection**  
Bureau of Resource Protection - Wetlands

**WPA Form 3 – Notice of Intent**

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

Provided by MassDEP:

MassDEP File Number

Document Transaction Number

City/Town

**A. General Information (continued)**

6. General Project Description:

7a. Project Type Checklist: (Limited Project Types see Section A. 7b.)

- |   |   |
|---|---|
| 1. <input type="checkbox"/> Single Family Home                        | 2. <input type="checkbox"/> Residential Subdivision       |
| 3. <input type="checkbox"/> Commercial/Industrial                     | 4. <input type="checkbox"/> Dock/Pier                     |
| 5. <input type="checkbox"/> Utilities                                 | 6. <input type="checkbox"/> Coastal engineering Structure |
| 7. <input type="checkbox"/> Agriculture (e.g., cranberries, forestry) | 8. <input type="checkbox"/> Transportation                |
| 9. <input type="checkbox"/> Other                                     |   |

7b. Is any portion of the proposed activity eligible to be treated as a limited project (including Ecological Restoration Limited Project) subject to 310 CMR 10.24 (coastal) or 310 CMR 10.53 (inland)?

1. ☐ Yes ☐ No If yes, describe which limited project applies to this project. (See 310 CMR 10.24 and 10.53 for a complete list and description of limited project types)

2. Limited Project Type

If the proposed activity is eligible to be treated as an Ecological Restoration Limited Project (310 CMR 10.24(8), 310 CMR 10.53(4)), complete and attach Appendix A: Ecological Restoration Limited Project Checklist and Signed Certification.

8. Property recorded at the Registry of Deeds for:

a. County

b. Certificate # (if registered land)

c. Book

d. Page Number

**B. Buffer Zone & Resource Area Impacts (temporary & permanent)**

- ☐ Buffer Zone Only – Check if the project is located only in the Buffer Zone of a Bordering Vegetated Wetland, Inland Bank, or Coastal Resource Area.
- ☐ Inland Resource Areas (see 310 CMR 10.54-10.58; if not applicable, go to Section B.3, Coastal Resource Areas).

Check all that apply below. Attach narrative and any supporting documentation describing how the project will meet all performance standards for each of the resource areas altered, including standards requiring consideration of alternative project design or location.



**Massachusetts Department of Environmental Protection**  
Bureau of Resource Protection - Wetlands

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

Provided by MassDEP:

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City/Town

**B. Buffer Zone & Resource Area Impacts (temporary & permanent) (cont'd)**

For all projects affecting other Resource Areas, please attach a narrative explaining how the resource area was delineated.

| Resource Area  | Size of Proposed Alteration              | Proposed Replacement (if any) |
|--|--|-------------------------------|
| a. <input type="checkbox"/> Bank                                 | 1. linear feet                           | 2. linear feet                |
| b. <input type="checkbox"/> Bordering Vegetated Wetland          | 1. square feet                           | 2. square feet                |
| c. <input type="checkbox"/> Land Under Waterbodies and Waterways | 1. square feet<br>3. cubic yards dredged | 2. square feet                |

| Resource Area  | Size of Proposed Alteration   | Proposed Replacement (if any)            |
|--|---|--|
| d. <input type="checkbox"/> Bordering Land Subject to Flooding | 1. square feet<br>3. cubic feet of flood storage lost                 | 2. square feet<br>4. cubic feet replaced |
| e. <input type="checkbox"/> Isolated Land Subject to Flooding  | 1. square feet<br>2. cubic feet of flood storage lost                 | 3. cubic feet replaced                   |
| f. <input type="checkbox"/> Riverfront Area                    | 1. Name of Waterway (if available) - <b>specify coastal or inland</b> |  |

2. Width of Riverfront Area (check one):

- ☐ 25 ft. - Designated Densely Developed Areas only
- ☐ 100 ft. - New agricultural projects only
- ☐ 200 ft. - All other projects

3. Total area of Riverfront Area on the site of the proposed project: \_\_\_\_\_ square feet

4. Proposed alteration of the Riverfront Area:

a. total square feet \_\_\_\_\_ b. square feet within 100 ft. \_\_\_\_\_ c. square feet between 100 ft. and 200 ft. \_\_\_\_\_

5. Has an alternatives analysis been done and is it attached to this NOI? ☐ Yes ☐ No

6. Was the lot where the activity is proposed created prior to August 1, 1996? ☐ Yes ☐ No

3. ☐ Coastal Resource Areas: (See 310 CMR 10.25-10.35)

**Note:** for coastal riverfront areas, please complete **Section B.2.f.** above.





**Massachusetts Department of Environmental Protection**  
Bureau of Resource Protection - Wetlands

**WPA Form 3 – Notice of Intent**

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

Provided by MassDEP:

MassDEP File Number

Document Transaction Number

City/Town

**B. Buffer Zone & Resource Area Impacts (temporary & permanent) (cont'd)**

Check all that apply below. Attach narrative and supporting documentation describing how the project will meet all performance standards for each of the resource areas altered, including standards requiring consideration of alternative project design or location.

Online Users:  
Include your document transaction number (provided on your receipt page) with all supplementary information you submit to the Department.

| <u>Resource Area</u>  | <u>Size of Proposed Alteration</u>  | <u>Proposed Replacement (if any)</u>   |
|---|---|--|
| a. <input type="checkbox"/> Designated Port Areas                 | Indicate size under Land Under the Ocean, below   |  |
| b. <input type="checkbox"/> Land Under the Ocean                  | 1. square feet  |  |
|   | 2. cubic yards dredged  |  |
| c. <input type="checkbox"/> Barrier Beach                         | Indicate size under Coastal Beaches and/or Coastal Dunes below  |  |
| d. <input type="checkbox"/> Coastal Beaches                       | 1. square feet  | 2. cubic yards beach nourishment       |
| e. <input type="checkbox"/> Coastal Dunes                         | 1. square feet  | 2. cubic yards dune nourishment        |
|   | <u>Size of Proposed Alteration</u>  | <u>Proposed Replacement (if any)</u>   |
| f. <input type="checkbox"/> Coastal Banks                         | 1. linear feet  |  |
| g. <input type="checkbox"/> Rocky Intertidal Shores               | 1. square feet  |  |
| h. <input type="checkbox"/> Salt Marshes                          | 1. square feet  | 2. sq ft restoration, rehab., creation |
| i. <input type="checkbox"/> Land Under Salt Ponds                 | 1. square feet  |  |
|   | 2. cubic yards dredged  |  |
| j. <input type="checkbox"/> Land Containing Shellfish             | 1. square feet  |  |
| k. <input type="checkbox"/> Fish Runs                             | Indicate size under Coastal Banks, inland Bank, Land Under the Ocean, and/or inland Land Under Waterbodies and Waterways, above |  |
|   | 1. cubic yards dredged  |  |
| l. <input type="checkbox"/> Land Subject to Coastal Storm Flowage | 1. square feet  |  |

4. ☐ Restoration/Enhancement

If the project is for the purpose of restoring or enhancing a wetland resource area in addition to the square footage that has been entered in Section B.2.b or B.3.h above, please enter the additional amount here.

a. square feet of BVW

b. square feet of Salt Marsh

5. ☐ Project Involves Stream Crossings

a. number of new stream crossings

b. number of replacement stream crossings



**Massachusetts Department of Environmental Protection**  
Bureau of Resource Protection - Wetlands

**WPA Form 3 – Notice of Intent**

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

Provided by MassDEP:

MassDEP File Number

Document Transaction Number

City/Town

**C. Other Applicable Standards and Requirements**

- ☐ This is a proposal for an Ecological Restoration Limited Project. Skip Section C and complete Appendix A: Ecological Restoration Limited Project Checklists – Required Actions (310 CMR 10.11).

**Streamlined Massachusetts Endangered Species Act/Wetlands Protection Act Review**

1. Is any portion of the proposed project located in **Estimated Habitat of Rare Wildlife** as indicated on the most recent Estimated Habitat Map of State-Listed Rare Wetland Wildlife published by the Natural Heritage and Endangered Species Program (NHESP)? To view habitat maps, see the *Massachusetts Natural Heritage Atlas* or go to [http://maps.massgis.state.ma.us/PRI\\_EST\\_HAB/viewer.htm](http://maps.massgis.state.ma.us/PRI_EST_HAB/viewer.htm).

a. ☐ Yes ☐ No

**If yes, include proof of mailing or hand delivery of NOI to:**

**Natural Heritage and Endangered Species Program  
Division of Fisheries and Wildlife  
1 Rabbit Hill Road  
Westborough, MA 01581**

b. Date of map

If yes, the project is also subject to Massachusetts Endangered Species Act (MESA) review (321 CMR 10.18). To qualify for a streamlined, 30-day, MESA/Wetlands Protection Act review, please complete Section C.1.c, and include requested materials with this Notice of Intent (NOI); *OR* complete Section C.2.f, if applicable. *If MESA supplemental information is not included with the NOI, by completing Section 1 of this form, the NHESP will require a separate MESA filing which may take up to 90 days to review (unless noted exceptions in Section 2 apply, see below).*

- c. Submit Supplemental Information for Endangered Species Review\*

1. ☐ Percentage/acreage of property to be altered:

(a) within wetland Resource Area

percentage/acreage

(b) outside Resource Area

percentage/acreage

2. ☐ Assessor's Map or right-of-way plan of site

2. ☐ Project plans for entire project site, including wetland resource areas and areas outside of wetlands jurisdiction, showing existing and proposed conditions, existing and proposed tree/vegetation clearing line, and clearly demarcated limits of work \*\*

(a) ☐ Project description (including description of impacts outside of wetland resource area & buffer zone)

(b) ☐ Photographs representative of the site

\* Some projects **not** in Estimated Habitat may be located in Priority Habitat, and require NHESP review (see <https://www.mass.gov/mas-endangered-species-act-mesa-regulatory-review>).

Priority Habitat includes habitat for state-listed plants and strictly upland species not protected by the Wetlands Protection Act.

\*\* MESA projects may not be segmented (321 CMR 10.16). The applicant must disclose full development plans even if such plans are not required as part of the Notice of Intent process.



**Massachusetts Department of Environmental Protection**  
Bureau of Resource Protection - Wetlands

**WPA Form 3 – Notice of Intent**

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

Provided by MassDEP:

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City/Town

**C. Other Applicable Standards and Requirements (cont'd)**

- (c) ☐ MESA filing fee (fee information available at <https://www.mass.gov/how-to/how-to-file-for-a-mesa-project-review>).

Make check payable to "Commonwealth of Massachusetts - NHESP" and **mail to NHESP** at above address

*Projects altering 10 or more acres of land, also submit:*

- (d) ☐ Vegetation cover type map of site

- (e) ☐ Project plans showing Priority & Estimated Habitat boundaries

- (f) OR Check One of the Following

1. ☐ Project is exempt from MESA review.  
Attach applicant letter indicating which MESA exemption applies. (See 321 CMR 10.14, <https://www.mass.gov/service-details/exemptions-from-review-for-projectsactivities-in-priority-habitat>; the NOI must still be sent to NHESP if the project is within estimated habitat pursuant to 310 CMR 10.37 and 10.59.)

2. ☐ Separate MESA review ongoing.

a. NHESP Tracking #

b. Date submitted to NHESP

3. ☐ Separate MESA review completed.

Include copy of NHESP "no Take" determination or valid Conservation & Management Permit with approved plan.

3. For coastal projects only, is any portion of the proposed project located below the mean high water line or in a fish run?

- a. ☐ Not applicable – project is in inland resource area only      b. ☐ Yes    ☐ No

If yes, include proof of mailing, hand delivery, or electronic delivery of NOI to either:

South Shore - Bourne to Rhode Island border, and the Cape & Islands:

North Shore - Plymouth to New Hampshire border:

Division of Marine Fisheries -  
Southeast Marine Fisheries Station  
Attn: Environmental Reviewer  
836 South Rodney French Blvd.  
New Bedford, MA 02744  
Email: [dmf.envreview-south@mass.gov](mailto:dmf.envreview-south@mass.gov)

Division of Marine Fisheries -  
North Shore Office  
Attn: Environmental Reviewer  
30 Emerson Avenue  
Gloucester, MA 01930  
Email: [dmf.envreview-north@mass.gov](mailto:dmf.envreview-north@mass.gov)

Also if yes, the project may require a Chapter 91 license. For coastal towns in the Northeast Region, please contact MassDEP's Boston Office. For coastal towns in the Southeast Region, please contact MassDEP's Southeast Regional Office.

- c. ☐ Is this an aquaculture project?      d. ☐ Yes    ☐ No

If yes, include a copy of the Division of Marine Fisheries Certification Letter (M.G.L. c. 130, § 57).



**Massachusetts Department of Environmental Protection**  
Bureau of Resource Protection - Wetlands

**WPA Form 3 – Notice of Intent**

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

Provided by MassDEP:

MassDEP File Number

Document Transaction Number

City/Town

**C. Other Applicable Standards and Requirements (cont'd)**

**Online Users:**

Include your document transaction number (provided on your receipt page) with all supplementary information you submit to the Department.

4. Is any portion of the proposed project within an Area of Critical Environmental Concern (ACEC)?  
 a. ☐ Yes ☐ No If yes, provide name of ACEC (see instructions to WPA Form 3 or MassDEP Website for ACEC locations). **Note:** electronic filers click on Website.  
 b. ACEC
5. Is any portion of the proposed project within an area designated as an Outstanding Resource Water (ORW) as designated in the Massachusetts Surface Water Quality Standards, 314 CMR 4.00?  
 a. ☐ Yes ☐ No
6. Is any portion of the site subject to a Wetlands Restriction Order under the Inland Wetlands Restriction Act (M.G.L. c. 131, § 40A) or the Coastal Wetlands Restriction Act (M.G.L. c. 130, § 105)?  
 a. ☐ Yes ☐ No
7. Is this project subject to provisions of the MassDEP Stormwater Management Standards?  
 a. ☐ Yes. Attach a copy of the Stormwater Report as required by the Stormwater Management Standards per 310 CMR 10.05(6)(k)-(q) and check if:
  1. ☐ Applying for Low Impact Development (LID) site design credits (as described in Stormwater Management Handbook Vol. 2, Chapter 3)
  2. ☐ A portion of the site constitutes redevelopment
  3. ☐ Proprietary BMPs are included in the Stormwater Management System.
- b. ☐ No. Check why the project is exempt:
  1. ☐ Single-family house
  2. ☐ Emergency road repair
  3. ☐ Small Residential Subdivision (less than or equal to 4 single-family houses or less than or equal to 4 units in multi-family housing project) with no discharge to Critical Areas.

