

SOLICITATION FOR:
BUILDING LEASE FOR WATER & SEWER DEPARTMENT

RFP #14-02



CITY OF SOMERVILLE, MASSACHUSETTS

RELEASE DATE
Wednesday, June 26, 2013

DUE BY:
Monday, July 29, 2013 11:00A.M. EST

DELIVER TO:
City of Somerville
Purchasing Department
Attn: Michael Gauthier
93 Highland Avenue
Somerville, MA 02143

TABLE OF CONTENTS

1.0 Instructions to Offeror	4
1.1 General	4
1.2 Submission Instructions	4
1.3 Questions.....	5
1.4 Key Dates for this Solicitation.....	5
1.5 Evaluation Methodology / Rule for Award	5
1.5.1 Initial Review	6
1.5.2 Site Visits	6
1.5.3 Evaluation of Qualifying Proposals	6
1.5.4 Notification of Proposers.....	6
1.5.5 Preparation of Lease	6
1.5.6 Approval of the Lease	7
1.6 Award Factors	8
1.6.1 Location.....	8
1.6.1.1 Access	8
1.6.1.2 Parking	8
1.6.1.3 Neighborhood Characteristics.....	8
1.6.2 Building Conditions	8
1.6.2.1 Building Enclosure and Systems	8
1.6.2.2 Building Common Areas	8
1.6.2.3 Vestibule	9
1.6.2.4 Security Lighting	9
1.6.3 Execution of Lease	9
1.6.4 Timely Completion of the Work	9
1.6.5 Technical and Financial Capacity	9
1.6.6 Building Management	9
1.6.7 Past Performance	9
1.6.8 Cost.....	9
1.7 Proposal Response Format.....	10
1.7.1 Cover Letter.....	10
1.7.2 Award Factors	10
1.7.3 Pricing Page.....	10
1.7.4 Forms.....	11
2.0 Property Specification	12
2.1 Project Summary / General Requirements.....	12
2.2 Description of Space Needs	12
2.2.1 Usable Area	12
2.3 Location	13
2.4 Building Conditions	13
2.4.1 Building Codes	13
2.4.2 Hazardous Substances	13
2.4.3 Barrier Free Access	13
2.5 Systems and Enclosures.....	13
2.5.1 HVAC.....	13

2.5.2 Electric Service.....	13
2.5.3 Telephone Wiring.....	14
2.5.4 Data Wiring	14
2.6 Building Common Areas	14
2.6.1 Rest Rooms.....	14
2.7 Building Conditions: Structure and Layout	14
2.7.1 Total Square Footage.....	14
2.7.2 Build Out	14
2.7.3 Floor Landing	15
2.7.4 Signage	15
2.7.5 Life Safety	15
2.8 Landlord Services	15
2.8.1 Utilities	15
2.8.2 Maintenance and Snow Removal	15
2.8.3 Building Access.....	16
2.9 Space Needs Assessment	16
3.0 Pricing	19
4.0 Invoicing Requirements.....	21
5.0 Forms	22
Appendix A - Indoor Air Quality	35
Appendix B – Prevailing Wages	43
Appendix C – Sample Lease Agreement.....	78

SECTION 1.0 INSTRUCTIONS TO OFFEROR

1.1 General

- The City of Somerville reserves the right to reject any or all proposals, waive minor informalities, and accept the proposal deemed to be in the best interest of the City.
- The successful Offeror must be an Equal Opportunity Employer.
- The signature of the Offeror's authorized official(s) must be provided on all the proposal forms.
- All information in the Offeror's response should be organized and presented in a clear / concise format. Accuracy and completeness are essential. The successful response will be incorporated into a contract as an exhibit; therefore, Offerors should not make claims to which they are not prepared to commit themselves contractually.
- Additional copies of the solicitation may be obtained from the Purchasing Department on and after **Wednesday, June 26, 2013** between the hours of 8:30 a.m. and 4:30 p.m. Monday – Wednesday, 8:30 a.m. to 7:30 p.m. on Thursdays and 8:30 a.m. to 12:30 p.m. on Fridays.
- The Price Summary Form in Section 5.0 must be completed. No substitute form will be accepted. Pricing must remain firm for the entire lease period.
- Failure to answer any questions, to complete any form, or to provide the documentation required will be deemed non-responsive and may result in disqualification of the bid unless the City determines that such failure constitutes a minor informality, as defined in Chapter 30B

1.2 Submission Instructions

Offeror's response shall include the name, address and telephone number of the Offeror, and identify the name and title of the individual signing on behalf of the Offeror. Offerors to submit response by United States mail or other express delivery service of Offeror's choosing no later than 11:00AM EST on the following date at the following designated office and address:

Date: July 29, 2013 @ 11:00AM EST
Office: City of Somerville, Purchasing Department
Address: 93 Highland Avenue
Somerville, MA 02143
Attn: Michael Gauthier, Procurement Analyst

Offers sent by United States mail or hand delivered (including delivery by commercial carrier) shall be deemed late if delivered to the address of the office designated for receipt of offers after the date and time established for receipt of offers. Offers delivered through any means authorized by the RFP may be also deemed timely if there is acceptable evidence to establish that it was received at the City designated for receipt of proposals and was under the City's control prior to the time set for receipt of proposals; or if it was the only proposal received.

There will be no public opening of offers, and all offers will be confidential until the Lease has been awarded.

1.3 Questions

Questions or concerns regarding any aspect of this solicitation shall be forwarded in writing to Michael Gauthier, Procurement Analyst at the address above; by fax number (617) 625-1344 or through e-mail to mgauthier@somervillema.gov so that they can be addressed prior to the solicitation deadline for offers. Answers will be sent via an addendum to all Offerors who received this solicitation through the Purchasing Department. It is the responsibility of the Offeror to also monitor the bid portal on the City's website for any updates, addendums, etc. regarding that specific solicitation. The web address is: <http://www.somervillema.gov/departments/finance/purchasing/bids>

1.4 Key Dates for this Solicitation

ITEM	DATE
Solicitation issued	Wednesday, 6/26/13
Deadline for submitting questions	Friday, 7/19/13 @ 12:30PM
Responses due, screened and evaluation begins	Monday, 7/29/13 @ 11:00AM
Anticipated award	Mid-August
Estimated lease commencement	9/1/13

1.5 Evaluation Methodology / Rule for Award

The City's objective is to obtain the space most advantageous to its needs. To this end, the City will evaluate all proposals for conformity to the requirements, and for the degree to which they satisfy the qualitative criteria and policy objectives as defined in this solicitation.

The City will begin to review and evaluate proposals after the Submission Deadline noted in Section 1.4. Evaluations of proposals will be based primarily on information provided in the proposals and obtained on site visits. Additional information will be obtained from references provided by the proposer, from other agencies and individuals familiar with the proposed building and from other generally available and verifiable information. The City reserves the right to waive portions of the solicitation for all proposers, to excuse minor informalities in proposals, or to reject any or all proposals, if deemed in the best interest of the City.

Rule for Award: The City will award a lease to the proposal that is deemed the most advantageous to the City all technical and price factors considered.

1.5.1 Initial Review

The City will review all proposals accepted for consideration to determine whether they meet the minimum space needs requirements. Proposals that do not meet one or more of these requirements will be rejected as non-qualifying.

1.5.2 Site Visits

City staff will conduct site visits for all competitive, qualifying proposals, to verify the information provided in the proposals, and to perform detailed evaluations of the proposed space. The proposer should be present at the site visit or should arrange to have someone present who has the knowledge and authority to represent him or her.

1.5.3 Evaluation of Qualifying Proposals

Any proposal that the City has determined as non-qualifying will be rejected by the City. All qualifying proposals will be evaluated on the award criteria and compared with regard to the City policy objectives. The City will then prepare a cost analysis, which estimates and compares total costs of occupancy for all proposals evaluated. Costs will be evaluated based on present value of the total costs that will be incurred to use and occupy the proposed premises under the terms of the proposal for the entire term of the lease. The City will then make the final selection of a proposal.

1.5.4 Notification of Proposers

Upon selection of a proposal, the City will notify the selected proposer of the decision in writing. Such notification does not represent a contract, nor does it commit the City to enter into such a contract. It is assumed that both parties will make a good faith effort to negotiate an acceptable lease which shall include build out specifications; but if an agreement is not reached, the City reserves the right to re-advertise or approach another proposer.

1.5.5 Preparation of Lease

After a proposal has been selected, the City will contact the selected owner to finalize a lease. The terms of the lease must be consistent with the solicitation and the selected proposal.

In addition, the lease agreement shall include the Basic Rent, terms including the occupancy start and end dates, heat, air conditioning, and other utility cost responsibility, (exclusive of water and sewer charges which will be the City's responsibility), general use of premises, overall maintenance of the building, alterations, additions, improvements, signage, insurance, defaults, remedies, relationship of parties, notices and other provisions as needed.

The completed lease will incorporate the solicitation specifications for the premises (as revised by agreement of the parties in light of proposal and subsequent negotiation), a renovation schedule for completion of improvements, if any, and a schematic drawing of the premises.

1.5.6 Approval of the Lease:

At the time the completed lease is ready for signatures of both the owner and the City, the City shall initiate a Purchase Order. After the lease has been signed, it should be noted, that no obligation shall be considered to have incurred under the agreement unless and until said Purchase Order has been duly issued, signed and approved. The execution of the lease is subject to both (1) the approval of the Board of Aldermen and (2) appropriation of funds for the first year of the lease.

The City will make payment to the landlord on a monthly basis. Payments will be made only after the landlord submits an invoice for the monthly rent.

Design and Build-out of Improvements: Improvements shall not commence until the owner receives a copy of the fully executed lease and the City has approved the final floor plan submitted by the owner. Following execution of the lease it is the owner's responsibility to deliver the premises to the City in conformance with the requirements of this solicitation and its approved floor plan.

This includes providing all technical and professional expertise (architectural, structural, mechanical, electrical, etc.) renovation plans prepared by licensed professionals (including final design layout), labor, materials, permits, a Certificate of Completion and Certificate of Occupancy to provide a complete facility ready for occupancy. The owner is responsible for the timeliness and quality of improvements.

During any necessary renovations, official communication regarding the project is through the authorized City representative. The City must approve changes to the approved design in writing. Punch list items are to be completed within thirty (30) days of occupancy.

All responses will be reviewed by an evaluation committee composed of employees of the City. However, the City reserves the right to involve an outside consultant in the selection process. Final selection will be based upon the evaluators' analysis of the information and materials provided by the proposing vendors in their submissions. The lease will be awarded to the responsible Offeror whose offer will be most advantageous to the City.

Before awarding the contract, the City may request additional information from the Offeror to insure that the Offeror has the necessary resources to perform the required services. The City reserves the right to reject any and all responses if it determines that the criteria set forth have not been met.

1.6 Award Factors

The following criteria will be used to compare the relative merits of qualifying proposals. The City will award a lease to the responsible Offeror whose offer will be most advantageous to the City.

- a. The combination of factors below is significantly more important than price.
- b. The following award factor(s) will be considered:

1.6.1 Location

Suitability of the proposed location for the operations of the facility including:

1.6.1.1 Access

Responses will be evaluated for ease of access to the proposed building by residents of the City of Somerville traveling on foot, by bicycle, by automobile or public transit.

1.6.1.2 Parking

Parking proximity, accessibility, and cost of public and reserved parking. Parking areas and walkways between them and the proposed building should be adequately lit. A minimum of 50 off street parking spaces must be provided for the exclusive use of the Water and Sewer Department. Preference will be given if more than 50 parking spaces are provided.

1.6.1.3 Neighborhood Characteristics

Characteristics of the surrounding neighborhood, including compatibility of neighboring uses, safety and security, availability of basic services. Due to the nature and hours of Water and Sewer operations, surrounding neighborhood should be primarily commercial/industrial in nature. Adjacent uses that negatively impact the health and safety of staff or clients will be considered in evaluating proposals. Preference will be given to a stand-alone building.

1.6.2 Building Conditions:

Enclosure, Systems and Common Areas: Quality condition and functional efficiency of the proposed building (with improvements proposed by the landlord). Includes specific consideration of:

1.6.2.1 Building Enclosure and Systems

The condition of the building envelope will be evaluated, including the roof, foundation, walls, and exterior windows and doors. The current condition of the HVAC and electrical systems and their ability to reliably handle the City's requirements will be evaluated. Preference will be given to a building which has an emergency generator and/or redundant electrical supply.

1.6.2.2 Building Common Areas

Public areas, including the building entrance, lobby, vestibules, stairs, corridors, ramps, elevators and restrooms, should present a professional image. Cramped, unattractive lobbies; narrow,

dimly lit corridors; or inadequate or poorly located rest rooms may be cited by the City for renovation as a condition of tenancy or may be a reason for disqualification of a proposal.