**D. Additional Information**

- ☐ This is a proposal for an Ecological Restoration Limited Project. Skip Section D and complete Appendix A: Ecological Restoration Notice of Intent – Minimum Required Documents (310 CMR 10.12).

Applicants must include the following with this Notice of Intent (NOI). See instructions for details.

**Online Users:** Attach the document transaction number (provided on your receipt page) for any of the following information you submit to the Department.

1. ☐ USGS or other map of the area (along with a narrative description, if necessary) containing sufficient information for the Conservation Commission and the Department to locate the site. (Electronic filers may omit this item.)
2. ☐ Plans identifying the location of proposed activities (including activities proposed to serve as a Bordering Vegetated Wetland [BVW] replication area or other mitigating measure) relative to the boundaries of each affected resource area.



**Massachusetts Department of Environmental Protection**  
Bureau of Resource Protection - Wetlands

**WPA Form 3 – Notice of Intent**

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

Provided by MassDEP:

MassDEP File Number

Document Transaction Number

City/Town

**D. Additional Information (cont'd)**

3. ☐ Identify the method for BVW and other resource area boundary delineations (MassDEP BVW Field Data Form(s), Determination of Applicability, Order of Resource Area Delineation, etc.), and attach documentation of the methodology.
4. ☐ List the titles and dates for all plans and other materials submitted with this NOI.

a. Plan Title

b. Prepared By

c. Signed and Stamped by

d. Final Revision Date

e. Scale

f. Additional Plan or Document Title

g. Date

5. ☐ If there is more than one property owner, please attach a list of these property owners not listed on this form.
6. ☐ Attach proof of mailing for Natural Heritage and Endangered Species Program, if needed.
7. ☐ Attach proof of mailing for Massachusetts Division of Marine Fisheries, if needed.
8. ☐ Attach NOI Wetland Fee Transmittal Form
9. ☐ Attach Stormwater Report, if needed.

**E. Fees**

1. ☐ Fee Exempt: No filing fee shall be assessed for projects of any city, town, county, or district of the Commonwealth, federally recognized Indian tribe housing authority, municipal housing authority, or the Massachusetts Bay Transportation Authority.

Applicants must submit the following information (in addition to pages 1 and 2 of the NOI Wetland Fee Transmittal Form) to confirm fee payment:

2. Municipal Check Number

3. Check date

4. State Check Number

5. Check date

6. Payor name on check: First Name

7. Payor name on check: Last Name



**Massachusetts Department of Environmental Protection**

Bureau of Resource Protection - Wetlands

**WPA Form 3 - Notice of Intent**

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

Provided by MassDEP:  
MassDEP File #:  
eDEP Transaction #:1831611  
City/Town:SHELBURNE

**E. Fees**

1.

Fee Exempt: No filing fee shall be assessed for projects of any city, town, county, or district of the Commonwealth, federally recognized Indian tribe housing authority, municipal housing authority, or the Massachusetts Bay Transportation Authority.

Applicants must submit the following information (in addition to pages 1 and 2 of the NOI Wetland Fee Transmittal Form) to confirm fee payment:

2. Municipal Check Number

3. Check date

4. State Check Number

5. Check date

6. Payer name on check: First Name

7. Payer name on check: Last Name

**F. Signatures and Submittal Requirements**

I hereby certify under the penalties of perjury that the foregoing Notice of Intent and accompanying plans, documents, and supporting data are true and complete to the best of my knowledge. I understand that the Conservation Commission will place notification of this Notice in a local newspaper at the expense of the applicant in accordance with the wetlands regulations, 310 CMR 10.05(5)(a).

I further certify under penalties of perjury that all abutters were notified of this application, pursuant to the requirements of M.G.L. c. 131, § 40. Notice must be made by Certificate of Mailing or in writing by hand delivery or certified mail (return receipt requested) to all abutters within 100 feet of the property line of the project location.

X Jeff [Signature]  
1. Signature of Applicant

X 11/20/24  
2. Date

3. Signature of Property Owner (if different)

4. Date

[Signature]  
5. Signature of Representative (if any)

11/19/2024  
6. Date

**For Conservation Commission:**

Two copies of the completed Notice of Intent (Form 3), including supporting plans and documents, two copies of the NOI Wetland Fee Transmittal Form, and the city/town fee payment, to the Conservation Commission by certified mail or hand delivery.

**For MassDEP:**

One copy of the completed Notice of Intent (Form 3), including supporting plans and documents, one copy of the NOI Wetland Fee Transmittal Form, and a copy of the state fee payment to the MassDEP Regional Office (see Instructions) by certified mail or hand delivery.

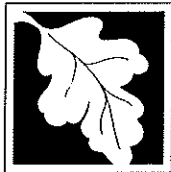
**Other:**

If the applicant has checked the "yes" box in Section C, Items 1-3, above, refer to that section and the Instructions for additional submittal requirements.

The original and copies must be sent simultaneously. Failure by the applicant to send copies in a timely manner may result in dismissal of the Notice of Intent.

**ATTACHMENT C**  
**WPA-5 ORDER OF CONDITIONS**

(09/25/2025) 02000-31



Massachusetts Department of Environmental Protection  
Bureau of Resource Protection - Wetlands  
**WPA Form 5 – Order of Conditions**  
Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Provided by MassDEP:  
WE 282-0098  
MassDEP File #  
eDEP Transaction #  
Shelburne  
City/Town

## A. General Information

Please note:  
this form has  
been modified  
with added  
space to  
accommodate  
the Registry  
of Deeds  
Requirements

1. From: Shelburne  
Conservation Commission
2. This issuance is for (check one):  
a. ☒ Order of Conditions b. ☐ Amended Order of Conditions

3. To: Applicant:

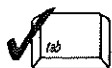
Jeff Johnston  
a. First Name b. Last Name  
Town of Shelburne Highway Dept.  
c. Organization  
51 Bridge St  
d. Mailing Address  
Shelburne MA 01370  
e. City/Town f. State g. Zip Code

4. Property Owner (if different from applicant):

a. First Name b. Last Name  
c. Organization  
d. Mailing Address  
e. City/Town f. State g. Zip Code

5. Project Location:

233 ShelburneCenter Road Shelburne  
a. Street Address b. City/Town  
12 12, 13, 54  
c. Assessors Map/Plat Number d. Parcel/Lot Number  
Latitude and Longitude, if known: 42d58885m s 72d68878m s  
d. Latitude e. Longitude







Massachusetts Department of Environmental Protection  
Bureau of Resource Protection - Wetlands  
**WPA Form 5 – Order of Conditions**  
Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Provided by MassDEP:  
WE 282-0098  
MassDEP File #

eDEP Transaction #  
Shelburne  
City/Town

**A. General Information (cont.)**

6. Property recorded at the Registry of Deeds for (attach additional information if more than one parcel):  
Franklin
- |           |  |
|-----------|--|
| a. County | b. Certificate Number (if registered land) |
| 6259      | 204  |
| c. Book   | d. Page                                    |
7. Dates:      12/17/2024      1/14/2025      4/2/2025  
                 a. Date Notice of Intent Filed      b. Date Public Hearing Closed      c. Date of Issuance
8. Final Approved Plans and Other Documents (attach additional plan or document references as needed):
- |                                      |                          |
|--------------------------------------|--------------------------|
| a. Plan Title                        |                          |
| b. Prepared By                       | c. Signed and Stamped by |
| d. Final Revision Date               | e. Scale                 |
| f. Additional Plan or Document Title | g. Date                  |

**B. Findings**

1. Findings pursuant to the Massachusetts Wetlands Protection Act:
- Following the review of the above-referenced Notice of Intent and based on the information provided in this application and presented at the public hearing, this Commission finds that the areas in which work is proposed is significant to the following interests of the Wetlands Protection Act (the Act). Check all that apply:
- |   |  |   |
|---|--|---|
| a. <input type="checkbox"/> Public Water Supply           | b. <input type="checkbox"/> Land Containing Shellfish          | c. <input type="checkbox"/> Prevention of Pollution                   |
| d. <input type="checkbox"/> Private Water Supply          | e. <input type="checkbox"/> Fisheries                          | f. <input checked="" type="checkbox"/> Protection of Wildlife Habitat |
| g. <input checked="" type="checkbox"/> Groundwater Supply | h. <input checked="" type="checkbox"/> Storm Damage Prevention | i. <input checked="" type="checkbox"/> Flood Control                  |
2. This Commission hereby finds the project, as proposed, is: (check one of the following boxes)

Approved subject to:

- a. ☒ the following conditions which are necessary in accordance with the performance standards set forth in the wetlands regulations. This Commission orders that all work shall be performed in accordance with the Notice of Intent referenced above, the following General Conditions, and any other special conditions attached to this Order. To the extent that the following conditions modify or differ from the plans, specifications, or other proposals submitted with the Notice of Intent, these conditions shall control.



Massachusetts Department of Environmental Protection  
Bureau of Resource Protection - Wetlands  
**WPA Form 5 – Order of Conditions**  
Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Provided by MassDEP:  
WE 282-0098  
MassDEP File #

eDEP Transaction #  
Shelburne  
City/Town

## B. Findings (cont.)

Denied because:

- b. ☐ the proposed work cannot be conditioned to meet the performance standards set forth in the wetland regulations. Therefore, work on this project may not go forward unless and until a new Notice of Intent is submitted which provides measures which are adequate to protect the interests of the Act, and a final Order of Conditions is issued. **A description of the performance standards which the proposed work cannot meet is attached to this Order.**
- c. ☐ the information submitted by the applicant is not sufficient to describe the site, the work, or the effect of the work on the interests identified in the Wetlands Protection Act. Therefore, work on this project may not go forward unless and until a revised Notice of Intent is submitted which provides sufficient information and includes measures which are adequate to protect the Act's interests, and a final Order of Conditions is issued. **A description of the specific information which is lacking and why it is necessary is attached to this Order as per 310 CMR 10.05(6)(c).**
3. ☐ Buffer Zone Impacts: Shortest distance between limit of project disturbance and the wetland resource area specified in 310 CMR 10.02(1)(a)                      a. linear feet

**Inland Resource Area Impacts:** Check all that apply below. (For Approvals Only)

| Resource Area   | Proposed Alteration   | Permitted Alteration  | Proposed Replacement                          | Permitted Replacement                         |
|---|---|---|---|---|
| 4. <input checked="" type="checkbox"/> Bank                                 | <u>27</u><br>a. linear feet   | <u>27</u><br>b. linear feet   | <u>97</u><br>c. linear feet                   | <u>97</u><br>d. linear feet                   |
| 5. <input type="checkbox"/> Bordering Vegetated Wetland                     | <u>                    </u><br>a. square feet                                 | <u>                    </u><br>b. square feet                                 | <u>                    </u><br>c. square feet | <u>                    </u><br>d. square feet |
| 6. <input checked="" type="checkbox"/> Land Under Waterbodies and Waterways | <u>505</u><br>a. square feet<br><u>                    </u><br>e. c/y dredged | <u>505</u><br>b. square feet<br><u>                    </u><br>f. c/y dredged | <u>276.5</u><br>c. square feet                | <u>276.5</u><br>d. square feet                |
| 7. <input type="checkbox"/> Bordering Land Subject to Flooding              | <u>                    </u><br>a. square feet                                 | <u>                    </u><br>b. square feet                                 | <u>                    </u><br>c. square feet | <u>                    </u><br>d. square feet |
| Cubic Feet Flood Storage  | <u>                    </u><br>e. cubic feet                                  | <u>                    </u><br>f. cubic feet                                  | <u>                    </u><br>g. cubic feet  | <u>                    </u><br>h. cubic feet  |
| 8. <input type="checkbox"/> Isolated Land Subject to Flooding               | <u>                    </u><br>a. square feet                                 | <u>                    </u><br>b. square feet                                 |   |   |
| Cubic Feet Flood Storage  | <u>                    </u><br>c. cubic feet                                  | <u>                    </u><br>d. cubic feet                                  | <u>                    </u><br>e. cubic feet  | <u>                    </u><br>f. cubic feet  |
| 9. <input checked="" type="checkbox"/> Riverfront Area                      | <u>                    </u><br>a. total sq. feet                              | <u>                    </u><br>b. total sq. feet                              |   |   |
| Sq ft within 100 ft   | <u>                    </u><br>c. square feet                                 | <u>                    </u><br>d. square feet                                 | <u>                    </u><br>e. square feet | <u>                    </u><br>f. square feet |
| Sq ft between 100-200 ft  | <u>3720</u><br>g. square feet   | <u>3720</u><br>h. square feet   | <u>                    </u><br>i. square feet | <u>                    </u><br>j. square feet |



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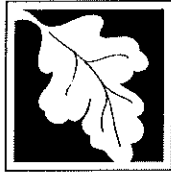
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## B. Findings (cont.)

**Coastal Resource Area Impacts:** Check all that apply below. (For Approvals Only)

|  | Proposed<br>Alteration  | Permitted<br>Alteration | Proposed<br>Replacement            | Permitted<br>Replacement           |
|--|---|-------------------------|------------------------------------|------------------------------------|
| 10. <input type="checkbox"/> Designated Port Areas                 | Indicate size under Land Under the Ocean, below   |                         |                                    |                                    |
| 11. <input type="checkbox"/> Land Under the Ocean                  | a. square feet  | b. square feet          |                                    |                                    |
|  | c. c/y dredged  | d. c/y dredged          |                                    |                                    |
| 12. <input type="checkbox"/> Barrier Beaches                       | Indicate size under Coastal Beaches and/or Coastal Dunes below  |                         |                                    |                                    |
| 13. <input type="checkbox"/> Coastal Beaches                       | a. square feet  | b. square feet          | c. <sup>cu yd</sup><br>nourishment | d. <sup>cu yd</sup><br>nourishment |
| 14. <input type="checkbox"/> Coastal Dunes                         | a. square feet  | b. square feet          | c. <sup>cu yd</sup><br>nourishment | d. <sup>cu yd</sup><br>nourishment |
| 15. <input type="checkbox"/> Coastal Banks                         | a. linear feet  | b. linear feet          |                                    |                                    |
| 16. <input type="checkbox"/> Rocky Intertidal Shores               | a. square feet  | b. square feet          |                                    |                                    |
| 17. <input type="checkbox"/> Salt Marshes                          | a. square feet  | b. square feet          | c. square feet                     | d. square feet                     |
| 18. <input type="checkbox"/> Land Under Salt Ponds                 | a. square feet  | b. square feet          |                                    |                                    |
|  | c. c/y dredged  | d. c/y dredged          |                                    |                                    |
| 19. <input type="checkbox"/> Land Containing Shellfish             | a. square feet  | b. square feet          | c. square feet                     | d. square feet                     |
| 20. <input type="checkbox"/> Fish Runs                             | Indicate size under Coastal Banks, Inland Bank, Land Under the Ocean, and/or inland Land Under Waterbodies and Waterways, above |                         |                                    |                                    |
|  | a. c/y dredged  | b. c/y dredged          |                                    |                                    |
| 21. <input type="checkbox"/> Land Subject to Coastal Storm Flowage | a. square feet  | b. square feet          |                                    |                                    |



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**B. Findings (cont.)**

\* #22. If the project is for the purpose of restoring or enhancing a wetland resource area in addition to the square footage that has been entered in Section B.5.c (BVW) or B.17.c (Salt Marsh) above, please enter the additional amount here.

22. ☐ Restoration/Enhancement \*:

a. square feet of BVW

b. square feet of salt marsh

23. ☐ Stream Crossing(s):

a. number of new stream crossings

b. number of replacement stream crossings

**C. General Conditions Under Massachusetts Wetlands Protection Act**

The following conditions are only applicable to Approved projects.

1. Failure to comply with all conditions stated herein, and with all related statutes and other regulatory measures, shall be deemed cause to revoke or modify this Order.
2. The Order does not grant any property rights or any exclusive privileges; it does not authorize any injury to private property or invasion of private rights.
3. This Order does not relieve the permittee or any other person of the necessity of complying with all other applicable federal, state, or local statutes, ordinances, bylaws, or regulations.
4. The work authorized hereunder shall be completed within three years from the date of this Order unless either of the following apply:
  - a. the work is a maintenance dredging project as provided for in the Act; or
  - b. the time for completion has been extended to a specified date more than three years, but less than five years, from the date of issuance. If this Order is intended to be valid for more than three years, the extension date and the special circumstances warranting the extended time period are set forth as a special condition in this Order.
5. This Order may be extended by the issuing authority for one or more periods of up to three years each upon application to the issuing authority at least 30 days prior to the expiration date of the Order.
6. If this Order constitutes an Amended Order of Conditions, this Amended Order of Conditions does not extend the issuance date of the original Final Order of Conditions and the Order will expire on \_\_\_\_\_ unless extended in writing by the Department.
7. Any fill used in connection with this project shall be clean fill. Any fill shall contain no trash, refuse, rubbish, or debris, including but not limited to lumber, bricks, plaster, wire, lath, paper, cardboard, pipe, tires, ashes, refrigerators, motor vehicles, or parts of any of the foregoing.
8. This Order is not final until all administrative appeal periods from this Order have elapsed, or if such an appeal has been taken, until all proceedings before the Department have been completed.



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**C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)**

9. No work shall be undertaken until the Order has become final and then has been recorded in the Registry of Deeds or the Land Court for the district in which the land is located, within the chain of title of the affected property. In the case of recorded land, the Final Order shall also be noted in the Registry's Grantor Index under the name of the owner of the land upon which the proposed work is to be done. In the case of the registered land, the Final Order shall also be noted on the Land Court Certificate of Title of the owner of the land upon which the proposed work is done. The recording information shall be submitted to the Conservation Commission on the form at the end of this Order, which form must be stamped by the Registry of Deeds, prior to the commencement of work.
10. A sign shall be displayed at the site not less than two square feet or more than three square feet in size bearing the words,  

"Massachusetts Department of Environmental Protection" [or, "MassDEP"]  
"File Number                      WE 282-0098"
11. Where the Department of Environmental Protection is requested to issue a Superseding Order, the Conservation Commission shall be a party to all agency proceedings and hearings before MassDEP.
12. Upon completion of the work described herein, the applicant shall submit a Request for Certificate of Compliance (WPA Form 8A) to the Conservation Commission.
13. The work shall conform to the plans and special conditions referenced in this order.
14. Any change to the plans identified in Condition #13 above shall require the applicant to inquire of the Conservation Commission in writing whether the change is significant enough to require the filing of a new Notice of Intent.
15. The Agent or members of the Conservation Commission and the Department of Environmental Protection shall have the right to enter and inspect the area subject to this Order at reasonable hours to evaluate compliance with the conditions stated in this Order, and may require the submittal of any data deemed necessary by the Conservation Commission or Department for that evaluation.
16. This Order of Conditions shall apply to any successor in interest or successor in control of the property subject to this Order and to any contractor or other person performing work conditioned by this Order.
17. Prior to the start of work, and if the project involves work adjacent to a Bordering Vegetated Wetland, the boundary of the wetland in the vicinity of the proposed work area shall be marked by wooden stakes or flagging. Once in place, the wetland boundary markers shall be maintained until a Certificate of Compliance has been issued by the Conservation Commission.



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**C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)**

18. All sedimentation barriers shall be maintained in good repair until all disturbed areas have been fully stabilized with vegetation or other means. At no time shall sediments be deposited in a wetland or water body. During construction, the applicant or his/her designee shall inspect the erosion controls on a daily basis and shall remove accumulated sediments as needed. The applicant shall immediately control any erosion problems that occur at the site and shall also immediately notify the Conservation Commission, which reserves the right to require additional erosion and/or damage prevention controls it may deem necessary. Sedimentation barriers shall serve as the limit of work unless another limit of work line has been approved by this Order.

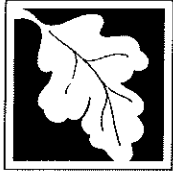
**NOTICE OF STORMWATER CONTROL AND MAINTENANCE REQUIREMENTS**

19. The work associated with this Order (the "Project") (1) ☒ is (2) ☐ is not subject to the Massachusetts Stormwater Standards. If the work is subject to the Stormwater Standards, then the project is subject to the following conditions:

a) All work, including site preparation, land disturbance, construction and redevelopment, shall be implemented in accordance with the construction period pollution prevention and erosion and sedimentation control plan and, if applicable, the Stormwater Pollution Prevention Plan required by the National Pollution Discharge Elimination System Construction General Permit as required by Stormwater Condition 8. Construction period erosion, sedimentation and pollution control measures and best management practices (BMPs) shall remain in place until the site is fully stabilized.

b) No stormwater runoff may be discharged to the post-construction stormwater BMPs unless and until a Registered Professional Engineer provides a Certification that:

- i. all construction period BMPs have been removed or will be removed by a date certain specified in the Certification. For any construction period BMPs intended to be converted to post construction operation for stormwater attenuation, recharge, and/or treatment, the conversion is allowed by the MassDEP Stormwater Handbook BMP specifications and that the BMP has been properly cleaned or prepared for post construction operation, including removal of all construction period sediment trapped in inlet and outlet control structures;
- ii. as-built final construction BMP plans are included, signed and stamped by a Registered Professional Engineer, certifying the site is fully stabilized;
- iii. any illicit discharges to the stormwater management system have been removed, as per the requirements of Stormwater Standard 10;
- iv. all post-construction stormwater BMPs are installed in accordance with the plans (including all planting plans) approved by the issuing authority, and have been inspected to ensure that they are not damaged and that they are in proper working condition;
- v. any vegetation associated with post-construction BMPs is suitably established to withstand erosion.



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**C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)**

c) The landowner is responsible for BMP maintenance until the issuing authority is notified that another party has legally assumed responsibility for BMP maintenance. Prior to requesting a Certificate of Compliance, or Partial Certificate of Compliance, the responsible party (defined in General Condition 18(e)) shall execute and submit to the issuing authority an Operation and Maintenance Compliance Statement ("O&M Statement") for the Stormwater BMPs identifying the party responsible for implementing the stormwater BMP Operation and Maintenance Plan ("O&M Plan") and certifying the following: *i.*) the O&M Plan is complete and will be implemented upon receipt of the Certificate of Compliance, and *ii.*) the future responsible parties shall be notified in writing of their ongoing legal responsibility to operate and maintain the stormwater management BMPs and implement the Stormwater Pollution Prevention Plan.

d) Post-construction pollution prevention and source control shall be implemented in accordance with the long-term pollution prevention plan section of the approved Stormwater Report and, if applicable, the Stormwater Pollution Prevention Plan required by the National Pollution Discharge Elimination System Multi-Sector General Permit.

e) Unless and until another party accepts responsibility, the landowner, or owner of any drainage easement, assumes responsibility for maintaining each BMP. To overcome this presumption, the landowner of the property must submit to the issuing authority a legally binding agreement of record, acceptable to the issuing authority, evidencing that another entity has accepted responsibility for maintaining the BMP, and that the proposed responsible party shall be treated as a permittee for purposes of implementing the requirements of Conditions 18(f) through 18(k) with respect to that BMP. Any failure of the proposed responsible party to implement the requirements of Conditions 18(f) through 18(k) with respect to that BMP shall be a violation of the Order of Conditions or Certificate of Compliance. In the case of stormwater BMPs that are serving more than one lot, the legally binding agreement shall also identify the lots that will be serviced by the stormwater BMPs. A plan and easement deed that grants the responsible party access to perform the required operation and maintenance must be submitted along with the legally binding agreement.

f) The responsible party shall operate and maintain all stormwater BMPs in accordance with the design plans, the O&M Plan, and the requirements of the Massachusetts Stormwater Handbook.



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**C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)**

- g) The responsible party shall:
1. Maintain an operation and maintenance log for the last three (3) consecutive calendar years of inspections, repairs, maintenance and/or replacement of the stormwater management system or any part thereof, and disposal (for disposal the log shall indicate the type of material and the disposal location);
  2. Make the maintenance log available to MassDEP and the Conservation Commission ("Commission") upon request; and
  3. Allow members and agents of the MassDEP and the Commission to enter and inspect the site to evaluate and ensure that the responsible party is in compliance with the requirements for each BMP established in the O&M Plan approved by the issuing authority.
- h) All sediment or other contaminants removed from stormwater BMPs shall be disposed of in accordance with all applicable federal, state, and local laws and regulations.
- i) Illicit discharges to the stormwater management system as defined in 310 CMR 10.04 are prohibited.
- j) The stormwater management system approved in the Order of Conditions shall not be changed without the prior written approval of the issuing authority.
- k) Areas designated as qualifying pervious areas for the purpose of the Low Impact Site Design Credit (as defined in the MassDEP Stormwater Handbook, Volume 3, Chapter 1, Low Impact Development Site Design Credits) shall not be altered without the prior written approval of the issuing authority.
- l) Access for maintenance, repair, and/or replacement of BMPs shall not be withheld. Any fencing constructed around stormwater BMPs shall include access gates and shall be at least six inches above grade to allow for wildlife passage.

Special Conditions (if you need more space for additional conditions, please attach a text document):

**1) Work is restricted to May 1 to October 1. 2) The Commission must be notified at least 24 hours prior to dewatering. 3) A pre-construction meeting must be held at the site.**





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## D. Findings Under Municipal Wetlands Bylaw or Ordinance

1. Is a municipal wetlands bylaw or ordinance applicable? ☐ Yes ☒ No
2. The \_\_\_\_\_ hereby finds (check one that applies):  
Conservation Commission

- a. ☐ that the proposed work cannot be conditioned to meet the standards set forth in a municipal ordinance or bylaw, specifically:

1. Municipal Ordinance or Bylaw

2. Citation

Therefore, work on this project may not go forward unless and until a revised Notice of Intent is submitted which provides measures which are adequate to meet these standards, and a final Order of Conditions is issued.

- b. ☐ that the following additional conditions are necessary to comply with a municipal ordinance or bylaw:

1. Municipal Ordinance or Bylaw

2. Citation

3. The Commission orders that all work shall be performed in accordance with the following conditions and with the Notice of Intent referenced above. To the extent that the following conditions modify or differ from the plans, specifications, or other proposals submitted with the Notice of Intent, the conditions shall control.

The special conditions relating to municipal ordinance or bylaw are as follows (if you need more space for additional conditions, attach a text document):

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## E. Signatures

This Order is valid for three years, unless otherwise specified as a special condition pursuant to General Conditions #4, from the date of issuance.

3/27/25  
1. Date of Issuance

Please indicate the number of members who will sign this form.

This Order must be signed by a majority of the Conservation Commission.

3  
2. Number of Signers

The Order must be mailed by certified mail (return receipt requested) or hand delivered to the applicant. A copy also must be mailed or hand delivered at the same time to the appropriate Department of Environmental Protection Regional Office, if not filing electronically, and the property owner, if different from applicant.

Signatures:

Mass Superseding Chair  
Joseph Richardson  
[Signature]

☐ by hand delivery on

☒ by certified mail, return receipt requested, on

Date

Date

4/2/2025

## F. Appeals

The applicant, the owner, any person aggrieved by this Order, any owner of land abutting the land subject to this Order, 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 MassDEP Regional Office to issue a Superseding Order of Conditions. The request must be made by certified mail or hand delivery to the Department, with the appropriate filing fee and a completed Request of Departmental Action Fee Transmittal Form, as provided in 310 CMR 10.03(7) within ten business days from the date of issuance of this Order. 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.

Any appellants seeking to appeal the Department's Superseding Order associated with this appeal will be required to demonstrate prior participation in the review of this project. Previous participation in the permit proceeding means the submission of written information to the Conservation Commission prior to the close of the public hearing, requesting a Superseding Order, or providing written information to the Department prior to issuance of a Superseding Order.

The request shall state clearly and concisely the objections to the Order which is being appealed and how the Order does not contribute to the protection of the interests identified in the Massachusetts Wetlands Protection Act (M.G.L. c. 131, § 40), and is inconsistent with the wetlands regulations (310 CMR 10.00). To the extent that the Order is based on a municipal ordinance or bylaw, and not on the Massachusetts Wetlands Protection Act or regulations, the Department has no appellate jurisdiction.



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## G. Recording Information

Prior to commencement of work, this Order of Conditions must be recorded in the Registry of Deeds or the Land Court for the district in which the land is located, within the chain of title of the affected property. In the case of recorded land, the Final Order shall also be noted in the Registry's Grantor Index under the name of the owner of the land subject to the Order. In the case of registered land, this Order shall also be noted on the Land Court Certificate of Title of the owner of the land subject to the Order of Conditions. The recording information on this page shall be submitted to the Conservation Commission listed below.

Conservation Commission

Detach on dotted line, have stamped by the Registry of Deeds and submit to the Conservation Commission.