1.6.2.3 Vestibule

In cases where the lease space has direct access to the outside, the premises should have a vestibule, for weather control and worker comfort, with exterior door opening into vestibule, and entry into the lease space through entrance doors. All vestibules must have a minimum level of 20 foot-candle lighting at floor level. Vestibules are not included in usable area.

1.6.2.4 Security Lighting

Security lighting should be provided at a minimum level of 10 foot-candles for all corridors and areas used by City staff. The Federal and State workplace requirements set forth in Appendix A, at a minimum, must be met.

1.6.3 Execution of the Lease

Willingness of the landlord to enter into a lease agreement drawn up by the City.

1.6.4 Timely Completion of the Work

Ability of the landlord to have the proposed premises ready for occupancy by the City on or close to the desired date of occupancy.

1.6.5 Technical and Financial Capacity

Technical and financial capacity of the landlord to design and build out the space as necessary to meet the City's needs within the proposed price and in accordance with the specifications. Proof of ability to fund the build out should be provided in the proposal. Proof may consist of a letter from a bank, credit report or a bank statement.

1.6.6 Building Management

Ability of the landlord to provide the building management services specified in the RFP in a professional and timely manner.

1.6.7 Past Performance

Entities for which you have leased property to. Please include the lease period, size of property, name, telephone number and email of the contact person at each and a description of the nature of the lease. The City reserves the right to use itself as a reference / past performance. No history of past performance (i.e. if a new property) will be viewed as neutral.

1.6.8 Cost

The City will evaluate costs based on the present value of the total costs that will be incurred to use and occupy the proposed premises under the terms of the proposal for the entire term of the lease. These costs include the rent and any operating expenses paid directly by the tenant, such as utilities, that are not included as part of the rent. Costs not contained in the proposal will be estimated based on information provided by the City or obtained from market data.

1.7 Proposal Response Format

Responses must be submitted in accordance with the requirements set forth in this solicitation. These requirements were developed to standardize the preparation of responses while helping to assure consistency in format and content. This process will reduce the time required to prepare a response and will simplify the review process by City staff. Results of the proposal review process will be utilized to establish a preliminary ranking of the proposers. All information in your response should be organized and presented as directed below. Please contain the following information in this particular order:

1. Cover Letter
2. Award Factors
3. Pricing
4. Completed Forms
 - Summary Form
 - Disclosure Statement
 - Non Collusion & Tax Compliance
 - Certificate of Authority
 - Somerville Living Wage Ordinance (if incorporated)
 - Vendor TIN Form

Responses shall be prepared on standard 8.5 x 11 inch paper (charts may be landscaped but must be on 8.5 x 11 inch paper) and shall be in a legible font size (12). All pages of each response shall be appropriately numbered, and identified with the solicitation number. For ease of reference, consecutive page numbering is required.

Elaborate format and binding are neither necessary nor desirable. All binders will be capable of lying flat when opened. All binders will allow for easy removal and replacement of pages.

1.7.1 Cover Letter

Include a cover letter will summarize, in a brief and concise manner that the Offeror understands of the requested services. Please include the official name of the firm submitting the proposal, mailing address, e-mail address, telephone number, fax number and contact name. The letter must be signed by an official authorized to bind the proposer contractually and contain a statement that the proposal is firm for ninety (90) days. An unsigned letter or one signed by an individual not authorized to bind the Offeror may be disqualified.

1.7.2 Award Factors

The Offeror shall address the non-price award factors and address how their facility is the most advantageous for the City of Somerville Water and Sewer Department. Please include floor plans, pictures, facility brochures and any other documentation that addresses our needs.

1.7.3 Pricing Page

Complete pricing page as required in Section 3.0.

1.7.4 Forms

All listed forms stated in Section 1.7 shall be filled out by the Offeror and submitted in the response. Failure to do so may deem your proposal non-responsive

(THIS SECTION LEFT BLANK INTENTIONALLY)

SECTION 2.0 PROPERTY SPECIFICATION

2.1 Project Summary/General Requirements

The City of Somerville invites proposals to lease space for Water and Sewer Department operations, in accordance with the terms, conditions, and specifications described herein. Offerors are required to prepare a complete offer and submit a proposal response to the City.

2.2 Description of Space Need

The Somerville Water and Sewer Department requires a minimum of 20,000 square feet for general office space, garage space and other functions as described in the attached specification sheets.

Summary of Space Needs:

1. Space must be within the City of Somerville. Preference will be given to locations that are close to public transportation which serves Somerville residents
2. A minimum of 50 parking spaces is required. Preference will be given to a location with greater than 50 parking spaces
3. Approximate size: a minimum of 20,000 square feet is required. See attached for approximate size of specific areas within the space
4. Location must be fully handicap accessible, including an elevator if more than one level, and have dedicated accessible parking available
5. Preferred configuration shall conform to attached specification sheets
6. Each office area must include sufficient phone lines, fax lines and data lines for general office use
7. 10 year lease with additional 2 (two) 10 -year extensions at the sole option of the City
8. Estimated utility costs to be identified in proposal
9. Build out costs must be included in lease price for the guaranteed 10 year period
10. The building, after build out is complete, must meet workplace requirements under state and federal law, including but not limited to, requirements set forth in Appendix A

2.2.1 Usable Area

For the purposes of this lease the term “Usable Area” shall mean, with respect to the premises or any space removed from or added to the premises, the square footage determined by measuring the entire floor area of the premises bounded by a line established by the predominant inside finish of the permanent outside building walls which abuts the floor (not from the inside face of the windows) and by the interior surfaces of corridor walls or other demising walls. No deductions shall be made for columns or other projections necessary to the building structure or systems or other partitions subdividing the premises. Notwithstanding the foregoing, under no circumstances shall the Usable Area include elevator shafts, vestibules, stair enclosures elevator machine rooms or other building equipment areas, janitorial, electrical or mechanical closets,

loading platforms, smoking vestibules required by law, or restrooms, irrespective of whether tenant occupies the entire floor or the entire building.

2.3 Location

The proposed building must be located within the City of Somerville.

2.4 Building Conditions

2.4.1 Building codes

The proposed building must comply with all applicable federal, state and local code requirements. If a proposal is accepted subject to the owner meeting certain code requirements, the City will not take occupancy of the space until all code deficiencies have been fully corrected, including the Americans with Disabilities Act and 521 CMR.

2.4.2 Hazardous Substances

The Offeror must confirm that all hazardous substances in or under the proposed building and property, whether presently known or discovered, shall be remediated to the satisfaction of the City before its occupancy of the Building.

2.4.3 Barrier Free Access

The proposed building must be free of barriers preventing access to the proposed space by persons with disabilities, or proposer must indicate in the proposal how such barriers would be removed (i.e., by installing elevators, ramps, lifts, etc.) in accordance with 521 CMR of the Massachusetts Architectural Access Board. Buildings with passenger or freight elevators must have automatic self-service controls and cab sizes that comply with 521 CMR. The proposed building must have, or the landlord must be willing to provide, an accessible drop-off area in front of the building or accessible parking spaces closest to an accessible route of travel.

2.5 Systems and Enclosures

2.5.1 HVAC

HVAC systems must be fully automatic and capable of maintaining minimum winter temperatures of 68 degrees Fahrenheit and maximum summer temperatures of 78 degrees Fahrenheit throughout the leased premises. Temperature control of the space must be made available to the City. All areas must be ventilated in conformance with existing codes.

2.5.2 Electrical Service

Electrical service must be of sufficient capacity to provide an electrical system that is complete, tested and ready for operation for both power and lighting distribution. All conduit, wiring and electrical equipment and fixtures to be installed and grounded in accordance with the latest rules and regulations of the Nation and Massachusetts Electrical and Building Codes, the requirements

of the utility company, and the local electrical inspection department. An emergency generator and/or redundant power supply is desired.

2.5.3 Telephone Wiring

The landlord is to provide a complete telephone wiring system. Jacks shall be wired from one specified site within the building to each location designated on the Space Plan to allow for the operation of one unified agency telephone system that is consistent and connected to the City-wide telephone system. The premises should be able to accommodate multiple dedicated phone lines. Securing the installation of these lines will be the responsibility of the City. The landlord is to provide access to the building prior to occupancy to allow for the installation of the telephone system.

2.5.4 Data Wiring

All jack locations must be wired back to a patch panel mounted in an enclosed equipment cabinet. The equipment cabinet and patch panel will be provided by the City. All jack locations must be labeled with machine generated labels. Each label must indicate the number of its corresponding jack on the patch panel. All jacks shall be flush mounted. If specified locations do not allow for flush mounting (i.e., brick wall or columns) such locations shall be surface mounted. All surface mounted locations shall have cable running down from the ceiling. All cable and jacks must be fully tested. All wiring must conform to existing codes.

2.6 Building Common Areas

2.6.1 Rest Rooms

The landlord must provide and install rest rooms as dictated by code and in conformance with the attached space needs assessment.

2.7 Building Conditions: Structure and Layout

2.7.1 Total Square Footage

Proposal must offer the amount of space in net usable square feet. The City reserves the right to accept proposals for an amount of space that varies from this amount, provided that it meets or exceeds the City's needs.

2.7.2 Build Out

Proposer must agree to substantially meet the specifications of this solicitation or must suggest within the proposal alternatives acceptable to the City. All improvements shall be provided by the proposer and shall be in accordance with all specifications defined in this solicitation. Prior to the completion of the final design phase, the landlord shall submit to the City for approval prior to renovations, any cuts, samples and color swatches necessary to show the manufacturer's standard product line for any new finishes. **Labor to complete the build out is subject to prevailing wages. Please see Appendix B for prevailing wage rates.**

2.7.3 Floor Loading

Floor loading must meet minimum capacities required by code, and the landlord must certify that the building can meet any special floor loading requirement.

2.7.4 Signage

Proposer must provide signage that includes room numbers or room names (i.e. Conference Room, Rest Room, etc.). Proposer must provide and install directories at the main entrance (s) and each floor of multiple story buildings to allow visitors to easily find their way to the leased premises.

2.7.5 Life Safety

The condition of fire protection equipment and materials including, but not limited to, fire doors, fire walls, fire stops, fire extinguishers, exit route diagrams, exit signs, and alarm systems, and the existing and proposed condition of emergency lighting, including such lighting in restrooms and along paths of egress.

2.8 Landlord Services

The services described in this section are those that the landlord will be expected to provide under the terms of a City lease. If the landlord is either unwilling or unable to meet any of these specifications, this should be clearly indicated in the proposal so that the City can take this into account when evaluating the proposal.

2.8.1 Utilities

The proposed rental rate and annual rent is to be exclusive of utilities. The City will assume responsibility for utilities, including water and sewer services, upon occupancy.

2.8.2 Maintenance and Snow Removal

The premises shall be maintained in good repair and tenantable condition. The grounds are to be kept clean and free of litter and must receive proper landscaping care. Snow and ice to be removed from all entrances, sidewalks and parking areas before normal working hours and thereafter as necessary, salt and sand to be used as necessary to ensure safety.

The landlord is to provide continuous routine maintenance and repair services needed to maintain the property in good condition. This includes, but is not limited to, the repair or replacement of broken glass, roof and ceiling leaks, floor, walls, ceiling, plumbing, locks, fire protection equipment, lighting fixtures and lamps, heating, ventilating and air conditioning systems, security systems, and elevators. HVAC equipment to be serviced, filters replaced and diffusers cleaned in accordance with manufacturer's recommendations, or more often if local conditions dictate. During lease term the landlord is responsible for replacing with equal goods, worn or damaged ceiling tiles, carpet when the backing becomes visible or damaged, and to repair and repaint wall surfaces.

2.8.3 Building Access

Access to the premises shall be available on a 24 hour/7 day per week basis.

2.9 Space Needs Assessment

Please submit an informal floor plan based upon the attached space needs assessment. See following pages:

(THIS SECTION LEFT BLANK INTENTIONALLY)

Office Space

Description	Dimensions	Sq Ft. Each	Quantity	Sq Ft. Total	Comments
Director's Offices	15' x 20'	300	2	600	Standard finish
Managers' Offices	15' x 15'	225	3	675	Standard finish
Standard Offices	10' x 15'	150	2	300	Standard finish
Workstation	10' x 10'	100	2	200	Standard finish
Standard Cubicle	8' x 6'	48	2	96	Standard finish
Large Conference Area	15' x 25'	375	1	375	Standard finish/white board/cable hook-up
Small Meeting Room	15' x 15'	225	1	225	Standard finish/white board
Large Reception Area w/counter	20' x 25'	500	1	500	Standard finish
Copy Room	15' x 10'	150	1	150	Standard finish
Kitchen Area/Pantry	15' x 20'	300	1	300	Standard finish/Sink/W&D hookup
Break Room/Muster Area	15' x 20'	300	1	300	Standard finish/cable hook-up(W&D hook-up if not in kitchen)
Storage Room	10' x 20'	200	1	200	Standard finish
IDF/MDF (Independent/Main Distribution Frame)	10' x 10'	100	1	100	Standard finish
Files/Library	15' x 25'	375	2	750	Standard finish
Other:	Occupancy	ft per occ.	quantity	total sq. ft.	
Men's Room/Men's Locker Room (include lockers/shower(s)/toilets/sinks)	10	25	1	250	lockers (10);showers (2);toilets/stalls(2); urinals (2); sinks(2)
Women's Room/Women's Locker Room (include lockers/shower(s)/toilets/sinks)	10	25	1	250	lockers (10); showers (1); toilets (2);sinks(2)
Subtotal:				5,271	
+ Circulation Area(30%) :				1,581	
Total Usable Square Feet:				6,852	
+ Add-On Factor(15%) :				1,028	
Total Rentable Square Feet:				7,880	

Additional office space of 2,200 ± sq. ft. will be required for future expansion.