To:

Conservation Commission

Please be advised that the Order of Conditions for the Project at:

Project Location

MassDEP File Number

Has been recorded at the Registry of Deeds of:

County

Book

Page

for: Property Owner

and has been noted in the chain of title of the affected property in:

Book

Page

In accordance with the Order of Conditions issued on:

Date

If recorded land, the instrument number identifying this transaction is:

Instrument Number

If registered land, the document number identifying this transaction is:

Document Number

Signature of Applicant

**ATTACHMENT D**

**US ARMY CORP OF ENGINEERS GENERAL PERMIT**

**SELF VERIFICATION FORM**

(09/25/2025) 02000-32



**U.S. Army Corps of Engineers (USACE)  
SELF-VERIFICATION NOTIFICATION (SVN)**

**DATA REQUIRED BY THE PRIVACY ACT OF 1974**

**Authority** Rivers and Harbors Act, Section 10, 33 USC 403; Clean Water Act, Section 404, 33 USC 1344; Regulatory Programs of the Corps of Engineers; Final Rule 33 CFR 320-332.

**Principal Purpose** This information will be used in evaluating activities under Self-Verification procedures within Massachusetts.

**Routine Uses** Routine uses will include: (1) Documenting compliance with the terms and conditions of the General Permit (GP) for activities that may require authorization pursuant to one or more of USACE's Regulatory authorities. (2) Records may be referred to other Federal, State, and local agencies for evaluation and enforcement purposes.

**Disclosure** Failure to fully comply and abide by the GP terms and conditions prior to commencing work and after completion project may result in formal enforcement action, up to and including monetary penalties and/or legal action, pursuant to 33 CFR Part 326.

**Instructions** The permittee must complete ALL required sections of this document before commencing USACE-regulated activities. A copy of this completed SVN must be kept on site during construction and be made available for review by USACE and other Federal, State, & Local regulatory authorities at any time. Within 30 days of initiating project construction, the permittee shall submit the completed SVN to USACE. The SVN shall be submitted to USACE as **ONE signed document** that includes project plans and documentation that supports each field (e.g., emails, letters, description, phone calls, surveys). Electronic submissions to the following address are strongly preferred: [cenae-r-ma-sv@usace.army.mil](mailto:cenae-r-ma-sv@usace.army.mil). The email subject line shall contain the following: GP #, SVN, City/Town, and date submitted.

**(ITEMS 1 THRU 3 TO BE FILLED BY USACE)**

|                    |                      |                  |
|--------------------|----------------------|------------------|
| 1. APPLICATION NO. | 2. FIELD OFFICE CODE | 3. DATE RECEIVED |
|--------------------|----------------------|------------------|

**APPLICANT AND AGENT INFORMATION**

|   |   |
|---|---|
| <b>4. APPLICANT'S NAME</b><br>First - Jeff                      Middle -                      Last - Johnston<br>Company - Town of Shelburne<br>E-mail Address - <a href="mailto:highway@townofshelburnema.gov">highway@townofshelburnema.gov</a> | <b>7. AGENT'S ADDRESS:</b><br>First - Keith                      Middle - T                      Last - Nelson<br>Company - Gill Engineering<br>E-mail Address - <a href="mailto:knelson@gill-eng.com">knelson@gill-eng.com</a> |
| <b>5. APPLICANT'S ADDRESS:</b><br>Address- 51 Bridge Street<br>City - Shelburne                      State - MA                      Zip - 01370                      Country - USA   | <b>8. AGENT'S ADDRESS:</b><br>Address- 63 Kendrick Street<br>City - Needham                      State - MA                      Zip - 02494                      Country - U+  |
| <b>6. APPLICANT'S PHONE NOS. w/AREA CODE</b><br>a. Residence                      b. Business                      c. Fax<br>413-625-0311                      413-625-0313   | <b>9. AGENTS PHONE NOS. w/AREA CODE</b><br>a. Residence                      b. Business                      c. Fax<br>916-346-6149  |

**NAME, LOCATION, AND DESCRIPTION OF PROJECT SITE**

|  |   |
|--|---|
| <b>10. PROJECT NAME OR TITLE</b><br>Shelburne Center Road Bridge Rehab   |   |
| <b>11. FILE NUMBER(S) OF PREVIOUS USACE ACTIONS ON THE SITE (if applicable)</b><br>N/A   | <b>12. NAME OF WATERBODY</b><br>Dragon Brook  |
| <b>13. PROJECT COORDINATES (in decimal degrees)</b><br>Latitude: °N                      Longitude: °W<br>42.58885                      72.68878 | <b>14. PROJECT STREET ADDRESS (if applicable)</b><br>Address 233 Shelburne Center Road<br>City - Shelburne                      State - MA                      Zip - 01370 |

**ACTIVITY TYPE, PROJECT IMPACTS, AVOIDANCE & MINIMIZATION**

| <b>15. GENERAL PERMIT ACTIVITIES (CHECK ALL THAT APPLY)</b><br><table style="width:100%"> <tr> <td>1 <input type="checkbox"/></td> <td>6 <input type="checkbox"/></td> <td>11 <input type="checkbox"/></td> <td>16 <input type="checkbox"/></td> <td>21 <input type="checkbox"/></td> </tr> <tr> <td>2 <input type="checkbox"/></td> <td>7 <input type="checkbox"/></td> <td>12 <input type="checkbox"/></td> <td>17 <input type="checkbox"/></td> <td>22 <input type="checkbox"/></td> </tr> <tr> <td>3 <input type="checkbox"/></td> <td>8 <input type="checkbox"/></td> <td>13 <input type="checkbox"/></td> <td>18 <input type="checkbox"/></td> <td>23 <input checked="" type="checkbox"/></td> </tr> <tr> <td>4 <input type="checkbox"/></td> <td>9 <input type="checkbox"/></td> <td>14 <input type="checkbox"/></td> <td>19 <input type="checkbox"/></td> <td>24 <input type="checkbox"/></td> </tr> <tr> <td>5 <input type="checkbox"/></td> <td>10 <input type="checkbox"/></td> <td>15 <input type="checkbox"/></td> <td>20 <input type="checkbox"/></td> <td>25 <input type="checkbox"/></td> </tr> </table> | 1 <input type="checkbox"/>  | 6 <input type="checkbox"/>  | 11 <input type="checkbox"/> | 16 <input type="checkbox"/>            | 21 <input type="checkbox"/> | 2 <input type="checkbox"/> | 7 <input type="checkbox"/> | 12 <input type="checkbox"/> | 17 <input type="checkbox"/> | 22 <input type="checkbox"/> | 3 <input type="checkbox"/> | 8 <input type="checkbox"/> | 13 <input type="checkbox"/> | 18 <input type="checkbox"/> | 23 <input checked="" type="checkbox"/> | 4 <input type="checkbox"/> | 9 <input type="checkbox"/> | 14 <input type="checkbox"/> | 19 <input type="checkbox"/> | 24 <input type="checkbox"/> | 5 <input type="checkbox"/> | 10 <input type="checkbox"/> | 15 <input type="checkbox"/> | 20 <input type="checkbox"/> | 25 <input type="checkbox"/> | <b>16. SUMMARY OF PROJECT IMPACTS (see instructions)</b><br><table border="1" style="width:100%"> <thead> <tr> <th>Area (square feet)</th> <th>Length (linear feet)</th> <th>Volume (cubic yards)</th> <th>Duration</th> </tr> </thead> <tbody> <tr> <td>276.5</td> <td></td> <td>8</td> <td>Permanent</td> </tr> <tr> <td>505</td> <td></td> <td></td> <td>Temporary</td> </tr> <tr> <td></td> <td>87/27</td> <td></td> <td>Perm/Temp</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | Area (square feet) | Length (linear feet) | Volume (cubic yards) | Duration | 276.5 |  | 8 | Permanent | 505 |  |  | Temporary |  | 87/27 |  | Perm/Temp |  |  |  |  |  |  |  |  |
|--|-----------------------------|-----------------------------|-----------------------------|--|-----------------------------|----------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|----------------------------|----------------------------|-----------------------------|-----------------------------|--|----------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|---|--------------------|----------------------|----------------------|----------|-------|--|---|-----------|-----|--|--|-----------|--|-------|--|-----------|--|--|--|--|--|--|--|--|
| 1 <input type="checkbox"/>   | 6 <input type="checkbox"/>  | 11 <input type="checkbox"/> | 16 <input type="checkbox"/> | 21 <input type="checkbox"/>            |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
| 2 <input type="checkbox"/>   | 7 <input type="checkbox"/>  | 12 <input type="checkbox"/> | 17 <input type="checkbox"/> | 22 <input type="checkbox"/>            |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
| 3 <input type="checkbox"/>   | 8 <input type="checkbox"/>  | 13 <input type="checkbox"/> | 18 <input type="checkbox"/> | 23 <input checked="" type="checkbox"/> |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
| 4 <input type="checkbox"/>   | 9 <input type="checkbox"/>  | 14 <input type="checkbox"/> | 19 <input type="checkbox"/> | 24 <input type="checkbox"/>            |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
| 5 <input type="checkbox"/>   | 10 <input type="checkbox"/> | 15 <input type="checkbox"/> | 20 <input type="checkbox"/> | 25 <input type="checkbox"/>            |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
| Area (square feet)   | Length (linear feet)        | Volume (cubic yards)        | Duration                    |  |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
| 276.5  |                             | 8                           | Permanent                   |  |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
| 505  |                             |                             | Temporary                   |  |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
|  | 87/27                       |                             | Perm/Temp                   |  |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
|  |                             |                             |                             |  |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |
|  |                             |                             |                             |  |                             |                            |                            |                             |                             |                             |                            |                            |                             |                             |  |                            |                            |                             |                             |                             |                            |                             |                             |                             |                             |   |                    |                      |                      |          |       |  |   |           |     |  |  |           |  |       |  |           |  |  |  |  |  |  |  |  |



17. PROJECT PLANS (BY CHECKING THE BOXES BELOW, YOU CERTIFY THESE ITEMS ARE COMPLETE) (see instructions)

- ☒ a. Plans shall at least contain the following: Vicinity Map, Plan View, and Typical Cross Section View of the proposed activity.
- ☒ b. All direct, indirect and secondary impacts from USACE regulated activities are shown on the project plans.
- ☒ c. The size of the impact area for each activity (acre, square feet, linear feet) are shown on the project plans.
- ☒ d. For discharges of fill material (§404), the volume of fill material is identified on the project plans.
- ☒ e. The duration of each impact, permanent or temporary (X days), is identified on the project plans.
- ☒ f. Do activities with permanent impacts result in the loss of waters? If so, this is identified on the project plans.
- ☒ g. All aquatic resources in the vicinity of the USACE regulated activities are delineated on the project plans.

18. AVOIDANCE & MINIMIZATION (BY CHECKING THE BOXES BELOW, YOU CERTIFY THESE CRITERIA ARE MET) (see instructions)

- ☒ a. The project has been designed to avoid and minimize impacts to aquatic resources.
- ☒ b. The footprint of activities in waters of the U.S. has been reduced to only what is necessary to achieve the overall project purpose.
- ☒ c. All practicable measures have been taken to avoid and minimize impacts to aquatic resources through construction techniques and site access (e.g., Best Management Practices, Time of Year Restrictions).
- ☒ d. All temporary impacts from USACE regulated activities will be restored upon completion of construction and the project area will be returned to pre-construction contours and conditions.

COMPLIANCE WITH FEDERAL REGULATIONS & SUPPLEMENTAL INFORMATION

19. DUE DILIGENCE (see instructions)

Complete the entries below to document compliance with the following Federal requirements. Construction may NOT begin if a PCN is/may be required, and you must contact USACE to determine permitting requirements. Documentation that demonstrates how the activity complies with each field below shall be submitted to the USACE as noted in the instructions block. See each General Condition (GC) in the GP for how to comply with each requirement.

- a. State Historic Preservation Officer Per Appendix A, SHPO was notified and they did not respond with concerns within 30 days.
- b. Massachusetts BUAR Per Appendix A, BUAR was notified and they did not respond with concerns within 30 days.
- c. Tribal Historic Preservation Officers The Tribe(s) were notified and they didn't respond with concerns within 30 days.
- d. Endangered Species Act - NOAA The activity is not located within the ESA-listed Species Range.
- e. Endangered Species Act - USFWS The activity is not located within the ESA-listed Species Range.
- f. Northern Long Eared Bat (ESA) The activity is not located within the NLEB Species Range.
- g. Essential Fish Habitat The project footprint does not contain EFH (see EFH definition in the MA GP).
- h. Wild & Scenic Rivers Per GC 13, NPS determined the project will not adversely affect a WSR.
- i. 401 Water Quality Certification 401 Select Option  
401 WQC/OOC File Number: 282-0098 OOC issued: 4/2/25 401 issued:
- j. Section 408 Permission Not Required per GC 15a-f, no Federal Projects are within the project vicinity.
- k. Coastal Zone The project is not located within the coastal zone.
- l. Construction Mats N/A, the activity does not require the installation of construction mats.
- m. Time of Year Restrictions The project complies with TOY Restrictions in GC 20.
- n. Vernal Pools Per GC 28, the project is not located in a vernal pool.
- o. Sediment & Erosion Controls Per GC 25, the activity uses BMPs to avoid/minimize sedimentation & erosion.
- p. Stream/Wetland Crossings The activity complies with all applicable terms in GC 31.

20. AQUACULTURE ACTIVITIES - GP 18 (see instructions)

- ☐ a. If required, an Aquaculture Certification from the Massachusetts Division of Marine Fisheries was obtained prior to commencing work.
- ☐ b. Coordination with the U.S. Coast Guard pursuant to Private Aids to Navigation has occurred prior to commencing work.
- ☐ c. If required, a MEPA Certificate was obtained from the Massachusetts Environmental Protection Agency prior to commencing work. Select Option
- ☐ d. The prospective permittee contacted local authorities (e.g. harbormaster, select board, shellfish constable) for authorization of their facility prior to commencing work.

21. ADDITIONAL INFORMATION/ATTACHMENTS (see instructions)

- ☒ a. The project plans are enclosed in this SVN submittal (see block 17).
- ☐ b. The activity Select Option funded through the Bipartisan Infrastructure Bill (also known as the Infrastructure Investment and Jobs Act).
- ☒ c. All required state, local and federal approvals were acquired prior to starting construction in USACE jurisdiction.
- ☒ d. After construction of the activity is completed, a complete Certificate of Compliance will be submitted to USACE.

22. IS THERE ANOTHER LEAD FEDERAL AGENCY:


- ☐ YES ☒ NO

23. STATEMENT OF AUTHORIZATION (see instructions)

I certify that I possess the authority to undertake the work described herein or am acting as the duly authorized agent of the applicant.