Garage Space

Deep (ft.)	Wide (ft.)	SF	Quantity	Total SF
40	12	480	9	4,320
47	12	564	10	5,640
At least 1 Bay door must be 14' tall				
Minimum Garage Space Required				9,960

**SECTION 3.0
PRICING**

The undersigned has read the solicitation and has carefully examined all specifications therein. The undersigned certifies that prior to occupancy by the City, the proposed property shall comply with all terms and conditions; the Offeror is an eligible proposer as defined in the solicitation; and there are no known obstacles to prevent the owner from executing a lease, which could invalidate such agreement. The undersigned acknowledges that the City may reject any and all proposals, or cancel the solicitation at any time. The undersigned proposes to lease the property to the City of Somerville.

Please complete the table of the following page by filling in the proposed rental rate and estimated utilities. Rent should include the entire payment to the landlord. No separate payments will be made for build out, maintenance, snow removal or any other costs incurred by the landlord in the fulfillment of the lease agreement.

NAME OF COMPANY / INDIVIDUAL: _____

ADDRESS:_____

CITY/STATE/ZIP:_____

TELEPHONE/FAX/EMAIL: _____

SIGNATURE OF AUTHORIZED INDIVIDUAL:

ACKNOWLEDGEMENT OF ADDENDUMS:

Addendum #1 _____ **#2** _____ **#3**_____ **#4** _____

Base Period: Years 1 - 10

	Sq. ft.	Yr 1 rent	Yr 2 rent	Yr 3 rent	Yr 4 rent	Yr 5 rent	Yr 6 rent	Yr 7 rent	Yr 8 rent	Yr 9 rent	Yr 10 rent
Base rent/sq ft											
Est. Utilities											
Annual Cost											

Optional Years 11-20

Base rent	Sq. ft.	Yr 11 rent	Yr 12 rent	Yr 13 rent	Yr 14 rent	Yr 15 rent	Yr 16 rent	Yr 17 rent	Yr 18 rent	Yr 19 rent	Yr 20 rent
Escalation %											

Optional Years 21-30

Base rent	Sq. ft.	Yr 21 rent	Yr 22 rent	Yr 23 rent	Yr 24 rent	Yr 25 rent	Yr 26 rent	Yr 27 rent	Yr 28 rent	Yr 29 rent	Yr 30 rent
Escalation %											

SECTION 4.0 INVOICING REQUIREMENTS

4.1 General

Each invoice shall be e-mailed to the designated billing office at the following address:

**Ginger Barrett, Director of Water & Sewer
City of Somerville, Water & Sewer Department
mbarrett@somervillema.gov**

To ensure a proper invoice, the invoice must include the following information and/or attached documentation:

- 1) Name of the business concern, invoice number and invoice date;
- 2) Contract number, or Purchase Order number;
- 3) Description, price, and quantity and services actually delivered or rendered;
- 4) Payment terms;
- 5) Name (where practicable), title, phone number, and complete mailing address of responsible official to whom payment is to be sent; and
- 6) Other substantiating documentation or information as required by the contract.

(THIS SECTION LEFT BLANK INTENTIONALLY)

SECTION 5.0 FORMS

Required Form Submissions by Offeror

1. Summary Form
2. Disclosure Statement
3. Non Collusion & Tax Compliance
4. Certificate of Authority
5. Somerville Living Wage Ordinance (if incorporated)
6. Vendor TIN Form

Post Award

1. Proposer's Deed to property (for lease or purchase)
2. Copy of Title Insurance Policy for property, if any
3. Master Deed, Condominium Trust, and Master Deed Plans, if a Condominium
4. Certificate of Good Standing (if corporation)

Summary Form

Name of Proposed Building:	
Address of Proposed Building:	
Proposed Net Usable Area (SF):	
Term of Lease (years):	

Proposer Company Name:	
Proposer Contact Person:	
Proposer Address:	
Proposer Telephone:	

Building Owner Name:	
Building Owner Address:	
Building Owner Telephone:	

**Disclosure Statement
Acquisition/Disposition of Real Property**

The undersigned does hereby file the following statement with the Commonwealth of Massachusetts Division of Capital Asset Management (DCAM) for the purpose of disclosure pursuant to section 40J of Chapter 7 of the General Laws of Massachusetts:

REAL PROPERTY:

SELLER () LESSOR ():

BUYER () LESSEE ():

TERMS: Purchase Price:
 Closing Date:
 Other:

Listed below are the true names and addresses of all persons who have or will have a direct or indirect beneficial interest in the Property. There is no person with a direct or indirect beneficial interest in the property who is either an official elected to public office in the City of Somerville or an employee of the City of Somerville.

_____ of _____
_____ of _____
_____ of _____

Name: _____

By: _____

Title: _____



Non-Collusion Form and Tax Compliance Certification

Instructions: Complete each part of this two-part form and sign and date where indicated below.

A. NON-COLLUSION FORM

I, the undersigned, hereby certify under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person.

As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Signature: _____
(Individual Submitted Bid or Proposal)
Duly Authorized

Name of Business or Entity: _____

Date: _____

B. TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. c. 62C, §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, as well as paid all contributions and payments in lieu of contributions pursuant to MGL 151A, §19A(b).

Signature: _____
(Duly Authorized Representative of Vendor)

Name of Business or Entity: _____

Social Security Number or Federal Tax ID#: _____

Date: _____



Certificate of Authority (Limited Liability Companies Only)

Instructions: Complete this form and sign and date where indicated below.

1. I, the undersigned, being a member or manager of

(Complete Name of Limited Liability Company)

a limited liability company (LLC) hereby certify as to the contents of this form for the purpose of contracting with the City of Somerville.

2. The LLC is organized under the laws of the state of: _____.

3. The LLC is managed by (**check one**) a Manager or by its Members.

4. I hereby certify that each of the following individual(s) is:

- a member/manager of the LLC;
- duly authorized to execute and deliver this contract, agreement, and/or other legally binding documents relating to any contract and/or agreement on behalf of the LLC;
- duly authorized to do and perform all acts and things necessary or appropriate to carry out the terms of this contract or agreement on behalf of the LLC; and
- that no resolution, vote, or other document or action is necessary to establish such authority.

<u>Name</u>	<u>Title</u>

5. **Signature:**_____

Printed Name: _____

Printed Title:_____

Date: _____



Certificate of Authority (Corporations Only)

Instructions: Complete this form and sign and date where indicated below.

1. I hereby certify that I, the undersigned, am the duly elected Clerk/Secretary of

(Insert Full Name of Corporation)

2. I hereby certify that the following individual _____
(Insert the Name of Officer who Signed the Contract and Bonds)

is the duly elected _____ of said Corporation.
(Insert the Title of the Officer in Line 2)

3. I hereby certify that on _____
(Insert Date: Must be *on or before* Date Officer Signed Contract/Bonds)

at a duly authorized meeting of the Board of Directors of said corporation, at which a quorum was present, it was voted that

(Insert Name of Officer from Line 2) (Insert Title of Officer from Line 2)

of this corporation be and hereby is authorized to make, enter into, execute, and deliver contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below.

4. **ATTEST:**

Signature: _____
(Clerk or Secretary)

AFFIX CORPORATE SEAL HERE

Printed Name: _____

Printed Title: _____

Date: _____
(Date Must Be *on or after* Date Officer Signed Contract/Bonds)



SOMERVILLE LIVING WAGE ORDINANCE CERTIFICATION FORM

CITY OF SOMERVILLE CODE OF ORDINANCES SECTION 2-397 et seq.*

Instructions: This form shall be included in all Invitations for Bids and Requests for Proposals which involve the furnishing of labor, time or effort (with no end product other than reports) by vendors contracting or subcontracting with the City of Somerville, where the contract price meets or exceeds the following dollar threshold: \$10,000. If the undersigned is selected, this form will be attached to the contract or subcontract and the certifications made herein shall be incorporated as part of such contract or subcontract. **Complete this form and sign and date where indicated below on page 2.**

Purpose: The purpose of this form is to ensure that such vendors pay a “Living Wage” (defined below) to all covered employees (i.e., all employees except individuals in a city, state or federally funded youth program). In the case of bids, the City will award the contract to the lowest responsive and responsible bidder paying a Living Wage. In the case of RFP’s, the City will select the most advantageous proposal from a responsive and responsible offeror paying a Living Wage. In neither case, however, shall the City be under any obligation to select a bid or proposal that exceeds the funds available for the contract.

Definition of “Living Wage”: For this contract or subcontract, as of _____ “Living Wage” shall be deemed to be an hourly wage of no less than _____ per hour. From time to time, the Living Wage may be upwardly adjusted and amendments, if any, to the contract or subcontract may require the payment of a higher hourly rate if a higher rate is then in effect.

CERTIFICATIONS

1. The undersigned shall pay no less than the Living Wage to all covered employees who directly expend their time on the contract or subcontract with the City of Somerville.
2. The undersigned shall post a notice, (copy enclosed), to be furnished by the contracting City Department, informing covered employees of the protections and obligations provided for in the Somerville Living Wage Ordinance, and that for assistance and information, including copies of the Ordinance, employees should contact the contracting City Department. Such notice shall be posted in each location where services are performed by covered employees, in a conspicuous place where notices to employees are customarily posted.
3. The undersigned shall maintain payrolls for all covered employees and basic records relating hereto and shall preserve them for a period of three years. The records shall contain the name and address of each employee, the number of hours worked, the gross wages, a copy of the social

* Copies of the Ordinance are available upon request to the Purchasing Department.

security returns, and evidence of payment thereof and such other data as may be required by the contracting City Department from time to time.

4. The undersigned shall submit payroll records to the City upon request and, if the City receives information of possible noncompliance with the provisions the Somerville Living Wage Ordinance, the undersigned shall permit City representatives to observe work being performed at the work site, to interview employees, and to examine the books and records relating to the payrolls being investigated to determine payment of wages.

5. The undersigned shall not fund wage increases required by the Somerville Living Wage Ordinance by reducing the health insurance benefits of any of its employees.

6. The undersigned agrees that the penalties and relief set forth in the Somerville Living Wage Ordinance shall be in addition to the rights and remedies set forth in the contract and/or subcontract.

CERTIFIED BY:

Signature: _____
(Duly Authorized Representative of Vendor)

Title: _____

Name of Vendor: _____

Date: _____

INSTRUCTIONS: PLEASE POST

**NOTICE TO ALL EMPLOYEES
REGARDING PAYMENT OF LIVING WAGE**

Under the Somerville, Massachusetts' Living Wage Ordinance (Ordinance No. 1999-1), any person or entity who has entered into a contract with the City of Somerville is required to pay its employees who are involved in providing services to the City of Somerville no less than a "Living Wage".

The Living Wage as of _____ is _____ per hour. The only employees who are not covered by the Living Wage Ordinance are individuals in a Youth Program. "Youth Program" as defined in the Ordinance, "means any city, state or federally funded program which employs youth, as defined by city, state or federal guidelines, during the summer, or as part of a school to work program, or in any other related seasonal or part-time program."

For assistance and information regarding the protections and obligations provided for in the Living Wage Ordinance and/or a copy of the Living Wage Ordinance, all employees should contact the City of Somerville's Purchasing Department directly.



CITY OF SOMERVILLE, MASSACHUSETTS

JOSEPH A. CURTATONE
MAYOR

Vendor Certification

The vendor certifies that it has provided the City of Somerville with an accurate tax identification number (TIN). In the event that the City is fined by the IRS for an incorrect TIN provided by the vendor, the vendor agrees to reimburse the City for the amount of the fine.

TIN

Signature

Printed Name of Person signing

Company

Date



CERTIFICATE OF GOOD STANDING

TO: Vendor

FROM: Purchasing Department

RE: **CERTIFICATE OF GOOD STANDING**

The **Awarded Vendor** must comply with our request for a **CURRENT “Certificate of Good Standing”**.

If you require information on how to obtain the “Certificate of Good Standing” or Certificate of Registration (Foreign Corporations) from the Commonwealth of Massachusetts, please call the Secretary of State’s Office at (617) 727-2850 (Press #1) located at One (1) Ashburton Place, 17th Floor, Boston, MA 02133 or you may access their web site at: www.sec.state.ma.us/corp/certificates/certificate_request.asp

If your company is incorporated outside of Massachusetts and therefore is a “foreign corporation”, but is registered to do business in Massachusetts, please comply with our request for the Certificate of Registration from the Commonwealth of Massachusetts. If your company is a foreign corporation, but is not registered to do business in Massachusetts, please provide the Certificate of Good Standing from your state of incorporation.

Please note that without the above certificate (s), the City of Somerville cannot execute your contract.

IMPORTANT NOTICE

Requests for Certificates of Good Standing by mail may take a substantial amount of time. A certificate may be obtained immediately in person at the Secretary’s Office at the address above. Also, at this time, the Secretary of State’s Office may not have your current annual report recorded. If this is the case, and you are therefore unable to obtain the Certificate of Good Standing, please forward a copy of your annual report filing fee check with your signed contracts. Please forward your original Certificate of Good Standing to the Purchasing Department upon receipt.

Thank You,

Purchasing Director

INSURANCE SPECIFICATIONS

INSURANCE REQUIREMENTS FOR AWARDED VENDOR ONLY:

Prior to commencing performance of any work or supplying materials or equipment covered by these specifications, the contractor shall furnish to the Office of the Purchasing Director a Certificate of Insurance evidencing the following:

A. GENERAL LIABILITY - Comprehensive Form

Bodily Injury Liability.....\$ One Million

Property Damage Liability.....\$ One Million

B. COVERAGE FOR PAYMENT OF WORKER'S COMPENSATION BENEFIT PURSUANT TO CHAPTER 152 OF THE MASSACHUSETTS GENERAL LAWS IN THE AMOUNT AS LISTED BELOW:

WORKER'S COMPENSATION.....\$ Statutory

EMPLOYERS' LIABILITY.....\$ Statutory

C. AUTOMOBILE LIABILITY INSURANCE AS LISTED BELOW:

BODILY INJURY LIABILITY.....\$ STATUTORY

1. A contract will not be executed unless a certificate (s) of insurance evidencing above-described coverage is attached.
2. Failure to have the above-described coverage in effect during the entire period of the contract shall be deemed to be a breach of the contract.
3. All applicable insurance policies shall read:
"CITY OF SOMERVILLE" as a certificate holder and as an additional insured for general liability only along with a description of operation in the space provided on the certificate.

Certificate Should Be Made Out To:

**City Of Somerville
Purchasing Department
93 Highland Avenue
Somerville, Ma. 02143**

Note: If your insurance expires during the life of this contract, you shall be responsible to submit a new certificate(s) covering the period of the contract. No payment will be made on a contract with an expired insurance certificate.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

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

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

PRODUCER	CONTACT NAME:	
	PHONE (A/C, No. Ext):	FAX (A/C, No):
INSURED	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	
	NAIC #	
	INSURER A :	
	INSURER B :	
	INSURER C :	
INSURER D :		
INSURER E :		
INSURER F :		

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

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

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

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

DESCRIPTION OF PROJECT, SOLICITATION NUMBER AND THAT THE CITY OF SOMERVILLE IS A CERTIFICATE HOLDER AND ADDITIONAL INSURED

CERTIFICATE HOLDER

CERTIFICATES SHOULD BE MADE OUT TO:

CITY OF SOMERVILLE
PURCHASING DEPARTMENT
93 HIGHLAND AVE
SOMERVILLE, MA 02143

CANCELLATION

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

AUTHORIZED REPRESENTATIVE

APPENDIX A

WATER DAMAGED MATERIALS AND INDOOR AIR QUALITY

The Massachusetts Occupational Hygiene Program provides the following information and recommendations. Water damage to carpeting, ceiling tiles, insulation, and other materials can present problems due to microbial contamination and odor. The source of water causing the damage is a significant factor. Sanitary plumbing leaks are a clear health hazard. Water contaminated by passage through chemically treated materials or from outside puddling areas can have additional impact.

Any water damage can result in microbial growth. All that is needed for microbial growth to occur is a substrate, nutrients, warmth, and moisture. Wood, paper, some carpets and carpet backings, and other building materials and furnishings act as both substrate and nutrient. Substrates are surfaces that will trap nutrients such as dead skin cells, food crumbs, dust, dust mites, animal dander, dead insect parts and soil. This "dirt" can also contain the spores and "seeds" for such common microbiological contaminants as molds, fungi, mildews and bacteria. Sufficient moisture and adequate time for growth are often the final ingredients. Light is not always necessary and only moderate warmth (temperatures slightly above freezing) is required.

Although odors are often characteristic, they need not be present for problems to occur. Some health effects are dependent upon the airborne concentration of biological matter, the area's environmental conditions and individual susceptibility. Health problems can include headaches, eye and skin irritation, asthma, aggravation of existing respiratory conditions, other typical allergic symptoms, and hypersensitivity pneumonitis. Hypersensitivity and allergic responses can be triggered by very minimal exposure. Although children are often more susceptible than adults, there is evidence that within a contaminated environment occupants can become sensitized and responses may be intensified in individuals who are already sensitized.

Simply drying the affected areas seldom works because problems can persist after materials are dry due to residual spores and dead cellular matter from any microbiological growth. Some materials can be decontaminated readily by thorough cleaning and drying. However, most porous materials, in particular jute backings for carpets, may need replacing. Cleaning of installed carpeting is often unsuccessful due to the difficulty in thoroughly removing contamination from both carpet and padding. Some cleaning techniques leave the carpet wet enough, long enough, to allow contamination to reappear. For those areas where moisture is a periodic or a persistent problem, both non-porous surfaces and periodic inspections /cleanings are recommended. If carpeting is necessary, it should be readily removable for cleaning (i.e. carpet tiles, throw rugs).

Experts have stated that air or material sampling for microbial contamination, where evidence of gross contamination is clear, is not cost effective. Sampling would not result in any change in recommendations for remediation. Contaminated materials need to be removed and steps taken to prevent the reoccurrence of water damage.

Thermal Comfort Guidelines for Indoor Air Quality

In the absence of any law or regulation dealing with thermal comfort in the workplaces of the Commonwealth of Massachusetts, the Occupational Hygiene Program provides the following guidelines summarized in the table below. These guidelines are taken from the American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE) Standard 55-1992. The ASHRAE Standard describes the temperature and humidity ranges that are comfortable for 80% of people engaged in largely sedentary activities. It assumes normal indoor clothing. A person's age, activity level, and physiology affect the ideal thermal comfort for that individual.

Uniformity of temperatures is important to comfort. Temperatures can vary from room to room or can be stratified so that there are warm and cool zones at different levels within a room. A well-designed ventilation system and proper insulation are needed to minimize stratification of air temperatures and maximize thermal comfort. If air is not properly mixed, there may be warmer air near the ceiling and cooler air by the floor. Ventilation diffusers should be spaced to provide even heating and cooling to the work areas. Large windows and poorly insulated walls and floors can lead to drafts in the winter and heat gain in summer. Recent evidence suggests that the perceived air quality is worse when temperatures rise above 76°F regardless of the actual air quality.

Humidity is also a factor. Excessively high or low relative humidity can both produce discomfort. There is considerable debate concerning recommended levels of humidity. In general, the range of humidity levels recommended by different organizations ranges from 30-60%.

Elevated relative humidity reduces the body's ability to lose heat through perspiration and evaporation. When this happens, individuals may perceive temperatures to be higher than they actually are. High relative humidity may also promote the growth of mold and mildew. On the other end, low relative humidity can cause discomfort due to drying of the nose, throat, mucous membranes and skin. However, the addition of humidity is usually not recommended due to the risks of enhanced microbial growth associated with improperly maintained humidification systems. Decreasing the temperature to the low end of the comfort range is one way to increase the relative humidity level in winter months.

Suggested Ranges of Temperature and Relative Humidity During Summer and Winter (Assumes typical summer and winter clothing at light/sedentary activity levels)

30%	68.5°F-75.5°F	74.0°F-80.0°F
40%	68.0°F-75.0°F	73.5°F-80.0°F
50%	68.0°F-74.5°F	73.0°F-79.0°F
60%	67.5°F-74.0°F	73.0°F-78.5°F

Form 389, Thermal Comfort, 11/26/1997 (Page 1 of 1) MA Div of Occupational Safety Occupational Hygiene Program

INDOOR AIR QUALITY BULLETIN

HVAC SYSTEMS AND BUILDING MAINTENANCE GUIDELINES

Experience has shown that HVAC system and building maintenance can be important factors affecting indoor air quality. The following are important parameters that need to be addressed:

HVAC System Maintenance-The various components of an HVAC system should be maintained on a regular basis. This can be done by in-house personnel or contracted to an outside company. Documentation should be made of any HVAC maintenance. A checklist should show each maintenance item and the location that it was performed. This maintenance procedure should be compared to the maintenance frequency that is recommended by the manufacturer.

HVAC controls are the brain function of the HVAC system. They tell the HVAC system when to turn on such things as the heat or the air conditioning. HVAC controls information should be maintained on-site. They should be available to such people as the maintenance staff. The operating manual would include information on maintenance and calibration of the controls.

The clock settings for controls should be checked periodically. Power failures and day light savings time changes are times when settings may need to be adjusted.

Air balancing records should also be kept for the building. Information on the latest balancing report should be on file. This report provides vital information on supply and return air volumes to an area. Air balancing should be evaluated whenever the occupants report significant indoor air quality problems.

The "final" version of original design drawings by the HVAC engineer should be available. This would include information on the amount of supply air in cubic feet/minute(CFM) that were calculated be delivered to an area, as well as the type of occupancy for which the ventilation system was designed.

Proper access should be provided around ventilation equipment for routine maintenance and inspection which should include filter replacement and fan belt adjustment and replacement.

The items that should be checked and cleaned include (but are not limited to):

HVAC grilles-The supply and return grilles in an occupied space can reveal a significant amount about building custodial services

An assumption can be made that when there is water damage or condensation problems in a building, there is bound to be occupant complaints regarding moldy conditions.

Grilles that have a layer of dirt/debris on them should be wet wiped with a 1% bleach solution; and, the cause of the mold should be investigated and remedied. Any nearby ceiling tiles that are contaminated should be disposed of and replaced. Common 2' x 4' ceiling tiles are inexpensive to replace.

Supply grilles that have a layer of dust indicate that HVAC filters are not filtering supply air properly. A more efficient filter should be used to better filter incoming air.

Grilles that have a layer of dust on the return (exhaust grilles) indicate the need for better housekeeping. This is often an indication that floor/carpets are not being cleaned properly. This can often be remedied by more frequent vacuuming/floor cleaning.

Drain pans-Drain pans must function properly. They must be checked to determine if they drain adequately and if they have been installed with adequate sloping. A quick visual inspection can determine if they are operating properly. Plugged drain pans can be a significant source of microbial contamination in a building.

Outdoor air intake louvers-These should be inspected for cleanliness and operation at least twice a year. Bird screens should be installed where past infestation problems by birds have been a problem.

Cooling towers-These should be treated according to the manufacturer's directions. The cooling towers should be treated to control the growth of microbes. Untreated cooling towers can contribute to the growth of respirable microbes such as Legionella.

The following items are additional items of an HVAC system that should be cleaned and checked on a schedule that is recommended by the manufacturer. In the absence of a manufacturer's schedule, a once a year evaluation should be performed of the following components:

Fans Outdoor air intake areas Plenums Heating coils and heat recovery coils

Cooling coils and evaporative coolers Humidifiers Air flow measuring stations

Filters-Filters should have a minimum efficiency of 25-30%. (The new rating system for filters is the Minimum Efficiency Reporting value system). A MER rating of 25-30% efficient is equivalent to a MER rating of 8. Maintenance should strive to purchase filters with an efficiency of 60% (or a value of 10-11 on the MER system). Inexpensive, furnace type filters should not be installed in a HVAC system. Often, these filters do not have a listed efficiency rating.

Pleated, accordion type, filters are a better choice than flat filters. They provide more surface area for filtering out particles.

High efficiency filters may need to be purchased and installed when there are significant number of complaints regarding indoor air quality. These filters are designed to filter at greater than 65% efficiency for particles down to 0.3 microns.

An HVAC system should be able to accommodate high efficiency filters. The static pressure in a system should not build up to the point where the addition of high efficiency filters causes a HVAC system to shut down.

Filters should be changed on a regular basis. This should be a minimum of twice a year. If the filters are extremely dirty before the six month period, they should be changed more frequently (i.e. quarterly).

A build up of dirt/dust on a filter ("dust cake") actually helps a filter to work more efficiently. A dust cake will build up a short period of time after a new filter is installed. Filter efficiency is actually a function of the filter plus the dust cake.