  
SIGNATURE OF APPLICANT

4/8/25  
DATE

  
SIGNATURE OF AGENT

4/8/25  
DATE

24. SIGNATURES (see instructions)

I hereby certify that the information in this Self-Verification Notification is complete and accurate. As the applicant or their duly authorized agent, I certify the activity was completed in accordance with the terms and conditions of the GP. This includes all applicable terms, general conditions, and activity-specific GP criteria. I agree to allow the duly authorized representatives of the Corps of Engineers Regulatory Program and other regulatory or advisory agencies to enter upon the premises of the project site at reasonable times to evaluate inspect and photograph site conditions. This consent to enter the property is superior to, takes precedence over, and waives any communication to the contrary. For example, if the property is posted as "no trespassing" this consent specifically supersedes and waives that prohibition and grants permission to enter the property despite such posting.

  
SIGNATURE OF APPLICANT

4/8/25  
DATE

  
SIGNATURE OF AGENT

4/8/25  
DATE

18 U.S.C. Section 1001 provides that: Whoever, in any manner within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies, conceals, or covers up any trick, scheme, or disguises a material fact or makes any false, fictitious or fraudulent statements or representations or makes or uses any false writing or document knowing same to contain any false, fictitious or fraudulent statements or entry, shall be fined not more than \$10,000 or imprisoned not more than five years or both.

**TOWN OF SHELBURNE**  
**BRIDGE # S-11-011- Shelburne Center Road over Dragon Brook**  
**FRCOG IFB 2025-2178**

**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 SHELBURNE 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 SHELBURNE 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 SHELBURNE, 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 SHELBURNE. **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 [lphehelps@frcog.org](mailto:lphehelps@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:

Laura Phelps, Chief Procurement Officer  
Franklin Regional Council of Governments  
12 Olive Street, Suite 2  
Greenfield, MA 01301  
EMAIL [lphelps@frcog.org](mailto:lphelps@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 SHELBURNE do not discriminate based on 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 not to 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<br>(except automobile)   | \$1,000,000 each occurrence<br>\$2,000,000 aggregate   |
| Property Damage Liability<br>(except automobile) | \$1,000,000 each occurrence<br>\$2,000,000 aggregate   |
| Automobile Bodily Injury<br>Liability            | \$1,000,000 each person<br>\$2,000,000 each occurrence |
| Automobile Property Damage<br>Liability          | \$1,000,000 each occurrence                            |
| Excess Umbrella Liability                        | \$2,000,000 each occurrence                            |
| Contractor's Pollution Liability                 | \$1,000,000 each occurrence<br>\$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 SHELBURNE 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 SHELBURNE – BRIDGE #S-11-011 SHELBURNE CENTER ROAD OVER DRAGON BROOK**  
**FRCOG IFB 2025-2178**

To the Town of SHELBURNE, 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 \_\_\_\_\_, 2026

No. \_\_\_\_\_, dated \_\_\_\_\_, 2026

No. \_\_\_\_\_, dated \_\_\_\_\_, 2026

No. \_\_\_\_\_, dated \_\_\_\_\_, 2026

| ITEM    | QUANTITY | UNITS | DESCRIPTION   | UNIT PRICE | EXTENDED     |
|---------|----------|-------|---|------------|--------------|
| 102.    | 0.01     | A     | SELECTIVE CLEARING AND THINNING                         |            | \$           |
| 107.855 | 13       | FT    | PRESSURE INJECTION OF CRACKS                            |            | \$           |
| 127.12  | 2        | CY    | REINFORCED CONCRETE EXCAVATION - SUBSTRUCTURE           |            | \$           |
| 140.    | 220      | CY    | BRIDGE EXCAVATION                                       |            | \$           |
| 151.    | 150      | CY    | GRAVEL BORROW   |            | \$           |
| 170.    | 280      | SY    | FINE GRADING AND COMPACTING - SUBGRADE AREA             |            | \$           |
| 452.    | 24       | GAL   | ASPHALT EMULSION FOR TACK COAT                          |            | \$           |
| 460.22  | 30       | TON   | SUPERPAVE SURFACE COURSE - 9.5 (SSC - 9.5)              |            | \$           |
| 460.31  | 48       | TON   | SUPERPAVE INTERMEDIATE COURSE - 12.5 (SIC - 12.5)       |            | \$           |
| 509.    | 20       | FT    | GRANITE TRANSITION CURB FOR WHEELCHAIR RAMPS - STRAIGHT |            | \$           |
| 620.131 | 40       | FT    | GUARDRAIL, DEEP POST (SINGLE FACED)                     |            | \$           |
| 627.1   | 3        | EA    | TRAILING ANCHORAGE                                      |            | \$           |
| 628.25  | 3        | EA    | TRANSITION TO THRIE BEAM                                |            | \$           |
| 657.    | 300      | FT    | TEMPORARY FENCE   |            | \$           |
| 698.3   | 3        | SY    | GEOTEXTILE FABRIC FOR SEPARATION                        |            | \$           |
| 751.7   | 1        | CY    | COMPOST BLANKET   |            | \$           |
| 765.    | 35       | SY    | SEEDING   |            | \$           |
| 767.121 | 170      | FT    | SEDIMENT CONTROL BARRIER                                |            | \$           |
| 769.    | 110      | FT    | PAVEMENT MILLING MULCH UNDER GUARD RAIL                 |            | \$           |
| 852.    | 229      | SF    | SAFETY SIGNING FOR TRAFFIC MANAGEMENT                   |            | \$           |
| 853.1   | 11       | EA    | PORTABLE BREAKAWAY BARRICADE TYPE III                   |            | \$           |
| 853.2   | 60       | FT    | TEMPORARY BARRIER (TL-2)                                |            | \$           |
| 859.    | 1080     | DAY   | REFLECTORIZED DRUM                                      |            | \$           |
| 909.41  | 300      | CF    | SELF-CONSOLIDATING CONCRETE REPAIR MORTAR               |            | \$           |
| 983.1   | 5        | TON   | RIPRAP  |            | \$           |
| 991.1   | 1        | LS    | CONTROL OF WATER - STRUCTURE NO. S-11-011               |            | \$           |
| 992.1   | 1        | LS    | ALTERATION TO BRIDGE STRUCTURE NO. S-11-011             |            | \$           |
|         |          |       | <b>ALLOWANCES:</b>                                      |            |              |
| 999.300 | 1        | LS    | MATERIALS INSPECTION, SAMPLING, AND TESTING SERVICES    | 5,000.00   | \$ 5,000.00  |
| 999.800 | 1        | LS    | ADDITIONAL MATERIALS                                    | 10,000.00  | \$ 10,000.00 |
| 999.803 | 1        | LS    | ADDITIONAL ARTISANS                                     | 10,000.00  | \$ 10,000.00 |
|         |          |       | <b>TOTAL CONSTRUCTION BID WITH ALLOWANCES</b>           | <b>\$</b>  |              |

FORM FOR GENERAL BID, Page 3 of 3, CONTINUED: \_\_\_\_\_Bidder's Name

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 SHELBURNE BRIDGE # S-11-011 – SHELBURNE CENTER ROAD BRIDGE

THIS AGREEMENT made this \_\_\_\_ day of \_\_\_\_\_, 2026 between **CONTRACTOR** with a usual place of business at **ADDRESS AND PHONE**, hereinafter called the CONTRACTOR, and the **TOWN of SHELBURNE** acting by its SELECTBOARD, with a usual place of business at **51 Bridge St, SHELBURNE, MA 01370 TEL 413-625-0300** (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 #S-11-011 Shelburne Center Road Bridge Over Dragon Brook** 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 KEITH T. NELSON, 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

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<br>(except automobile)   | \$1,000,000 each occurrence<br>\$2,000,000 aggregate   |
| Property Damage Liability<br>(except automobile) | \$1,000,000 each occurrence<br>\$2,000,000 aggregate   |
| Automobile Bodily Injury<br>Liability            | \$1,000,000 each person<br>\$2,000,000 each occurrence |
| Automobile Property Damage<br>Liability          | \$1,000,000 each occurrence                            |
| Excess Umbrella Liability                        | \$2,000,000 each occurrence                            |
| Contractor's Pollution Liability                 | \$1,000,000 each occurrence<br>\$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 SHELBURNE 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 SHELBURNE, MASSACHUSETTS**  
(Owner)

By its SELECTBOARD

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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     | _____<br>Surety             |
|                               |        | _____<br>(Attorney-in-Fact) |
|                               |        | _____<br>(Address-Zip Code) |
| _____<br>Witness as to Surety | (SEAL) |                             |
| _____                         |        |                             |
| _____<br>(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](http://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)<br>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

|                             |  |                             |
|-----------------------------|--|-----------------------------|
| <b>Awarding Authority:</b>  | Shelburne  | <b>City/Town:</b> SHELBURNE |
| <b>Contract Number:</b>     | IFB 2025-2178  |                             |
| <b>Description of Work:</b> | The existing bridge approaches have experienced potholes behind the north abutment due to loss of soil from voids in the lower abutment breast wall and footing. |                             |
| <b>Job Location:</b>        | Bridge # S-11-011  |                             |

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**Information about Prevailing Wage Schedules for Awarding Authorities and Contractors**

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

## Construction

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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   | 6/2/2025       | \$36.25   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$64.47       |
| LABORERS   | 12/1/2025      | \$37.50   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$65.72       |
| LABORERS - ZONE 3 (BUILDING & SITE)                                | 6/1/2026       | \$38.80   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.02       |
|  | 12/7/2026      | \$40.10   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$68.32       |
|  | 6/7/2027       | \$41.50   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$69.72       |
|  | 12/6/2027      | \$42.90   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$71.12       |
|  | 6/5/2028       | \$44.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$72.62       |
|  | 12/4/2028      | \$45.90   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$74.12       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY)                               | 6/1/2025       | \$36.25   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$62.46       |
| LABORERS   | 12/1/2025      | \$37.49   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$63.70       |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)                                | 6/1/2026       | \$38.79   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$65.00       |
|  | 12/1/2026      | \$40.08   | \$10.15 | \$9.50  | \$6.56  | \$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  | 6/2/2025       | \$35.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$63.97       |
| LABORERS   | 12/1/2025      | \$37.00   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$65.22       |
| LABORERS - ZONE 3 (BUILDING & SITE)                                | 6/1/2026       | \$38.30   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$66.52       |
|  | 12/7/2026      | \$39.60   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.82       |

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|  | 6/7/2027       | \$41.00   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$69.22       |
|  | 12/6/2027      | \$42.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$70.62       |
|  | 6/5/2028       | \$43.90   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$72.12       |
|  | 12/4/2028      | \$45.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$73.62       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| ASPHALT RAKER (HEAVY & HIGHWAY)                                    | 6/1/2025       | \$35.75   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$61.96       |
| LABORERS   | 12/1/2025      | \$36.99   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$63.20       |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)                                | 6/1/2026       | \$38.29   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$64.50       |
|  | 12/1/2026      | \$39.58   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$65.79       |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                              |               |
| AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)                             | 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"         |                |           |         |         |         |                              |               |
| BACKHOE/FRONT-END LOADER OPERATOR                                  | 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"         |                |           |         |         |         |                              |               |
| BARCO-TYPE JUMPING TAMPER  | 6/2/2025       | \$35.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$63.97       |
| LABORERS   | 12/1/2025      | \$37.00   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$65.22       |
| LABORERS - ZONE 3 (BUILDING & SITE)                                | 6/1/2026       | \$38.30   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$66.52       |
|  | 12/7/2026      | \$39.60   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.82       |
|  | 6/7/2027       | \$41.00   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$69.22       |
|  | 12/6/2027      | \$42.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$70.62       |
|  | 6/5/2028       | \$43.90   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$72.12       |
|  | 12/4/2028      | \$45.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$73.62       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| BATCH/CEMENT PLANT - ON SITE                                       | 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"         |                |           |         |         |         |                              |               |
| BLOCK PAVER, RAMMER / CURB SETTER                                  | 6/2/2025       | \$36.25   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$64.47       |
| LABORERS   | 12/1/2025      | \$37.50   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$65.72       |
| LABORERS - ZONE 3 (BUILDING & SITE)                                | 6/1/2026       | \$38.80   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.02       |
|  | 12/7/2026      | \$40.10   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$68.32       |
|  | 6/7/2027       | \$41.50   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$69.72       |
|  | 12/6/2027      | \$42.90   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$71.12       |
|  | 6/5/2028       | \$44.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$72.62       |
|  | 12/4/2028      | \$45.90   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$74.12       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)                | 6/1/2025       | \$36.25   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$62.46       |
| LABORERS   | 12/1/2025      | \$37.49   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$63.70       |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)                                | 6/1/2026       | \$38.79   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$65.00       |
|  | 12/1/2026      | \$40.08   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$66.29       |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                              |               |

**Construction**

| Classification        | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|-----------------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|
| BOILER MAKER          | 1/1/2024       | \$48.12   | \$7.07 | \$14.60 | \$6.00  | \$0.00                       | \$75.79       |
| BOILERMAKERS LOCAL 29 |                |           |        |         |         |                              |               |
| BOILERMAKERS LOCAL 29 |                |           |        |         |         |                              |               |

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

| Step | Percent | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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<br>WATERPROOFING) | 8/1/2025 | \$56.36 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$89.31 |
| BRICKLAYERS LOCAL 3   | 2/1/2026 | \$57.71 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$90.66 |
| BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)                    | 8/1/2026 | \$59.91 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$92.86 |
|   | 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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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<br>/CLAM SHELL | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.49 |
|---|-----------|---------|---------|---------|--------|--------|---------|

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| OPERATING ENGINEERS LOCAL 98                               |                |           |         |         |         |                              |               |
| OPERATING ENGINEERS LOCAL 98                               |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |                |           |         |         |         |                              |               |
| CAISSON & UNDERPINNING BOTTOM MAN                          | 6/1/2025       | \$48.35   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$77.80       |
| LABORERS   | 12/1/2025      | \$49.85   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$79.30       |
| LABORERS - FOUNDATION AND MARINE                           | 6/1/2026       | \$51.40   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$80.85       |
|  | 12/1/2026      | \$52.90   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$82.35       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| CAISSON & UNDERPINNING LABORER                             | 6/1/2025       | \$47.20   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$76.65       |
| LABORERS   | 12/1/2025      | \$48.70   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$78.15       |
| LABORERS - FOUNDATION AND MARINE                           | 6/1/2026       | \$50.25   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$79.70       |
|  | 12/1/2026      | \$51.75   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$81.20       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| CAISSON & UNDERPINNING TOP MAN                             | 6/1/2025       | \$47.53   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$76.98       |
| LABORERS   | 12/1/2025      | \$49.03   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$78.48       |
| LABORERS - FOUNDATION AND MARINE                           | 6/1/2026       | \$50.58   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$80.03       |
|  | 12/1/2026      | \$52.08   | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$81.53       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| CARBIDE CORE DRILL OPERATOR                                | 6/2/2025       | \$35.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$63.97       |
| LABORERS   | 12/1/2025      | \$37.00   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$65.22       |
| LABORERS - ZONE 3 (BUILDING & SITE)                        | 6/1/2026       | \$38.30   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$66.52       |
|  | 12/7/2026      | \$39.60   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.82       |
|  | 6/7/2027       | \$41.00   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$69.22       |
|  | 12/6/2027      | \$42.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$70.62       |
|  | 6/5/2028       | \$43.90   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$72.12       |
|  | 12/4/2028      | \$45.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$73.62       |
| 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                   | 9/1/2026       | \$45.39   | \$8.56  | \$11.25 | \$6.90  | \$0.00                       | \$72.10       |
| FRANKLIN   | 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<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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       |