A visual inspection of the dirty filter should be taken to determine what type of particles the filter is trapping to try to minimize entrance of the contaminants into the ductwork. For example, the presence of feathers would indicate that birds have been in the ductwork. Chunks of fiberglass may indicate that fiberglass lined ducts are breaking apart.

The racks that hold filters should have a snug fit against HVAC duct work. They should minimize the bypass of air around filters.

Humidifiers-Humidifiers for the purpose of increasing atmospheric moisture are not recommended. This includes the installation of portable humidifiers to an occupied area. Humidifiers can have a negative impact on indoor air quality. This usually results from a humidifier not being properly maintained and/or installed.

Humidifiers, especially ones labeled as "ultrasonic," can significantly contribute to the growth of microbes in indoor spaces.

Building Maintenance-Custodial activities should be performed when building occupancy is at its lowest level. This is to prevent occupants from being exposed to potentially irritating custodial chemicals and airborne dust.

Building maintenance services should have an active Right-To-Know program. This program should include maintaining all MSDS's on site for any custodial chemicals.

Carpeting-Carpets should be vacuumed at the end of each day for areas that are regularly occupied. Steam cleaning via a steam extraction method should be performed whenever the carpets are visibly dirty. This should be done at least twice a year.

If carpets are worn and have exceeded their useful life, both the carpets and their padding should be removed and replaced.

Carpets and carpet backing should be kept as dry as possible to prevent microbial growth. Carpets that are repeatedly wet should be removed. Non-porous flooring such as tile should be investigated in these cases.

Dusting-Dusting should be performed at least once a week of all office furnishings. Furnishings include desktops, file cabinets, bookcases, lights, and HVAC grilles.

Floors-Floors, and other non-porous flooring, should be swept at least once a day. Floors should be swept during non-occupied hours to minimize dust exposure.

Vacuuming and wet mopping can be substituted for sweeping. Vacuuming should be performed with a HEPA type vacuum cleaner.

~~Garbage~~-Lunch room garbage and trash in waste cans should be taken out each night.

Form 391, IAQ HVAC; 09/17/1998 (Page 3 of 3)
MA Div of Occupational Safety, Occupational Hygiene Indoor Air Quality Program
Tel: 617-969-7177; 1001 Watertown Street, West Newton, MA 02465

INFORMATION ABOUT MOLD AND INDOOR AIR QUALITY

Mold is a normal component of our natural environment. To most people it is harmless and at worst a nuisance. Certain molds have even been found to have a positive (antibiotic) effect (e.g. Penicillin). However, some people can become sensitive (allergic) to specific molds and/or classes of fungi. Clearly the most common type of exposure concern is for and among people who are asthmatic, allergic or prone to hypersensitivity pneumonitis since these individuals may react regardless of the amount of mold present.

ASSESSMENT

All that is needed for microbial growth to occur is a substrate, nutrients, warmth, and moisture. Wood, paper, some carpets and carpet backings, wallboard and other building materials and furnishings act as both substrate and nutrient. Substrates are surfaces that will trap nutrients such as dead skin cells, food crumbs, dust, dust mites, animal dander, dead insect parts and soil. This "dirt" can also contain the spores and "seeds" for such common microbiological contaminants as molds, fungi, mildews and bacteria. **Sufficient moisture** and adequate time for growth are often the final ingredients. Light is not always necessary and only moderate warmth (temperatures slightly above freezing) is required. These fungi have been around for a long time and have become adapted to all types of environments and conditions.

After an increasing frequency of visits involving concerns about mold, this program has examined the issue of sampling for mold and other biologicals. We have reviewed the literature and consulted with experts in the field. This has caused the development of a general policy that this agency does not sample for microbial, nor, does it recommend that such sampling be done. This is also in agreement with the recommendations of the Bioaerosol Committee of the American Conference of Government Industrial Hygienists (ACGIH). Principles among the reasons leading to this decision are:

1. Microbiological air monitoring typically reports results as a number of Colony Forming Units (CFUs). CFUs are the number of live or growing colonies. However, these numbers will mean little to people who are asthmatic, allergic or have hypersensitivities. Sensitive individuals will react to the protein containing residue of mold and other biologicals that lie in the dust.
2. There are no standards against which sample results can be interpreted. Therefore, it would be impractical to sample for them as little useful information can be gained and/or usefully applied. Simply knowing the number of CFUs does not provide information on the relative safety of any area that is evaluated.
3. While there are a wide variety of sampling protocols and methods available to test for microbiologicals, there is no one set method of evaluation. In addition, environmental molds do not lend themselves to the more familiar "medical type" testing, since it depends upon culturing with standard methods and conditions. The environment and the food that is available can change both the color and shape of the colonies. These are key to the

identification of the mold. The same factors can also produce sterile or non-reproducing colonies. These also may be missed in testing that focuses upon "live spores" or "colony forming units".

4. As with all plants, the life cycle of molds varies with the season. It is not uncommon to have high levels of CFUs reported both indoors and outside during the growing season. The reproductivity of molds also varies from day to night.

RECOMMENDATIONS

It is with all of the above in mind that, the following recommendations can be offered:

- 1) Carpets, when present, should be subject to regular (daily) cleaning using one of the relatively new high efficiency (HEPA like) vacuum cleaners. During this daily cleaning, look for water damage. Carpet should also be cleaned professionally on a periodic schedule (every six months), or, whenever excessively soiled. The preferred method for cleaning carpets is steam (hot water) extraction, followed by immediate and thorough drying with sufficient ventilation to accommodate the successful completion of the process. A preference for solid surface materials or carpet tile is felt by this agency, when carpet is to be replaced.
- 2) Attempt to identify areas of concern by visual inspection. Additional information can be gathered by smelling the area(s) for the characteristic odors associated with mold. The ventilation system should also be examined in a similar way.
- 3) Eliminate all sources of water. All leaks should be fixed. Excessive humidity can often be removed and/or controlled with dehumidifiers.
- 4) Where mold contamination is suspected, many experts in the field feel it is simple and thorough enough to say "if you can see mold or smell mold, clean and/or decontaminate it." Cleaning and/or decontamination of surfaces can include any and all of the following:
 - a) Wash solid surfaces and launder all fabric based materials, which may have been exposed, with hot water and detergent.
 - b) Dry immediately and completely (exposure to strong sunlight is helpful during this process).
 - c) Decontamination is best done by using a solution of 1 part household bleach and 9 parts of water. This should be left to air dry.
 - d) Materials that can not successfully survive the above cleaning and/or decontamination should be replaced. However, the areas left behind should be decontaminated before replacement materials are installed. Areas of replacement, that then need painting, can best be painted with paints which have mold inhibitors included. This information is usually included on the label.
- 5) Any water damaged porous materials (e.g. ceiling tiles, carpet and wallboard) that cannot be dried out and cleaned within 48 to 72 hours should be removed and replaced. Bacteria and mold can begin to grow within this period of time.

If you have additional questions, or, if you need further assistance, do not hesitate to call this office.

APPENDIX B
PREVAILING WAGES



DEVAL L. PATRICK
Governor
TIMOTHY P. MURRAY
Lt. Governor

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

Prevailing Wage Rates

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

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: City of Somerville, Massachusetts

Contract Number:

City/Town: SOMERVILLE

Description of Work:

Job Location:

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2012	\$31.55	\$8.91	\$8.00	\$0.00	\$48.46
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2012	\$31.62	\$8.91	\$8.00	\$0.00	\$48.53
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2012	\$31.74	\$8.91	\$8.00	\$0.00	\$48.65
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2013	\$29.88	\$10.40	\$5.95	\$0.00	\$46.23
	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85

For apprentice rates see "Apprentice- LABORER"

BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85
--	------------	---------	--------	---------	--------	---------

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	02/01/2013	\$47.41	\$10.18	\$17.83	\$0.00	\$75.42
	08/01/2013	\$48.31	\$10.18	\$17.90	\$0.00	\$76.39
	02/01/2014	\$48.87	\$10.18	\$17.90	\$0.00	\$76.95
	08/01/2014	\$49.77	\$10.18	\$17.97	\$0.00	\$77.92
	02/01/2015	\$50.33	\$10.18	\$17.97	\$0.00	\$78.48
	08/01/2015	\$51.23	\$10.18	\$18.04	\$0.00	\$79.45
	02/01/2016	\$51.80	\$10.18	\$18.04	\$0.00	\$80.02
	08/01/2016	\$52.70	\$10.18	\$18.12	\$0.00	\$81.00
	02/01/2017	\$53.27	\$10.18	\$18.12	\$0.00	\$81.57

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston**Effective Date - 02/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$10.18	\$17.83	\$0.00	\$51.72
2	60	\$28.45	\$10.18	\$17.83	\$0.00	\$56.46
3	70	\$33.19	\$10.18	\$17.83	\$0.00	\$61.20
4	80	\$37.93	\$10.18	\$17.83	\$0.00	\$65.94
5	90	\$42.67	\$10.18	\$17.83	\$0.00	\$70.68

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.16	\$10.18	\$17.90	\$0.00	\$52.24
2	60	\$28.99	\$10.18	\$17.90	\$0.00	\$57.07
3	70	\$33.82	\$10.18	\$17.90	\$0.00	\$61.90
4	80	\$38.65	\$10.18	\$17.90	\$0.00	\$66.73
5	90	\$43.48	\$10.18	\$17.90	\$0.00	\$71.56

Notes:**Apprentice to Journeyworker Ratio:1:5****BULLDOZER/GRADER/SCRAPER***OPERATING ENGINEERS LOCAL 4*

06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN*LABORERS - FOUNDATION AND MARINE*

06/01/2013	\$34.20	\$7.10	\$12.60	\$0.00	\$53.90
12/01/2013	\$34.95	\$7.10	\$12.60	\$0.00	\$54.65
06/01/2014	\$35.70	\$7.10	\$12.60	\$0.00	\$55.40
12/01/2014	\$36.45	\$7.10	\$12.60	\$0.00	\$56.15
06/01/2015	\$37.20	\$7.10	\$12.60	\$0.00	\$56.90
12/01/2015	\$37.95	\$7.10	\$12.60	\$0.00	\$57.65
06/01/2016	\$38.70	\$7.10	\$12.60	\$0.00	\$58.40
12/01/2016	\$39.70	\$7.10	\$12.60	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER*LABORERS - FOUNDATION AND MARINE*

06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 1 (Metro Boston)</i>	03/01/2013	\$39.52	\$9.80	\$15.61	\$0.00	\$64.93
	09/01/2013	\$40.35	\$9.80	\$15.61	\$0.00	\$65.76
	03/01/2014	\$41.18	\$9.80	\$15.61	\$0.00	\$66.59
	09/01/2014	\$42.20	\$9.80	\$15.61	\$0.00	\$67.61
	03/01/2015	\$43.22	\$9.80	\$15.61	\$0.00	\$68.63

Apprentice - CARPENTER - Zone 1 Metro Boston**Effective Date - 03/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.76	\$9.80	\$1.57	\$0.00	\$31.13
2	60	\$23.71	\$9.80	\$1.57	\$0.00	\$35.08
3	70	\$27.66	\$9.80	\$10.90	\$0.00	\$48.36
4	75	\$29.64	\$9.80	\$10.90	\$0.00	\$50.34
5	80	\$31.62	\$9.80	\$12.47	\$0.00	\$53.89
6	80	\$31.62	\$9.80	\$12.47	\$0.00	\$53.89
7	90	\$35.57	\$9.80	\$14.04	\$0.00	\$59.41
8	90	\$35.57	\$9.80	\$14.04	\$0.00	\$59.41

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.18	\$9.80	\$1.57	\$0.00	\$31.55
2	60	\$24.21	\$9.80	\$1.57	\$0.00	\$35.58
3	70	\$28.25	\$9.80	\$10.90	\$0.00	\$48.95
4	75	\$30.26	\$9.80	\$10.90	\$0.00	\$50.96
5	80	\$32.28	\$9.80	\$12.47	\$0.00	\$54.55
6	80	\$32.28	\$9.80	\$12.47	\$0.00	\$54.55
7	90	\$36.32	\$9.80	\$14.04	\$0.00	\$60.16
8	90	\$36.32	\$9.80	\$14.04	\$0.00	\$60.16

Notes:**Apprentice to Journeyworker Ratio:1:5**CEMENT MASONRY/PLASTERING
BRICKLAYERS LOCAL 3 (BOSTON)

02/01/2013	\$42.55	\$10.65	\$18.61	\$1.30	\$73.11
08/01/2013	\$43.32	\$10.65	\$18.61	\$1.30	\$73.88
02/01/2014	\$43.75	\$10.65	\$18.61	\$1.30	\$74.31
08/01/2014	\$44.50	\$10.65	\$18.61	\$1.30	\$75.06
02/01/2015	\$44.93	\$10.65	\$18.61	\$1.30	\$75.49
08/01/2015	\$45.68	\$10.65	\$18.61	\$1.30	\$76.24
02/01/2016	\$46.13	\$10.65	\$18.61	\$1.30	\$76.69
08/01/2016	\$46.88	\$10.65	\$18.61	\$1.30	\$77.44
02/01/2017	\$47.33	\$10.65	\$18.61	\$1.30	\$77.89

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)
Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.28	\$10.65	\$12.11	\$1.30	\$45.34
2	60	\$25.53	\$10.65	\$13.61	\$1.30	\$51.09
3	65	\$27.66	\$10.65	\$14.61	\$1.30	\$54.22
4	70	\$29.79	\$10.65	\$15.61	\$1.30	\$57.35
5	75	\$31.91	\$10.65	\$16.61	\$1.30	\$60.47
6	80	\$34.04	\$10.65	\$17.61	\$1.30	\$63.60
7	90	\$38.30	\$10.65	\$18.61	\$1.30	\$68.86

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.66	\$10.65	\$12.11	\$1.30	\$45.72
2	60	\$25.99	\$10.65	\$13.61	\$1.30	\$51.55
3	65	\$28.16	\$10.65	\$14.61	\$1.30	\$54.72
4	70	\$30.32	\$10.65	\$15.61	\$1.30	\$57.88
5	75	\$32.49	\$10.65	\$16.61	\$1.30	\$61.05
6	80	\$34.66	\$10.65	\$17.61	\$1.30	\$64.22
7	90	\$38.99	\$10.65	\$18.61	\$1.30	\$69.55

Notes:

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

Apprentice to Journeyworker Ratio:1:3
CHAIN SAW OPERATOR
LABORERS - ZONE 1

06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES
OPERATING ENGINEERS LOCAL 4

06/01/2013	\$41.34	\$10.00	\$13.55	\$0.00	\$64.89
12/01/2013	\$42.12	\$10.00	\$13.55	\$0.00	\$65.67

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2013	\$28.19	\$10.00	\$13.55	\$0.00	\$51.74
12/01/2013	\$28.74	\$10.00	\$13.55	\$0.00	\$52.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)
PAINTERS LOCAL 35 - ZONE 1

01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41
------------	---------	--------	---------	--------	---------

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63.27

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1**DEMO: ADZEMAN**

LABORERS - ZONE 1

12/01/2011 \$31.80 \$7.10 \$12.45 \$0.00 \$51.35

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR

LABORERS - ZONE 1

12/01/2011 \$32.80 \$7.10 \$12.45 \$0.00 \$52.35

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS

LABORERS - ZONE 1

12/01/2011 \$32.55 \$7.10 \$12.45 \$0.00 \$52.10

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER

LABORERS - ZONE 1

12/01/2011 \$32.80 \$7.10 \$12.45 \$0.00 \$52.35

For apprentice rates see "Apprentice- LABORER"

DEMO: JACKHAMMER OPERATOR

LABORERS - ZONE 1

12/01/2011 \$32.55 \$7.10 \$12.45 \$0.00 \$52.10

For apprentice rates see "Apprentice- LABORER"

DEMO: WRECKING LABORER

LABORERS - ZONE 1

12/01/2011 \$31.80 \$7.10 \$12.45 \$0.00 \$51.35

For apprentice rates see "Apprentice- LABORER"

DIRECTIONAL DRILL MACHINE OPERATOR

OPERATING ENGINEERS LOCAL 4

06/01/2013 \$39.96 \$10.00 \$13.55 \$0.00 \$63.51

12/01/2013 \$40.74 \$10.00 \$13.55 \$0.00 \$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DIVER

PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2012 \$54.88 \$9.80 \$17.67 \$0.00 \$82.35

08/01/2013 \$56.98 \$9.80 \$17.67 \$0.00 \$84.45

08/01/2014 \$59.08 \$9.80 \$17.67 \$0.00 \$86.55

08/01/2015 \$61.18 \$9.80 \$17.67 \$0.00 \$88.65

DIVER TENDER

PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2012 \$54.88 \$9.80 \$17.67 \$0.00 \$82.35

08/01/2013 \$56.98 \$9.80 \$17.67 \$0.00 \$84.45

08/01/2014 \$59.08 \$9.80 \$17.67 \$0.00 \$86.55

08/01/2015 \$61.18 \$9.80 \$17.67 \$0.00 \$88.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$58.80	\$9.80	\$17.67	\$0.00	\$86.27
	08/01/2013	\$61.05	\$9.80	\$17.67	\$0.00	\$88.52
	08/01/2014	\$63.30	\$9.80	\$17.67	\$0.00	\$90.77
	08/01/2015	\$65.55	\$9.80	\$17.67	\$0.00	\$93.02
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i>	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53

Apprentice - ELECTRICIAN - Local 103**Effective Date - 03/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.41	\$13.00	\$0.52	\$0.00	\$30.93
2	40	\$17.41	\$13.00	\$0.52	\$0.00	\$30.93
3	45	\$19.58	\$13.00	\$10.53	\$0.00	\$43.11
4	45	\$19.58	\$13.00	\$10.53	\$0.00	\$43.11
5	50	\$21.76	\$13.00	\$10.85	\$0.00	\$45.61
6	55	\$23.94	\$13.00	\$11.19	\$0.00	\$48.13
7	60	\$26.11	\$13.00	\$11.51	\$0.00	\$50.62
8	65	\$28.29	\$13.00	\$11.85	\$0.00	\$53.14
9	70	\$30.46	\$13.00	\$12.17	\$0.00	\$55.63
10	75	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.68	\$13.00	\$0.53	\$0.00	\$31.21
2	40	\$17.68	\$13.00	\$0.53	\$0.00	\$31.21
3	45	\$19.89	\$13.00	\$10.54	\$0.00	\$43.43
4	45	\$19.89	\$13.00	\$10.54	\$0.00	\$43.43
5	50	\$22.10	\$13.00	\$10.86	\$0.00	\$45.96
6	55	\$24.31	\$13.00	\$11.20	\$0.00	\$48.51
7	60	\$26.52	\$13.00	\$11.53	\$0.00	\$51.05
8	65	\$28.73	\$13.00	\$11.86	\$0.00	\$53.59
9	70	\$30.94	\$13.00	\$12.19	\$0.00	\$56.13
10	75	\$33.15	\$13.00	\$12.53	\$0.00	\$58.68

Notes: :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2012

\$52.45

\$8.78

\$6.96

\$0.00

\$68.19

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4**Effective Date - 01/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.23	\$8.78	\$0.00	\$0.00	\$35.01
2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59
3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83
4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46
5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70

Notes:

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

Apprentice to Journeyworker Ratio:1:1**ELEVATOR CONSTRUCTOR HELPER***ELEVATOR CONSTRUCTORS LOCAL 4*

01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
------------	---------	--------	--------	--------	---------

FENCE & GUARD RAIL ERECTOR*LABORERS - ZONE 1*

06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY*OPERATING ENGINEERS LOCAL 4*

05/01/2013	\$38.50	\$10.00	\$13.02	\$0.00	\$61.52
11/01/2013	\$39.26	\$10.00	\$13.02	\$0.00	\$62.28
05/01/2014	\$40.03	\$10.00	\$13.02	\$0.00	\$63.05

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY*OPERATING ENGINEERS LOCAL 4*

05/01/2013	\$39.91	\$10.00	\$13.02	\$0.00	\$62.93
11/01/2013	\$40.68	\$10.00	\$13.02	\$0.00	\$63.70
05/01/2014	\$41.45	\$10.00	\$13.02	\$0.00	\$64.47

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY*OPERATING ENGINEERS LOCAL 4*

05/01/2013	\$21.17	\$10.00	\$13.02	\$0.00	\$44.19
11/01/2013	\$21.63	\$10.00	\$13.02	\$0.00	\$44.65
05/01/2014	\$22.08	\$10.00	\$13.02	\$0.00	\$45.10

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIRE ALARM INSTALLER*ELECTRICIANS LOCAL 103*

03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
<i>LOCAL 103</i>	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13.00	\$12.57	\$0.00	\$60.31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$33.73	\$10.00	\$13.55	\$0.00	\$57.28
	12/01/2013	\$34.39	\$10.00	\$13.55	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>	06/01/2013	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2013	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2014	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2014	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2015	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2015	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2016	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2016	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2013	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12
	09/01/2013	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12
	03/01/2014	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12

Apprentice - FLOORCOVERER - Local 2168 Zone I**Effective Date - 03/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.31	\$9.80	\$1.79	\$0.00	\$30.90
2	55	\$21.24	\$9.80	\$1.79	\$0.00	\$32.83
3	60	\$23.17	\$9.80	\$11.34	\$0.00	\$44.31
4	65	\$25.10	\$9.80	\$11.34	\$0.00	\$46.24
5	70	\$27.03	\$9.80	\$13.13	\$0.00	\$49.96
6	75	\$28.96	\$9.80	\$13.13	\$0.00	\$51.89
7	80	\$30.89	\$9.80	\$14.92	\$0.00	\$55.61
8	85	\$32.82	\$9.80	\$14.92	\$0.00	\$57.54

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.31	\$9.80	\$1.79	\$0.00	\$30.90
2	55	\$21.24	\$9.80	\$1.79	\$0.00	\$32.83
3	60	\$23.17	\$9.80	\$11.34	\$0.00	\$44.31
4	65	\$25.10	\$9.80	\$11.34	\$0.00	\$46.24
5	70	\$27.03	\$9.80	\$13.13	\$0.00	\$49.96
6	75	\$28.96	\$9.80	\$13.13	\$0.00	\$51.89
7	80	\$30.89	\$9.80	\$14.92	\$0.00	\$55.61
8	85	\$32.82	\$9.80	\$14.92	\$0.00	\$57.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1**FORK LIFT/CHERRY PICKER***OPERATING ENGINEERS LOCAL 4*

06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS*OPERATING ENGINEERS LOCAL 4*

06/01/2013	\$28.19	\$10.00	\$13.55	\$0.00	\$51.74
12/01/2013	\$28.74	\$10.00	\$13.55	\$0.00	\$52.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)*GLAZIERS LOCAL 35 (ZONE 1)*

01/01/2013	\$41.40	\$7.80	\$14.60	\$0.00	\$63.80
------------	---------	--------	---------	--------	---------

Apprentice - GLAZIER - Local 35 Zone 1**Effective Date -** 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.70	\$7.80	\$0.00	\$0.00	\$28.50
2	55	\$22.77	\$7.80	\$3.25	\$0.00	\$33.82
3	60	\$24.84	\$7.80	\$3.54	\$0.00	\$36.18
4	65	\$26.91	\$7.80	\$3.84	\$0.00	\$38.55
5	70	\$28.98	\$7.80	\$12.83	\$0.00	\$49.61
6	75	\$31.05	\$7.80	\$13.13	\$0.00	\$51.98
7	80	\$33.12	\$7.80	\$13.42	\$0.00	\$54.34
8	90	\$37.26	\$7.80	\$14.01	\$0.00	\$59.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1HOISTING ENGINEER/CRANES/GRADALLS
OPERATING ENGINEERS LOCAL 4

06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - OPERATING ENGINEERS - Local 4
Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.19	\$10.00	\$0.00	\$0.00	\$32.19
2	60	\$24.20	\$10.00	\$13.55	\$0.00	\$47.75
3	65	\$26.22	\$10.00	\$13.55	\$0.00	\$49.77
4	70	\$28.24	\$10.00	\$13.55	\$0.00	\$51.79
5	75	\$30.26	\$10.00	\$13.55	\$0.00	\$53.81
6	80	\$32.27	\$10.00	\$13.55	\$0.00	\$55.82
7	85	\$34.29	\$10.00	\$13.55	\$0.00	\$57.84
8	90	\$36.31	\$10.00	\$13.55	\$0.00	\$59.86

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.62	\$10.00	\$0.00	\$0.00	\$32.62
2	60	\$24.67	\$10.00	\$13.55	\$0.00	\$48.22
3	65	\$26.73	\$10.00	\$13.55	\$0.00	\$50.28
4	70	\$28.78	\$10.00	\$13.55	\$0.00	\$52.33
5	75	\$30.84	\$10.00	\$13.55	\$0.00	\$54.39
6	80	\$32.90	\$10.00	\$13.55	\$0.00	\$56.45
7	85	\$34.95	\$10.00	\$13.55	\$0.00	\$58.50
8	90	\$37.01	\$10.00	\$13.55	\$0.00	\$60.56