## Construction

| Classification                  | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------|----------------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Apprentice: CARPENTER</b>    |                |                      |        |         |         |                           |            |
| <b>Effective Date: 3/1/2026</b> |                |                      |        |         |         |                           |            |
| 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 |           |         |        |        |        |        |         |

| <b>Apprentice: CARPENTER WOOD FRAME</b> |         |                      |        |         |         |                           |            |
|---|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 10/1/2025</b>        |         |                      |        |         |         |                           |            |
| 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    |

| <b>Apprentice: CARPENTER WOOD FRAME</b> |         |                      |        |         |         |                           |            |
|---|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 10/1/2026</b>        |         |                      |        |         |         |                           |            |
| 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

**Construction**

| Classification                               | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| 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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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                  | 6/2/2025  | \$35.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$63.97 |
| LABORERS                            | 12/1/2025 | \$37.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$65.22 |
| LABORERS - ZONE 3 (BUILDING & SITE) | 6/1/2026  | \$38.30 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$66.52 |
|                                     | 12/7/2026 | \$39.60 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$67.82 |
|                                     | 6/7/2027  | \$41.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$69.22 |
|                                     | 12/6/2027 | \$42.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$70.62 |
|                                     | 6/5/2028  | \$43.90 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$72.12 |
|                                     | 12/4/2028 | \$45.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$73.62 |

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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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       |



## Construction

| Classification                                 | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: DELEADER (BRIDGE)</b>           |                |                      |         |         |         |                           |            |
| <b>Effective Date: 7/1/2025</b>                |                |                      |         |         |         |                           |            |
| Step   | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 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    |
| <b>Apprentice: DELEADER (BRIDGE)</b>           |                |                      |         |         |         |                           |            |
| <b>Effective Date: 1/1/2026</b>                |                |                      |         |         |         |                           |            |
| 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    |
| <b>Apprentice to Journeyworker Ratio: 1:1</b>  |                |                      |         |         |         |                           |            |
| DEMO: ADZEMAN                                  | 6/2/2025       | \$47.25              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$76.55    |
| LABORERS                                       | 12/1/2025      | \$48.75              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$78.05    |
| LABORERS - ZONE 3 (BUILDING & SITE)            | 6/1/2026       | \$50.30              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$79.60    |
|  | 12/7/2026      | \$51.80              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$81.10    |
|  | 6/7/2027       | \$53.40              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$82.70    |
|  | 12/6/2027      | \$55.00              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$84.30    |
|  | 6/5/2028       | \$56.68              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$85.98    |
|  | 12/4/2028      | \$58.35              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$87.65    |
| For apprentice rates see "Apprentice- LABORER" |                |                      |         |         |         |                           |            |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR           | 6/2/2025       | \$48.25              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$77.55    |
| LABORERS                                       | 12/1/2025      | \$49.75              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$79.05    |
| LABORERS - ZONE 3 (BUILDING & SITE)            | 6/1/2026       | \$51.30              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$80.60    |
|  | 12/7/2026      | \$52.80              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$82.10    |
|  | 6/7/2027       | \$54.40              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$83.70    |
|  | 12/6/2027      | \$56.00              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$85.30    |
|  | 6/5/2028       | \$57.68              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$86.98    |
|  | 12/4/2028      | \$59.35              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$88.65    |
| For apprentice rates see "Apprentice- LABORER" |                |                      |         |         |         |                           |            |
| DEMO: BURNERS                                  | 6/2/2025       | \$48.00              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$77.30    |
| LABORERS                                       | 12/1/2025      | \$49.50              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$78.80    |
| LABORERS - ZONE 3 (BUILDING & SITE)            | 6/1/2026       | \$51.05              | \$10.15 | \$9.50  | \$9.65  | \$0.00                    | \$80.35    |

**Construction**

| Classification | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|                | 12/7/2026      | \$52.55   | \$10.15 | \$9.50  | \$9.65  | \$0.00                       | \$81.85       |
|                | 6/7/2027       | \$54.15   | \$10.15 | \$9.50  | \$9.65  | \$0.00                       | \$83.45       |
|                | 12/6/2027      | \$55.75   | \$10.15 | \$9.50  | \$9.65  | \$0.00                       | \$85.05       |
|                | 6/5/2028       | \$57.43   | \$10.15 | \$9.50  | \$9.65  | \$0.00                       | \$86.73       |
|                | 12/4/2028      | \$59.10   | \$10.15 | \$9.50  | \$9.65  | \$0.00                       | \$88.40       |

For apprentice rates see "Apprentice- LABORER"

|  |           |         |         |        |        |        |         |
|--|-----------|---------|---------|--------|--------|--------|---------|
| DEMO: CONCRETE CUTTER/SAWYER<br>LABORERS | 6/2/2025  | \$48.25 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$77.55 |
| LABORERS - ZONE 3 (BUILDING & SITE)      | 12/1/2025 | \$49.75 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$79.05 |
|  | 6/1/2026  | \$51.30 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$80.60 |
|  | 12/7/2026 | \$52.80 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$82.10 |
|  | 6/7/2027  | \$54.40 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$83.70 |
|  | 12/6/2027 | \$56.00 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$85.30 |
|  | 6/5/2028  | \$57.68 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$86.98 |
|  | 12/4/2028 | \$59.35 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$88.65 |

For apprentice rates see "Apprentice- LABORER"

|                                       |           |         |         |        |        |        |         |
|---------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| DEMO: JACKHAMMER OPERATOR<br>LABORERS | 6/2/2025  | \$48.00 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$77.30 |
| LABORERS - ZONE 3 (BUILDING & SITE)   | 12/1/2025 | \$49.50 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$78.80 |
|                                       | 6/1/2026  | \$51.05 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$80.35 |
|                                       | 12/7/2026 | \$52.55 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$81.85 |
|                                       | 6/7/2027  | \$54.15 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$83.45 |
|                                       | 12/6/2027 | \$55.75 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$85.05 |
|                                       | 6/5/2028  | \$57.43 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$86.73 |
|                                       | 12/4/2028 | \$59.10 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$88.40 |

For apprentice rates see "Apprentice- LABORER"

|                                     |           |         |         |        |        |        |         |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| DEMO: WRECKING LABORER<br>LABORERS  | 6/2/2025  | \$47.25 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$76.55 |
| LABORERS - ZONE 3 (BUILDING & SITE) | 12/1/2025 | \$48.75 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$78.05 |
|                                     | 6/1/2026  | \$50.30 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$79.60 |
|                                     | 12/7/2026 | \$51.80 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$81.10 |
|                                     | 6/7/2027  | \$53.40 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$82.70 |
|                                     | 12/6/2027 | \$55.00 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$84.30 |
|                                     | 6/5/2028  | \$56.68 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$85.98 |
|                                     | 12/4/2028 | \$58.35 | \$10.15 | \$9.50 | \$9.65 | \$0.00 | \$87.65 |

For apprentice rates see "Apprentice- LABORER"

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

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate

|   |          |         |         |         |         |        |         |
|---|----------|---------|---------|---------|---------|--------|---------|
| DIVER TENDER<br>PILE DRIVER LOCAL 56<br>PILE DRIVER LOCAL 56 (ZONE 3) | 8/1/2024 | \$49.19 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$83.56 |
|---|----------|---------|---------|---------|---------|--------|---------|

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

For apprentice rates see "Apprentice- PILE DRIVER"

## Construction

| Classification                                     | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|---------------------------|------------|
| 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 |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 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    |

Construction

| Classification   | Effective Date | Base Wage                       | Health        | Pension        | Annuity        | Supplemental<br>Unemployment         | Total<br>Rate         |
|--|----------------|---------------------------------|---------------|----------------|----------------|--------------------------------------|-----------------------|
| <b>Apprentice: ELEVATOR CONSTRUCTOR</b><br><b>Effective Date: 1/1/2025</b> |                |                                 |               |                |                |                                      |                       |
|  |                | <b>Apprentice<br/>Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental<br/>Unemployment</b> | <b>Total<br/>Rate</b> |
| 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               |
| <b>Apprentice: ELEVATOR CONSTRUCTOR</b><br><b>Effective Date: 1/1/2026</b> |                |                                 |               |                |                |                                      |                       |
|  |                | <b>Apprentice<br/>Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental<br/>Unemployment</b> | <b>Total<br/>Rate</b> |
| 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               |
| <b>Apprentice to Journeyworker Ratio: 1:1</b>                              |                |                                 |               |                |                |                                      |                       |
| 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 & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)                               | 6/1/2025       | \$35.75                         | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$61.96               |
| LABORERS   | 12/1/2025      | \$36.99                         | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$63.20               |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)  | 6/1/2026       | \$38.29                         | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$64.50               |
|  | 12/1/2026      | \$39.58                         | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$65.79               |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"         |                |                                 |               |                |                |                                      |                       |
| FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY                                       | 6/1/1999       | \$18.84                         | \$4.80        | \$4.10         | \$0.00         | \$0.00                               | \$27.74               |
| OPERATING ENGINEERS LOCAL 98   |                |                                 |               |                |                |                                      |                       |
| OPERATING ENGINEERS LOCAL 98   |                |                                 |               |                |                |                                      |                       |
| FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY                                    | 6/1/1999       | \$21.33                         | \$4.80        | \$4.10         | \$0.00         | \$0.00                               | \$30.23               |
| OPERATING ENGINEERS LOCAL 98   |                |                                 |               |                |                |                                      |                       |
| OPERATING ENGINEERS LOCAL 98   |                |                                 |               |                |                |                                      |                       |
| FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY                                   | 6/1/1999       | \$22.33                         | \$4.80        | \$4.10         | \$0.00         | \$0.00                               | \$31.23               |
| OPERATING ENGINEERS LOCAL 98   |                |                                 |               |                |                |                                      |                       |
| OPERATING ENGINEERS LOCAL 98   |                |                                 |               |                |                |                                      |                       |
| FIRE ALARM INSTALLER   | 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               |
| For apprentice rates see "Apprentice- ELECTRICIAN"                         |                |                                 |               |                |                |                                      |                       |

**Construction**

| Classification                  | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|---------------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| FIRE ALARM REPAIR / MAINTENANCE | 6/29/2025      | \$52.16   | \$13.50 | \$8.31  | \$6.90  | \$0.00                       | \$80.87       |
| / COMMISSIONING                 | 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       |
| ELECTRICIANS LOCAL 7            | 1/3/2027       | \$55.56   | \$14.25 | \$8.47  | \$7.09  | \$0.00                       | \$85.37       |

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

|                              |           |         |         |         |        |        |         |
|------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| FIREMAN                      | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| OPERATING ENGINEERS LOCAL 98 |           |         |         |         |        |        |         |
| OPERATING ENGINEERS LOCAL 98 |           |         |         |         |        |        |         |

**Apprentice: FIREMAN****Effective Date: 12/1/2023**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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) | 6/1/2025  | \$28.09 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$54.30 |
| LABORERS                             | 12/1/2025 | \$28.09 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$54.30 |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)  | 6/1/2026  | \$29.21 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$55.42 |
|                                      | 12/1/2026 | \$29.21 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$55.42 |

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

|                                   |          |         |        |         |        |        |         |
|-----------------------------------|----------|---------|--------|---------|--------|--------|---------|
| 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<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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       |

## Construction

| Classification                  | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------|----------------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Apprentice: FLOORCOVERER</b> |                |                      |        |         |         |                           |            |
| <b>Effective Date: 3/1/2026</b> |                |                      |        |         |         |                           |            |
| 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<br>OPERATING ENGINEERS LOCAL 98<br>OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.25 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.18 |
|---|-----------|---------|---------|---------|--------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |           |         |         |         |        |        |         |
|--|-----------|---------|---------|---------|--------|--------|---------|
| GENERATORS/LIGHTING PLANTS<br>OPERATING ENGINEERS LOCAL 98<br>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"

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

| <b>Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b> |         |                      |         |         |         |                           |            |
|---|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 6/1/2025</b>                                       |         |                      |         |         |         |                           |            |
| 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    |

## Construction

| Classification  | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b> |                |                      |         |         |         |                           |            |
| <b>Effective Date: 6/1/2026</b>                                       |                |                      |         |         |         |                           |            |
| 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<br>OPERATING ENGINEERS LOCAL 98<br>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"                                       |           |         |         |         |        |        |         |

|   |          |         |         |         |         |        |         |
|---|----------|---------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK)<br>SHEETMETAL WORKERS LOCAL 63<br>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)<br>ELECTRICIANS LOCAL 7<br>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"                         |            |         |         |        |        |        |         |

|  |          |         |         |         |         |        |         |
|--|----------|---------|---------|---------|---------|--------|---------|
| HVAC (TESTING AND BALANCING - AIR)<br>SHEETMETAL WORKERS LOCAL 63<br>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 (TESTING AND BALANCING -WATER)<br>PLUMBERS & PIPEFITTERS LOCAL 104<br>PLUMBERS & PIPEFITTERS LOCAL 104 | 9/17/2025 | \$53.01 | \$10.31 | \$10.85 | \$7.10 | \$0.00 | \$81.27 |
|   | 3/17/2026 | \$55.01 | \$10.31 | \$10.85 | \$7.10 | \$0.00 | \$83.27 |
|   | 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"                                   |           |         |         |         |        |        |         |

**Construction**

| Classification                   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| 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  | \$36.25 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$62.46 |
| LABORERS                            | 12/1/2025 | \$37.49 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$63.70 |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY) | 6/1/2026  | \$38.79 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$65.00 |
|                                     | 12/1/2026 | \$40.08 | \$10.15 | \$9.50 | \$6.56 | \$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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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       |

**Apprentice: INSULATOR (PIPES & TANKS)****Effective Date: 9/1/2026**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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                      | 3/16/2024 | \$40.66 | \$8.25 | \$12.70 | \$10.00 | \$0.00 | \$71.61 |
| IRONWORKERS LOCAL 7                    |           |         |        |         |         |        |         |
| IRONWORKERS LOCAL 7 (SPRINGFIELD AREA) |           |         |        |         |         |        |         |

**Apprentice: IRONWORKER/WELDER****Effective Date: 3/16/2024**

| Step | Percent | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|



## Construction

| Classification                       | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------------|----------------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Apprentice: IRONWORKER/WELDER</b> |                |                      |        |         |         |                           |            |
| <b>Effective Date: 3/16/2024</b>     |                |                      |        |         |         |                           |            |
| 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 | 6/2/2025  | \$35.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$63.97 |
| LABORERS                             | 12/1/2025 | \$37.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$65.22 |
| LABORERS - ZONE 3 (BUILDING & SITE)  | 6/1/2026  | \$38.30 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$66.52 |
|                                      | 12/7/2026 | \$39.60 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$67.82 |
|                                      | 6/7/2027  | \$41.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$69.22 |
|                                      | 12/6/2027 | \$42.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$70.62 |
|                                      | 6/5/2028  | \$43.90 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$72.12 |
|                                      | 12/4/2028 | \$45.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$73.62 |

For apprentice rates see "Apprentice- LABORER"

|                                     |           |         |         |        |        |        |         |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER                             | 6/2/2025  | \$35.50 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$63.72 |
| LABORERS                            | 12/1/2025 | \$36.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$64.97 |
| LABORERS - ZONE 3 (BUILDING & SITE) | 6/1/2026  | \$38.05 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$66.27 |
|                                     | 12/7/2026 | \$39.35 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$67.57 |
|                                     | 6/7/2027  | \$40.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$68.97 |
|                                     | 12/6/2027 | \$42.15 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$70.37 |
|                                     | 6/5/2028  | \$43.65 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$71.87 |
|                                     | 12/4/2028 | \$45.15 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$73.37 |

| <b>Apprentice: LABORER</b>      |         |                      |         |         |         |                           |            |
|---------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 6/2/2025</b> |         |                      |         |         |         |                           |            |
| Step                            | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                               | 60.00   | \$21.30              | \$10.15 | \$9.50  | \$8.32  | \$0.00                    | \$49.27    |
| 2                               | 70.00   | \$24.85              | \$10.15 | \$9.50  | \$8.32  | \$0.00                    | \$52.82    |
| 3                               | 80.00   | \$28.40              | \$10.15 | \$9.50  | \$8.32  | \$0.00                    | \$56.37    |
| 4                               | 90.00   | \$31.95              | \$10.15 | \$9.50  | \$8.32  | \$0.00                    | \$59.92    |

| <b>Apprentice: LABORER</b>       |         |                      |        |         |         |                           |            |
|----------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 12/1/2025</b> |         |                      |        |         |         |                           |            |
| Step                             | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                | 60.00   | \$22.80              | \$9.90 | \$9.25  | \$8.32  | \$0.00                    | \$50.27    |

## Construction

| Classification                   |         | Effective Date | Base Wage               | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------------------------|---------|----------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| <b>Apprentice: LABORER</b>       |         |                |                         |        |         |         |                              |               |
| <b>Effective Date: 12/1/2025</b> |         |                |                         |        |         |         |                              |               |
| Step                             | Percent |                | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 2                                | 70.00   |                | \$26.60                 | \$9.90 | \$9.25  | \$8.32  | \$0.00                       | \$54.07       |
| 3                                | 80.00   |                | \$30.40                 | \$9.90 | \$9.25  | \$8.32  | \$0.00                       | \$57.87       |
| 4                                | 90.00   |                | \$34.20                 | \$9.90 | \$9.25  | \$8.32  | \$0.00                       | \$61.67       |

Apprentice to Journeyworker Ratio: 1:5

|                                     |           |         |         |        |        |        |         |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER (HEAVY & HIGHWAY)           | 6/1/2025  | \$35.50 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$61.71 |
| LABORERS                            | 12/1/2025 | \$36.74 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$62.95 |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY) | 6/1/2026  | \$38.04 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$64.25 |
|                                     | 12/1/2026 | \$39.33 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$65.54 |

| <b>Apprentice: LABORER (HEAVY &amp; HIGHWAY)</b> |         |  |                         |         |         |         |                              |               |
|--|---------|--|-------------------------|---------|---------|---------|------------------------------|---------------|
| <b>Effective Date: 6/1/2025</b>                  |         |  |                         |         |         |         |                              |               |
| Step   | Percent |  | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1  | 60.00   |  | \$21.30                 | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$47.51       |
| 2  | 70.00   |  | \$24.85                 | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$51.06       |
| 3  | 80.00   |  | \$28.40                 | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$54.61       |
| 4  | 90.00   |  | \$31.95                 | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$58.16       |

| <b>Apprentice: LABORER (HEAVY &amp; HIGHWAY)</b> |         |  |                         |        |         |         |                              |               |
|--|---------|--|-------------------------|--------|---------|---------|------------------------------|---------------|
| <b>Effective Date: 12/1/2025</b>                 |         |  |                         |        |         |         |                              |               |
| Step   | Percent |  | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1  | 60.00   |  | \$22.49                 | \$9.90 | \$9.25  | \$6.31  | \$0.00                       | \$47.95       |
| 2  | 70.00   |  | \$26.24                 | \$9.90 | \$9.25  | \$6.31  | \$0.00                       | \$51.70       |
| 3  | 80.00   |  | \$29.99                 | \$9.90 | \$9.25  | \$6.31  | \$0.00                       | \$55.45       |
| 4  | 90.00   |  | \$33.74                 | \$9.90 | \$9.25  | \$6.31  | \$0.00                       | \$59.20       |

Apprentice to Journeyworker Ratio: 1:5

|                                     |           |         |         |        |        |        |         |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER: CARPENTER TENDER           | 6/2/2025  | \$35.50 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$63.72 |
| LABORERS                            | 12/1/2025 | \$36.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$64.97 |
| LABORERS - ZONE 3 (BUILDING & SITE) | 6/1/2026  | \$38.05 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$66.27 |
|                                     | 12/7/2026 | \$39.35 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$67.57 |
|                                     | 6/7/2027  | \$40.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$68.97 |
|                                     | 12/6/2027 | \$42.15 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$70.37 |
|                                     | 6/5/2028  | \$43.65 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$71.87 |
|                                     | 12/4/2028 | \$45.15 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$73.37 |

For apprentice rates see "Apprentice- LABORER"

|                                 |           |         |         |        |        |        |         |
|---------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER: CEMENT FINISHER TENDER | 6/2/2025  | \$35.50 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$63.72 |
| LABORERS                        | 12/1/2025 | \$36.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$64.97 |

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| LABORERS - ZONE 3 (BUILDING & SITE)  | 6/1/2026       | \$38.05   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$66.27       |
|  | 12/7/2026      | \$39.35   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.57       |
|  | 6/7/2027       | \$40.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$68.97       |
|  | 12/6/2027      | \$42.15   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$70.37       |
|  | 6/5/2028       | \$43.65   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$71.87       |
|  | 12/4/2028      | \$45.15   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$73.37       |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |         |                              |               |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER<br>LABORERS<br>LABORERS - ZONE 3 (BUILDING & SITE) | 6/2/2025       | \$35.42   | \$10.15 | \$9.50  | \$8.70  | \$0.00                       | \$63.77       |
|  | 12/1/2025      | \$36.67   | \$10.15 | \$9.50  | \$8.70  | \$0.00                       | \$65.02       |
|  | 6/1/2026       | \$37.97   | \$10.15 | \$9.50  | \$8.70  | \$0.00                       | \$66.32       |
|  | 12/7/2026      | \$39.27   | \$10.15 | \$9.50  | \$8.70  | \$0.00                       | \$67.62       |
|  | 6/7/2027       | \$40.67   | \$10.15 | \$9.50  | \$8.70  | \$0.00                       | \$69.02       |
|  | 12/6/2027      | \$42.07   | \$10.15 | \$9.50  | \$8.70  | \$0.00                       | \$70.42       |
|  | 6/5/2028       | \$43.57   | \$10.15 | \$9.50  | \$8.70  | \$0.00                       | \$71.92       |
|  | 12/4/2028      | \$45.07   | \$10.15 | \$9.50  | \$8.70  | \$0.00                       | \$73.42       |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |         |                              |               |
| LABORER: MASON TENDER<br>LABORERS<br>LABORERS - ZONE 3 (BUILDING & SITE)                     | 6/2/2025       | \$38.50   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$66.72       |
|  | 12/1/2025      | \$39.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.97       |
|  | 6/1/2026       | \$41.05   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$69.27       |
|  | 12/7/2026      | \$42.35   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$70.57       |
|  | 6/7/2027       | \$43.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$71.97       |
|  | 12/6/2027      | \$45.15   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$73.37       |
|  | 6/5/2028       | \$46.65   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$74.87       |
|  | 12/4/2028      | \$48.15   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$76.37       |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |         |                              |               |
| LABORER: MASON TENDER (HEAVY & HIGHWAY)<br>LABORERS<br>LABORERS - ZONE 3 (HEAVY & HIGHWAY)   | 6/1/2025       | \$35.75   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$61.96       |
|  | 12/1/2025      | \$36.99   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$63.20       |
|  | 6/1/2026       | \$38.29   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$64.50       |
|  | 12/1/2026      | \$39.58   | \$10.15 | \$9.50  | \$6.56  | \$0.00                       | \$65.79       |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                           |                |           |         |         |         |                              |               |
| LABORER: MULTI-TRADE TENDER<br>LABORERS<br>LABORERS - ZONE 3 (BUILDING & SITE)               | 6/2/2025       | \$35.50   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$63.72       |
|  | 12/1/2025      | \$36.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$64.97       |
|  | 6/1/2026       | \$38.05   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$66.27       |
|  | 12/7/2026      | \$39.35   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.57       |
|  | 6/7/2027       | \$40.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$68.97       |
|  | 12/6/2027      | \$42.15   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$70.37       |
|  | 6/5/2028       | \$43.65   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$71.87       |
|  | 12/4/2028      | \$45.15   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$73.37       |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |         |                              |               |
| LABORER: TREE REMOVER<br>LABORERS<br>LABORERS - ZONE 3 (BUILDING & SITE)                     | 6/2/2025       | \$35.50   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$63.72       |
|  | 12/1/2025      | \$36.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$64.97       |
|  | 6/1/2026       | \$38.05   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$66.27       |
|  | 12/7/2026      | \$39.35   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$67.57       |
|  | 6/7/2027       | \$40.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$68.97       |
|  | 12/6/2027      | \$42.15   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$70.37       |
|  | 6/5/2028       | \$43.65   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$71.87       |

**Construction**

| Classification | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|                | 12/4/2028      | \$45.15   | \$10.15 | \$9.50  | \$8.57  | \$0.00                       | \$73.37       |

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                 | 6/2/2025  | \$35.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$63.97 |
| LABORERS                            | 12/1/2025 | \$37.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$65.22 |
| LABORERS - ZONE 3 (BUILDING & SITE) | 6/1/2026  | \$38.30 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$66.52 |
|                                     | 12/7/2026 | \$39.60 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$67.82 |
|                                     | 6/7/2027  | \$41.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$69.22 |
|                                     | 12/6/2027 | \$42.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$70.62 |
|                                     | 6/5/2028  | \$43.90 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$72.12 |
|                                     | 12/4/2028 | \$45.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$73.62 |

For apprentice rates see "Apprentice- LABORER"

|                                       |           |         |         |        |        |        |         |
|---------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) | 6/1/2025  | \$35.75 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$61.96 |
| LABORERS                              | 12/1/2025 | \$36.99 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$63.20 |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)   | 6/1/2026  | \$38.29 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$64.50 |
|                                       | 12/1/2026 | \$39.58 | \$10.15 | \$9.50 | \$6.56 | \$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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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       |
| 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

IFB 2025-2178 Shelburne Center Road

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**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| 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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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&amp;2 Appr. indentured after 1/6/2020 receive no pension,

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

|                                     |           |         |         |        |        |        |         |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| MORTAR MIXER                        | 6/2/2025  | \$35.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$63.97 |
| LABORERS                            | 12/1/2025 | \$37.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$65.22 |
| LABORERS - ZONE 3 (BUILDING & SITE) | 6/1/2026  | \$38.30 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$66.52 |
|                                     | 12/7/2026 | \$39.60 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$67.82 |
|                                     | 6/7/2027  | \$41.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$69.22 |
|                                     | 12/6/2027 | \$42.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$70.62 |
|                                     | 6/5/2028  | \$43.90 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$72.12 |
|                                     | 12/4/2028 | \$45.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$73.62 |

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"

**Construction**

| Classification  | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|---|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS VI<br>OPERATING ENGINEERS LOCAL 98<br>OPERATING ENGINEERS LOCAL 98 | 12/1/2023      | \$32.74   | \$13.78 | \$12.15 | \$3.00  | \$0.00                       | \$61.67       |

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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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,<br>NEW paint rate shall be used. | 1/1/2026 | \$42.03 | \$10.35 | \$12.00 | \$8.35 | \$0.00 | \$72.73 |
| PAINTERS LOCAL 35   |          |         |         |         |        |        |         |
| PAINTERS LOCAL 35 - ZONE 3  |          |         |         |         |        |        |         |

**Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) \*****Effective Date: 7/1/2025**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$20.57                 | \$10.30 | \$0.00  | \$0.00  | \$0.00                       | \$30.87       |

## Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|

## Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) \*

Effective Date: 7/1/2025

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 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 |
|--|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)</b> |                |                      |         |         |         |                           |            |
| <b>Effective Date: 1/1/2026</b>                          |                |                      |         |         |         |                           |            |
| 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   |          |         |         |         |        |        |         |

| <b>Apprentice: PAINTER / TAPER (BRUSH, NEW) *</b> |         |                      |         |         |         |                           |            |
|---|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 7/1/2025</b>                   |         |                      |         |         |         |                           |            |
| 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    |

| <b>Apprentice: PAINTER / TAPER (BRUSH, NEW) *</b> |         |                      |         |         |         |                           |            |
|---|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2026</b>                   |         |                      |         |         |         |                           |            |
| 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  | \$35.50 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$61.71 |
| LABORERS                                 | 12/1/2025 | \$36.74 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$62.95 |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)      | 6/1/2026  | \$38.04 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$64.25 |
|  | 12/1/2026 | \$39.33 | \$10.15 | \$9.50 | \$6.56 | \$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 |
|---|----------|---------|---------|---------|---------|--------|---------|