Notes:
Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2013	\$42.32	\$9.82	\$18.24	\$2.11	\$72.49
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2013	\$42.32	\$9.82	\$18.24	\$2.11	\$72.49
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 1	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2012	\$41.46	\$10.65	\$11.50	\$0.00	\$63.61
	09/01/2013	\$43.06	\$10.65	\$11.50	\$0.00	\$65.21
	09/01/2014	\$45.06	\$10.65	\$11.50	\$0.00	\$67.21
Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston						
Effective Date - 09/01/2012						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.73	\$10.65	\$8.60	\$0.00	\$39.98
2	60	\$24.88	\$10.65	\$9.18	\$0.00	\$44.71
3	70	\$29.02	\$10.65	\$9.76	\$0.00	\$49.43
4	80	\$33.17	\$10.65	\$10.34	\$0.00	\$54.16
Effective Date - 09/01/2013						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.53	\$10.65	\$8.60	\$0.00	\$40.78
2	60	\$25.84	\$10.65	\$9.18	\$0.00	\$45.67
3	70	\$30.14	\$10.65	\$9.76	\$0.00	\$50.55
4	80	\$34.45	\$10.65	\$10.34	\$0.00	\$55.44
Notes:						
Steps are 1 year						
Apprentice to Journeyworker Ratio:1:4						
IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)	03/16/2013	\$40.23	\$7.70	\$18.35	\$0.00	\$66.28

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - IRONWORKER - Local 7 Boston**Effective Date -** 03/16/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.14	\$7.70	\$18.35	\$0.00	\$50.19
2	70	\$28.16	\$7.70	\$18.35	\$0.00	\$54.21
3	75	\$30.17	\$7.70	\$18.35	\$0.00	\$56.22
4	80	\$32.18	\$7.70	\$18.35	\$0.00	\$58.23
5	85	\$34.20	\$7.70	\$18.35	\$0.00	\$60.25
6	90	\$36.21	\$7.70	\$18.35	\$0.00	\$62.26

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:****JACKHAMMER & PAVING BREAKER OPERATOR**

LABORERS - ZONE 1

06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

LABORER

LABORERS - ZONE 1

06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 1
Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.83	\$7.10	\$12.45	\$0.00	\$39.38
2	70	\$23.14	\$7.10	\$12.45	\$0.00	\$42.69
3	80	\$26.44	\$7.10	\$12.45	\$0.00	\$45.99
4	90	\$29.75	\$7.10	\$12.45	\$0.00	\$49.30

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.28	\$7.10	\$12.45	\$0.00	\$39.83
2	70	\$23.66	\$7.10	\$12.45	\$0.00	\$43.21
3	80	\$27.04	\$7.10	\$12.45	\$0.00	\$46.59
4	90	\$30.42	\$7.10	\$12.45	\$0.00	\$49.97

Notes:
Apprentice to Journeyworker Ratio:1:5
LABORER: CARPENTER TENDER
LABORERS - ZONE 1

06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER
LABORERS - ZONE 1

06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER
LABORERS - ZONE 1

12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
------------	---------	--------	---------	--------	---------

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2013	\$36.20	\$10.18	\$16.51	\$0.00	\$62.89
	08/01/2013	\$36.91	\$10.18	\$16.58	\$0.00	\$63.67
	02/01/2014	\$37.36	\$10.18	\$16.58	\$0.00	\$64.12
	08/01/2014	\$38.07	\$10.18	\$16.65	\$0.00	\$64.90
	02/01/2015	\$38.52	\$10.18	\$16.65	\$0.00	\$65.35
	08/01/2015	\$39.23	\$10.18	\$16.72	\$0.00	\$66.13
	02/01/2016	\$39.68	\$10.18	\$16.72	\$0.00	\$66.58
	08/01/2016	\$40.38	\$10.18	\$16.80	\$0.00	\$67.36
	02/01/2017	\$40.84	\$10.18	\$16.80	\$0.00	\$67.82

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile**Effective Date - 02/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.10	\$10.18	\$16.51	\$0.00	\$44.79
2	60	\$21.72	\$10.18	\$16.51	\$0.00	\$48.41
3	70	\$25.34	\$10.18	\$16.51	\$0.00	\$52.03
4	80	\$28.96	\$10.18	\$16.51	\$0.00	\$55.65
5	90	\$32.58	\$10.18	\$16.51	\$0.00	\$59.27

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.46	\$10.18	\$16.58	\$0.00	\$45.22
2	60	\$22.15	\$10.18	\$16.58	\$0.00	\$48.91
3	70	\$25.84	\$10.18	\$16.58	\$0.00	\$52.60
4	80	\$29.53	\$10.18	\$16.58	\$0.00	\$56.29
5	90	\$33.22	\$10.18	\$16.58	\$0.00	\$59.98

Notes:**Apprentice to Journeyworker Ratio:1:3**MARBLE MASONS, TILELAYERS & TERRAZZO MECH
BRICKLAYERS LOCAL 3 - MARBLE & TILE

02/01/2013	\$47.45	\$10.18	\$17.83	\$0.00	\$75.46
08/01/2013	\$48.35	\$10.18	\$17.90	\$0.00	\$76.43
02/01/2014	\$48.91	\$10.18	\$17.90	\$0.00	\$76.99
08/01/2014	\$49.81	\$10.18	\$17.97	\$0.00	\$77.96
02/01/2015	\$50.37	\$10.18	\$17.97	\$0.00	\$78.52
08/01/2015	\$51.27	\$10.18	\$18.04	\$0.00	\$79.49
02/01/2016	\$51.84	\$10.18	\$18.04	\$0.00	\$80.06
08/01/2016	\$52.74	\$10.18	\$18.12	\$0.00	\$81.04
02/01/2017	\$53.31	\$10.18	\$18.12	\$0.00	\$81.61

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile**Effective Date -** 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.73	\$10.18	\$17.83	\$0.00	\$51.74
2	60	\$28.47	\$10.18	\$17.83	\$0.00	\$56.48
3	70	\$33.22	\$10.18	\$17.83	\$0.00	\$61.23
4	80	\$37.96	\$10.18	\$17.83	\$0.00	\$65.97
5	90	\$42.71	\$10.18	\$17.83	\$0.00	\$70.72

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.18	\$10.18	\$17.90	\$0.00	\$52.26
2	60	\$29.01	\$10.18	\$17.90	\$0.00	\$57.09
3	70	\$33.85	\$10.18	\$17.90	\$0.00	\$61.93
4	80	\$38.68	\$10.18	\$17.90	\$0.00	\$66.76
5	90	\$43.52	\$10.18	\$17.90	\$0.00	\$71.60

Notes:**Apprentice to Journeyworker Ratio:1:5****MECH. SWEEPER OPERATOR (ON CONST. SITES)***OPERATING ENGINEERS LOCAL 4*

06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE*OPERATING ENGINEERS LOCAL 4*

06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1)*MILLWRIGHTS LOCAL 1121 - Zone 1*

04/01/2011	\$33.57	\$8.67	\$15.61	\$0.00	\$57.85
------------	---------	--------	---------	--------	---------

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 1
Effective Date - 04/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.79	\$8.67	\$11.64	\$0.00	\$37.10
2	55	\$18.46	\$8.67	\$11.64	\$0.00	\$38.77
3	60	\$20.14	\$8.67	\$13.23	\$0.00	\$42.04
4	65	\$21.82	\$8.67	\$13.23	\$0.00	\$43.72
5	70	\$23.50	\$8.67	\$14.02	\$0.00	\$46.19
6	75	\$25.18	\$8.67	\$14.02	\$0.00	\$47.87
7	80	\$26.86	\$8.67	\$14.82	\$0.00	\$50.35
8	85	\$28.53	\$8.67	\$14.82	\$0.00	\$52.02

Notes:
Apprentice to Journeyworker Ratio:1:5
MORTAR MIXER
LABORERS - ZONE 1

06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS)
OPERATING ENGINEERS LOCAL 4

06/01/2013	\$21.17	\$10.00	\$13.55	\$0.00	\$44.72
12/01/2013	\$21.59	\$10.00	\$13.55	\$0.00	\$45.14

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)
OPERATING ENGINEERS LOCAL 4

06/01/2013	\$24.57	\$10.00	\$13.55	\$0.00	\$48.12
12/01/2013	\$25.06	\$10.00	\$13.55	\$0.00	\$48.61

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II
OPERATING ENGINEERS LOCAL 4

06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)
PAINTERS LOCAL 35 - ZONE 1

01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41
------------	---------	--------	---------	--------	---------

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date -** 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63.27

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

01/01/2013

\$41.70

\$7.80

\$15.60

\$0.00

\$65.10

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New**Effective Date -** 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.85	\$7.80	\$0.00	\$0.00	\$28.65
2	55	\$22.94	\$7.80	\$3.52	\$0.00	\$34.26
3	60	\$25.02	\$7.80	\$3.84	\$0.00	\$36.66
4	65	\$27.11	\$7.80	\$4.16	\$0.00	\$39.07
5	70	\$29.19	\$7.80	\$13.68	\$0.00	\$50.67
6	75	\$31.28	\$7.80	\$14.00	\$0.00	\$53.08
7	80	\$33.36	\$7.80	\$14.32	\$0.00	\$55.48
8	90	\$37.53	\$7.80	\$14.96	\$0.00	\$60.29

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

PAINTER (SPRAY OR SANDBLAST, REPAINT)

01/01/2013

\$39.76

\$7.80

\$15.60

\$0.00

\$63.16

PAINTERS LOCAL 35 - ZONE 1

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.88	\$7.80	\$0.00	\$0.00	\$27.68
2	55	\$21.87	\$7.80	\$3.52	\$0.00	\$33.19
3	60	\$23.86	\$7.80	\$3.84	\$0.00	\$35.50
4	65	\$25.84	\$7.80	\$4.16	\$0.00	\$37.80
5	70	\$27.83	\$7.80	\$13.68	\$0.00	\$49.31
6	75	\$29.82	\$7.80	\$14.00	\$0.00	\$51.62
7	80	\$31.81	\$7.80	\$14.32	\$0.00	\$53.93
8	90	\$35.78	\$7.80	\$14.96	\$0.00	\$58.54

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

PAINTER (TRAFFIC MARKINGS)

LABORERS - ZONE 1

06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1

01/01/2013	\$40.30	\$7.80	\$15.60	\$0.00	\$63.70
------------	---------	--------	---------	--------	---------

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.15	\$7.80	\$0.00	\$0.00	\$27.95
2	55	\$22.17	\$7.80	\$3.52	\$0.00	\$33.49
3	60	\$24.18	\$7.80	\$3.84	\$0.00	\$35.82
4	65	\$26.20	\$7.80	\$4.16	\$0.00	\$38.16
5	70	\$28.21	\$7.80	\$13.68	\$0.00	\$49.69
6	75	\$30.23	\$7.80	\$14.00	\$0.00	\$52.03
7	80	\$32.24	\$7.80	\$14.32	\$0.00	\$54.36
8	90	\$36.27	\$7.80	\$14.96	\$0.00	\$59.03

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2013	\$38.36	\$7.80	\$15.60	\$0.00	\$61.76

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$7.80	\$0.00	\$0.00	\$26.98
2	55	\$21.10	\$7.80	\$3.52	\$0.00	\$32.42
3	60	\$23.02	\$7.80	\$3.84	\$0.00	\$34.66
4	65	\$24.93	\$7.80	\$4.16	\$0.00	\$36.89
5	70	\$26.85	\$7.80	\$13.68	\$0.00	\$48.33
6	75	\$28.77	\$7.80	\$14.00	\$0.00	\$50.57
7	80	\$30.69	\$7.80	\$14.32	\$0.00	\$52.81
8	90	\$34.52	\$7.80	\$14.96	\$0.00	\$57.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2012	\$31.38	\$8.91	\$8.00	\$0.00	\$48.29
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$39.20	\$9.80	\$17.67	\$0.00	\$66.67
	08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
	08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
	08/01/2015	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$39.20	\$9.80	\$17.67	\$0.00	\$66.67
	08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
	08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
	08/01/2015	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17

Apprentice - PILE DRIVER - Local 56 Zone 1**Effective Date - 08/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.60	\$9.80	\$17.67	\$0.00	\$47.07
2	60	\$23.52	\$9.80	\$17.67	\$0.00	\$50.99
3	70	\$27.44	\$9.80	\$17.67	\$0.00	\$54.91
4	75	\$29.40	\$9.80	\$17.67	\$0.00	\$56.87
5	80	\$31.36	\$9.80	\$17.67	\$0.00	\$58.83
6	80	\$31.36	\$9.80	\$17.67	\$0.00	\$58.83
7	90	\$35.28	\$9.80	\$17.67	\$0.00	\$62.75
8	90	\$35.28	\$9.80	\$17.67	\$0.00	\$62.75

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.35	\$9.80	\$17.67	\$0.00	\$47.82
2	60	\$24.42	\$9.80	\$17.67	\$0.00	\$51.89
3	70	\$28.49	\$9.80	\$17.67	\$0.00	\$55.96
4	75	\$30.53	\$9.80	\$17.67	\$0.00	\$58.00
5	80	\$32.56	\$9.80	\$17.67	\$0.00	\$60.03
6	80	\$32.56	\$9.80	\$17.67	\$0.00	\$60.03
7	90	\$36.63	\$9.80	\$17.67	\$0.00	\$64.10
8	90	\$36.63	\$9.80	\$17.67	\$0.00	\$64.10