**Construction**

| Classification                                     | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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                           | 6/2/2025  | \$35.75 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$63.97 |
| LABORERS                            | 12/1/2025 | \$37.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$65.22 |
| LABORERS - ZONE 3 (BUILDING & SITE) | 6/1/2026  | \$38.30 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$66.52 |
|                                     | 12/7/2026 | \$39.60 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$67.82 |
|                                     | 6/7/2027  | \$41.00 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$69.22 |
|                                     | 12/6/2027 | \$42.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$70.62 |
|                                     | 6/5/2028  | \$43.90 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$72.12 |
|                                     | 12/4/2028 | \$45.40 | \$10.15 | \$9.50 | \$8.57 | \$0.00 | \$73.62 |

For apprentice rates see "Apprentice- LABORER"

|                                     |           |         |         |        |        |        |         |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| PIPELAYER (HEAVY & HIGHWAY)         | 6/1/2025  | \$35.75 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$61.96 |
| LABORERS                            | 12/1/2025 | \$36.99 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$63.20 |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY) | 6/1/2026  | \$38.29 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$64.50 |
|                                     | 12/1/2026 | \$39.58 | \$10.15 | \$9.50 | \$6.56 | \$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<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|

## Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|

**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    |
| 6    | 70.00   | \$37.11              | \$10.35 | \$10.85 | \$0.00  | \$0.00                    | \$58.31    |
| 7    | 75.00   | \$39.76              | \$10.35 | \$10.85 | \$0.00  | \$0.00                    | \$60.96    |
| 8    | 80.00   | \$42.41              | \$10.35 | \$10.85 | \$0.00  | \$0.00                    | \$63.61    |
| 9    | 85.00   | \$45.06              | \$10.35 | \$10.85 | \$7.10  | \$0.00                    | \$73.36    |
| 10   | 85.00   | \$45.06              | \$10.35 | \$10.85 | \$7.10  | \$0.00                    | \$73.36    |

**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    |

**Apprentice Notes**

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

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

|                                  |           |         |         |         |        |        |         |
|----------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| 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 |

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

|   |           |         |         |        |        |        |         |
|---|-----------|---------|---------|--------|--------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) | 6/1/2025  | \$35.75 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$61.96 |
| LABORERS  | 12/1/2025 | \$36.99 | \$10.15 | \$9.50 | \$6.56 | \$0.00 | \$63.20 |

**Construction**

| <b>Classification</b>  | <b>Effective Date</b> | <b>Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental<br/>Unemployment</b> | <b>Total<br/>Rate</b> |
|--|-----------------------|------------------|---------------|----------------|----------------|--------------------------------------|-----------------------|
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)                                | 6/1/2026              | \$38.29          | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$64.50               |
|  | 12/1/2026             | \$39.58          | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$65.79               |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| POWDERMAN & BLASTER  | 6/2/2025              | \$36.50          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$64.72               |
| LABORERS   | 12/1/2025             | \$37.75          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$65.97               |
| LABORERS - ZONE 3 (BUILDING & SITE)                                | 6/1/2026              | \$39.05          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$67.27               |
|  | 12/7/2026             | \$40.35          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$68.57               |
|  | 6/7/2027              | \$41.75          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$69.97               |
|  | 12/6/2027             | \$43.15          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$71.37               |
|  | 6/5/2028              | \$44.65          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$72.87               |
|  | 12/4/2028             | \$46.15          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$74.37               |
| For apprentice rates see "Apprentice- LABORER"                     |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| POWDERMAN & BLASTER (HEAVY & HIGHWAY)                              | 6/1/2025              | \$36.50          | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$62.71               |
| LABORERS   | 12/1/2025             | \$37.74          | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$63.95               |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)                                | 6/1/2026              | \$39.04          | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$65.25               |
|  | 12/1/2026             | \$40.33          | \$10.15       | \$9.50         | \$6.56         | \$0.00                               | \$66.54               |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| 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"         |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| 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"         |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| 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)                 |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| RIDE-ON MOTORIZED BUGGY OPERATOR                                   | 6/2/2025              | \$35.75          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$63.97               |
| LABORERS   | 12/1/2025             | \$37.00          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$65.22               |
| LABORERS - ZONE 3 (BUILDING & SITE)                                | 6/1/2026              | \$38.30          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$66.52               |
|  | 12/7/2026             | \$39.60          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$67.82               |
|  | 6/7/2027              | \$41.00          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$69.22               |
|  | 12/6/2027             | \$42.40          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$70.62               |
|  | 6/5/2028              | \$43.90          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$72.12               |
|  | 12/4/2028             | \$45.40          | \$10.15       | \$9.50         | \$8.57         | \$0.00                               | \$73.62               |
| For apprentice rates see "Apprentice- LABORER"                     |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| 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"         |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| ROOFER (Coal tar pitch)  | 10/2/2025             | \$44.73          | \$10.60       | \$8.70         | \$10.00        | \$0.00                               | \$74.03               |
| ROOFERS LOCAL 248  | 7/16/2026             | \$46.73          | \$10.60       | \$8.70         | \$10.00        | \$0.00                               | \$76.03               |
| ROOFERS LOCAL 248  |                       |                  |               |                |                |                                      |                       |
| For apprentice rates see "Apprentice- ROOFER"                      |                       |                  |               |                |                |                                      |                       |

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)      | 10/2/2025      | \$44.23   | \$10.60 | \$8.70  | \$10.00 | \$0.00                       | \$73.53       |
| ROOFERS LOCAL 248  | 7/16/2026      | \$46.23   | \$10.60 | \$8.70  | \$10.00 | \$0.00                       | \$75.53       |
| ROOFERS LOCAL 248  |                |           |         |         |         |                              |               |
| <hr/>  |                |           |         |         |         |                              |               |
| ROOFER SLATE / TILE / PRECAST CONCRETE                     | 10/2/2025      | \$44.73   | \$10.60 | \$8.70  | \$10.00 | \$0.00                       | \$74.03       |
| ROOFERS LOCAL 248  | 7/16/2026      | \$46.73   | \$10.60 | \$8.70  | \$10.00 | \$0.00                       | \$76.03       |
| ROOFERS LOCAL 248  |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- ROOFER"              |                |           |         |         |         |                              |               |
| <hr/>  |                |           |         |         |         |                              |               |
| 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" |                |           |         |         |         |                              |               |
| <hr/>  |                |           |         |         |         |                              |               |
| 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                               |                |           |         |         |         |                              |               |
| OPERATING ENGINEERS LOCAL 98                               |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |                |           |         |         |         |                              |               |
| <hr/>  |                |           |         |         |         |                              |               |
| SELF-PROPELLED POWER BROOM                                 | 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" |                |           |         |         |         |                              |               |
| <hr/>  |                |           |         |         |         |                              |               |
| SHEETMETAL WORKER  | 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       |

| Apprentice: SHEETMETAL WORKER |         |                         |         |         |         |                              |               |
|-------------------------------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Effective Date: 7/1/2025      |         |                         |         |         |         |                              |               |
| Step                          | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| <hr/>                         |         |                         |        |         |         |                              |               |

## Construction

| Classification                       | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: SHEETMETAL WORKER</b> |                |                      |         |         |         |                           |            |
| <b>Effective Date: 7/1/2026</b>      |                |                      |         |         |         |                           |            |
| 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 | 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 |
| 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 |

| <b>Apprentice: SPRINKLER FITTER</b> |         |                      |         |         |         |                           |            |
|-------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 10/1/2025</b>    |         |                      |         |         |         |                           |            |
| 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    |

## Construction

| Classification                      | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: SPRINKLER FITTER</b> |                |                      |         |         |         |                           |            |
| <b>Effective Date: 10/1/2025</b>    |                |                      |         |         |         |                           |            |
| Step                                | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 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    |

| <b>Apprentice: SPRINKLER FITTER</b> |         |                      |         |         |         |                           |            |
|-------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2026</b>     |         |                      |         |         |         |                           |            |
| 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    |
| 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 |
| TELECOMMUNICATION TECHNICIAN | 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 |
| ELECTRICIANS LOCAL 7         | 1/3/2027   | \$55.56 | \$14.25 | \$8.47 | \$7.09 | \$0.00 | \$85.37 |

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

| <b>Apprentice: TELECOMMUNICATION TECHNICIAN</b> |         |                      |         |         |         |                           |            |
|---|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 6/29/2025</b>                |         |                      |         |         |         |                           |            |
| 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    |

## Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|

**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 |

**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 |



## Construction

| Classification   | Effective Date | Base Wage               | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| <b>Apprentice: TERRAZZO MECHANIC</b>                       |                |                         |         |         |         |                              |               |
| <b>Effective Date: 8/1/2025</b>                            |                |                         |         |         |         |                              |               |
| Step   | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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       |
| <b>Apprentice: TERRAZZO MECHANIC</b>                       |                |                         |         |         |         |                              |               |
| <b>Effective Date: 2/1/2026</b>                            |                |                         |         |         |         |                              |               |
| Step   | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>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       |
| 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       |
| <b>Apprentice to Journeyworker Ratio: 1:5</b>              |                |                         |         |         |         |                              |               |
| TEST BORING DRILLER  | 6/1/2025       | \$51.20                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$80.65       |
| LABORERS   | 12/1/2025      | \$52.70                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$82.15       |
| LABORERS - FOUNDATION AND MARINE                           | 6/1/2026       | \$54.25                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$83.70       |
|  | 12/1/2026      | \$55.75                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$85.20       |
| For apprentice rates see "Apprentice- LABORER"             |                |                         |         |         |         |                              |               |
| TEST BORING DRILLER HELPER                                 | 6/1/2025       | \$47.32                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$76.77       |
| LABORERS   | 12/1/2025      | \$48.82                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$78.27       |
| LABORERS - FOUNDATION AND MARINE                           | 6/1/2026       | \$50.37                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$79.82       |
|  | 12/1/2026      | \$51.87                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$81.32       |
| For apprentice rates see "Apprentice- LABORER"             |                |                         |         |         |         |                              |               |
| TEST BORING LABORER  | 6/1/2025       | \$47.20                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$76.65       |
| LABORERS   | 12/1/2025      | \$48.70                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$78.15       |
| LABORERS - FOUNDATION AND MARINE                           | 6/1/2026       | \$50.25                 | \$10.15 | \$9.50  | \$9.80  | \$0.00                       | \$79.70       |
|  | 12/1/2026      | \$51.75                 | \$10.15 | \$9.50  | \$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       |

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|---------------------------|------------|
|  | 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    |
| <hr/>  |                |           |         |         |         |                           |            |
| TUNNEL WORK - COMPRESSED AIR                                       | 6/1/2025       | \$59.43   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$89.33    |
| LABORERS   | 12/1/2025      | \$60.93   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$90.83    |
| LABORERS (COMPRESSED AIR)  | 6/1/2026       | \$62.48   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$92.38    |
|  | 12/1/2026      | \$63.98   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$93.88    |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                           |            |
| <hr/>  |                |           |         |         |         |                           |            |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)                          | 6/1/2025       | \$61.43   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$91.33    |
| LABORERS   | 12/1/2025      | \$62.93   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$92.83    |
| LABORERS (COMPRESSED AIR)  | 6/1/2026       | \$64.48   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$94.38    |
|  | 12/1/2026      | \$65.98   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$95.88    |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                           |            |
| <hr/>  |                |           |         |         |         |                           |            |
| TUNNEL WORK - FREE AIR   | 6/1/2025       | \$51.50   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$81.40    |
| LABORERS   | 12/1/2025      | \$53.00   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$82.90    |
| LABORERS (FREE AIR TUNNEL)   | 6/1/2026       | \$54.55   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$84.45    |
|  | 12/1/2026      | \$56.05   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$85.95    |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                           |            |
| <hr/>  |                |           |         |         |         |                           |            |
| TUNNEL WORK - FREE AIR (HAZ. WASTE)                                | 6/1/2025       | \$53.50   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$83.40    |
| LABORERS   | 12/1/2025      | \$55.00   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$84.90    |
| LABORERS (FREE AIR TUNNEL)   | 6/1/2026       | \$56.55   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$86.45    |
|  | 12/1/2026      | \$58.05   | \$10.15 | \$9.50  | \$10.25 | \$0.00                    | \$87.95    |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                           |            |
| <hr/>  |                |           |         |         |         |                           |            |
| 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    |
| <hr/>  |                |           |         |         |         |                           |            |
| WAGON DRILL OPERATOR   | 6/2/2025       | \$35.75   | \$10.15 | \$9.50  | \$8.57  | \$0.00                    | \$63.97    |
| LABORERS   | 12/1/2025      | \$37.00   | \$10.15 | \$9.50  | \$8.57  | \$0.00                    | \$65.22    |
| LABORERS - ZONE 3 (BUILDING & SITE)                                | 6/1/2026       | \$38.30   | \$10.15 | \$9.50  | \$8.57  | \$0.00                    | \$66.52    |
|  | 12/7/2026      | \$39.60   | \$10.15 | \$9.50  | \$8.57  | \$0.00                    | \$67.82    |
|  | 6/7/2027       | \$41.00   | \$10.15 | \$9.50  | \$8.57  | \$0.00                    | \$69.22    |
|  | 12/6/2027      | \$42.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                    | \$70.62    |
|  | 6/5/2028       | \$43.90   | \$10.15 | \$9.50  | \$8.57  | \$0.00                    | \$72.12    |
|  | 12/4/2028      | \$45.40   | \$10.15 | \$9.50  | \$8.57  | \$0.00                    | \$73.62    |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                           |            |
| <hr/>  |                |           |         |         |         |                           |            |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY)                             | 6/1/2025       | \$35.75   | \$10.15 | \$9.50  | \$6.56  | \$0.00                    | \$61.96    |
| LABORERS   | 12/1/2025      | \$36.99   | \$10.15 | \$9.50  | \$6.56  | \$0.00                    | \$63.20    |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY)                                | 6/1/2026       | \$38.29   | \$10.15 | \$9.50  | \$6.56  | \$0.00                    | \$64.50    |
|  | 12/1/2026      | \$39.58   | \$10.15 | \$9.50  | \$6.56  | \$0.00                    | \$65.79    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                           |            |

**Construction**

| <b>Classification</b>            | <b>Effective Date</b> | <b>Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental<br/>Unemployment</b> | <b>Total<br/>Rate</b> |
|----------------------------------|-----------------------|------------------|---------------|----------------|----------------|--------------------------------------|-----------------------|
| 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.