Notes:**Apprentice to Journeyworker Ratio:1:3****PIPEFITTER & STEAMFITTER***PIPEFITTERS LOCAL 537*

03/01/2013

\$49.34

\$8.75

\$14.39

\$0.00

\$72.48

Apprentice - PIPEFITTER - Local 537**Effective Date - 03/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99
2	45	\$22.20	\$8.75	\$14.39	\$0.00	\$45.34
3	60	\$29.60	\$8.75	\$14.39	\$0.00	\$52.74
4	70	\$34.54	\$8.75	\$14.39	\$0.00	\$57.68
5	80	\$39.47	\$8.75	\$14.39	\$0.00	\$62.61

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2013	\$49.31	\$9.32	\$13.29	\$0.00	\$71.92
--	------------	---------	--------	---------	--------	---------

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.26	\$9.32	\$4.97	\$0.00	\$31.55
2	40	\$19.72	\$9.32	\$5.61	\$0.00	\$34.65
3	55	\$27.12	\$9.32	\$7.53	\$0.00	\$43.97
4	65	\$32.05	\$9.32	\$8.81	\$0.00	\$50.18
5	75	\$36.98	\$9.32	\$10.09	\$0.00	\$56.39

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$53.29 Step5 with lic\$59.49

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
--	------------	---------	--------	---------	--------	---------

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

PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i>	06/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	12/01/2013	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	06/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	12/01/2014	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	06/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	12/01/2015	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	06/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
	12/01/2016	\$39.55	\$7.10	\$12.45	\$0.00	\$59.10

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$28.19	\$10.00	\$13.55	\$0.00	\$51.74
	12/01/2013	\$28.74	\$10.00	\$13.55	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25a</i>	05/01/2011	\$29.99	\$7.75	\$5.91	\$0.00	\$43.65
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 1 (Residential Wood)</i>	04/01/2011	\$37.25	\$8.67	\$15.51	\$0.00	\$61.43
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 1 (Residential Wood)</i>	05/01/2011	\$27.49	\$6.34	\$6.23	\$0.00	\$40.06
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roof Waterproofng &Roof Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2013	\$37.41	\$10.50	\$10.70	\$0.00	\$58.61

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ROOFER - Local 33
Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.71	\$10.50	\$3.38	\$0.00	\$32.59
2	60	\$22.45	\$10.50	\$10.70	\$0.00	\$43.65
3	65	\$24.32	\$10.50	\$10.70	\$0.00	\$45.52
4	75	\$28.06	\$10.50	\$10.70	\$0.00	\$49.26
5	85	\$31.80	\$10.50	\$10.70	\$0.00	\$53.00

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**
ROOFER SLATE / TILE / PRECAST CONCRETE
ROOFERS LOCAL 33

02/01/2013	\$37.66	\$10.50	\$10.70	\$0.00	\$58.86
------------	---------	---------	---------	--------	---------

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER
SHEETMETAL WORKERS LOCAL 17 - A

02/01/2013	\$42.32	\$9.82	\$18.24	\$2.11	\$72.49
------------	---------	--------	---------	--------	---------

Apprentice - SHEET METAL WORKER - Local 17-A
Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.93	\$9.82	\$4.00	\$0.00	\$30.75
2	40	\$16.93	\$9.82	\$4.00	\$0.00	\$30.75
3	45	\$19.04	\$9.82	\$8.00	\$1.11	\$37.97
4	45	\$19.04	\$9.82	\$8.00	\$1.11	\$37.97
5	50	\$21.16	\$9.82	\$8.75	\$1.19	\$40.92
6	50	\$21.16	\$9.82	\$9.00	\$1.20	\$41.18
7	60	\$25.39	\$9.82	\$10.24	\$1.36	\$46.81
8	65	\$27.51	\$9.82	\$10.99	\$1.45	\$49.77
9	75	\$31.74	\$9.82	\$12.49	\$1.62	\$55.67
10	85	\$35.97	\$9.82	\$13.49	\$1.78	\$61.06

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4
SIGN ERECTOR
PAINTERS LOCAL 35 - ZONE 1

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

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 1
Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$32.13	\$8.91	\$8.00	\$0.00	\$49.04
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A)	03/01/2013	\$52.58	\$8.42	\$12.60	\$0.00	\$73.60

Apprentice - SPRINKLER FITTER - Local 550
Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.40	\$8.42	\$8.00	\$0.00	\$34.82
2	40	\$21.03	\$8.42	\$8.00	\$0.00	\$37.45
3	45	\$23.66	\$8.42	\$8.00	\$0.00	\$40.08
4	50	\$26.29	\$8.42	\$8.00	\$0.00	\$42.71
5	55	\$28.92	\$8.42	\$8.00	\$0.00	\$45.34
6	60	\$31.55	\$8.42	\$8.00	\$0.00	\$47.97
7	65	\$34.18	\$8.42	\$8.00	\$0.00	\$50.60
8	70	\$36.81	\$8.42	\$8.00	\$0.00	\$53.23
9	75	\$39.44	\$8.42	\$8.00	\$0.00	\$55.86
10	80	\$42.06	\$8.42	\$8.00	\$0.00	\$58.48

Notes:

Steps are 850 hours

Apprentice to Journeyworker Ratio:1:1

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13.00	\$12.57	\$0.00	\$60.31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
2	40	\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
3	45	\$14.69	\$13.00	\$10.77	\$0.00	\$38.46
4	45	\$14.69	\$13.00	\$10.77	\$0.00	\$38.46
5	50	\$16.32	\$13.00	\$11.02	\$0.00	\$40.34
6	55	\$17.95	\$13.00	\$11.27	\$0.00	\$42.22
7	60	\$19.58	\$13.00	\$11.52	\$0.00	\$44.10
8	65	\$21.22	\$13.00	\$11.77	\$0.00	\$45.99
9	70	\$22.85	\$13.00	\$12.02	\$0.00	\$47.87
10	75	\$24.48	\$13.00	\$12.26	\$0.00	\$49.74

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.26	\$13.00	\$0.40	\$0.00	\$26.66
2	40	\$13.26	\$13.00	\$0.40	\$0.00	\$26.66
3	45	\$14.92	\$13.00	\$9.79	\$0.00	\$37.71
4	45	\$14.92	\$13.00	\$9.79	\$0.00	\$37.71
5	50	\$16.58	\$13.00	\$10.04	\$0.00	\$39.62
6	55	\$18.23	\$13.00	\$10.29	\$0.00	\$41.52
7	60	\$19.89	\$13.00	\$10.54	\$0.00	\$43.43
8	65	\$21.55	\$13.00	\$10.79	\$0.00	\$45.34
9	70	\$23.21	\$13.00	\$11.04	\$0.00	\$47.25
10	75	\$24.86	\$13.00	\$11.29	\$0.00	\$49.15

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2013	\$46.35	\$10.18	\$17.83	\$0.00	\$74.36
	08/01/2013	\$47.25	\$10.18	\$17.90	\$0.00	\$75.33
	02/01/2014	\$47.81	\$10.18	\$17.90	\$0.00	\$75.89
	08/01/2014	\$48.71	\$10.18	\$17.97	\$0.00	\$76.86
	02/01/2015	\$49.27	\$10.18	\$17.97	\$0.00	\$77.42
	08/01/2015	\$50.17	\$10.18	\$18.04	\$0.00	\$78.39
	02/01/2016	\$50.74	\$10.18	\$18.04	\$0.00	\$78.96
	08/01/2016	\$51.64	\$10.18	\$18.12	\$0.00	\$79.94
	02/01/2017	\$52.21	\$10.18	\$18.12	\$0.00	\$80.51

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.18	\$10.18	\$17.83	\$0.00	\$51.19
2	60	\$27.81	\$10.18	\$17.83	\$0.00	\$55.82
3	70	\$32.45	\$10.18	\$17.83	\$0.00	\$60.46
4	80	\$37.08	\$10.18	\$17.83	\$0.00	\$65.09
5	90	\$41.72	\$10.18	\$17.83	\$0.00	\$69.73

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.63	\$10.18	\$17.90	\$0.00	\$51.71
2	60	\$28.35	\$10.18	\$17.90	\$0.00	\$56.43
3	70	\$33.08	\$10.18	\$17.90	\$0.00	\$61.16
4	80	\$37.80	\$10.18	\$17.90	\$0.00	\$65.88
5	90	\$42.53	\$10.18	\$17.90	\$0.00	\$70.61

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	06/01/2013	\$34.45	\$7.10	\$12.60	\$0.00	\$54.15
	12/01/2013	\$35.20	\$7.10	\$12.60	\$0.00	\$54.90
	06/01/2014	\$35.95	\$7.10	\$12.60	\$0.00	\$55.65
	12/01/2014	\$36.70	\$7.10	\$12.60	\$0.00	\$56.40
	06/01/2015	\$37.45	\$7.10	\$12.60	\$0.00	\$57.15
	12/01/2015	\$38.20	\$7.10	\$12.60	\$0.00	\$57.90
	06/01/2016	\$38.95	\$7.10	\$12.60	\$0.00	\$58.65
	12/01/2016	\$39.95	\$7.10	\$12.60	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2013	\$33.17	\$7.10	\$12.60	\$0.00	\$52.87
	12/01/2013	\$33.92	\$7.10	\$12.60	\$0.00	\$53.62
	06/01/2014	\$34.67	\$7.10	\$12.60	\$0.00	\$54.37
	12/01/2014	\$35.42	\$7.10	\$12.60	\$0.00	\$55.12
	06/01/2015	\$36.17	\$7.10	\$12.60	\$0.00	\$55.87
	12/01/2015	\$36.92	\$7.10	\$12.60	\$0.00	\$56.62
	06/01/2016	\$37.67	\$7.10	\$12.60	\$0.00	\$57.37
	12/01/2016	\$38.67	\$7.10	\$12.60	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2012	\$32.42	\$9.07	\$8.00	\$0.00	\$49.49
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2013	\$45.33	\$7.10	\$13.00	\$0.00	\$65.43
	12/01/2013	\$46.08	\$7.10	\$13.00	\$0.00	\$66.18
	06/01/2014	\$46.83	\$7.10	\$13.00	\$0.00	\$66.93
	12/01/2014	\$47.58	\$7.10	\$13.00	\$0.00	\$67.68
	06/01/2015	\$48.33	\$7.10	\$13.00	\$0.00	\$68.43
	12/01/2015	\$49.08	\$7.10	\$13.00	\$0.00	\$69.18
	06/01/2016	\$49.83	\$7.10	\$13.00	\$0.00	\$69.93
	12/01/2016	\$50.83	\$7.10	\$13.00	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2013	\$47.33	\$7.10	\$13.00	\$0.00	\$67.43
	12/01/2013	\$48.08	\$7.10	\$13.00	\$0.00	\$68.18
	06/01/2014	\$48.83	\$7.10	\$13.00	\$0.00	\$68.93
	12/01/2014	\$49.58	\$7.10	\$13.00	\$0.00	\$69.68
	06/01/2015	\$50.33	\$7.10	\$13.00	\$0.00	\$70.43
	12/01/2015	\$51.08	\$7.10	\$13.00	\$0.00	\$71.18
	06/01/2016	\$51.83	\$7.10	\$13.00	\$0.00	\$71.93
	12/01/2016	\$52.83	\$7.10	\$13.00	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2013	\$37.40	\$7.10	\$13.00	\$0.00	\$57.50
	12/01/2013	\$38.15	\$7.10	\$13.00	\$0.00	\$58.25
	06/01/2014	\$38.90	\$7.10	\$13.00	\$0.00	\$59.00
	12/01/2014	\$39.65	\$7.10	\$13.00	\$0.00	\$59.75
	06/01/2015	\$40.40	\$7.10	\$13.00	\$0.00	\$60.50
	12/01/2015	\$41.15	\$7.10	\$13.00	\$0.00	\$61.25
	06/01/2016	\$41.90	\$7.10	\$13.00	\$0.00	\$62.00
	12/01/2016	\$42.90	\$7.10	\$13.00	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2013	\$39.40	\$7.10	\$13.00	\$0.00	\$59.50
	12/01/2013	\$40.15	\$7.10	\$13.00	\$0.00	\$60.25
	06/01/2014	\$40.90	\$7.10	\$13.00	\$0.00	\$61.00
	12/01/2014	\$41.65	\$7.10	\$13.00	\$0.00	\$61.75
	06/01/2015	\$42.40	\$7.10	\$13.00	\$0.00	\$62.50
	12/01/2015	\$43.15	\$7.10	\$13.00	\$0.00	\$63.25
	06/01/2016	\$43.90	\$7.10	\$13.00	\$0.00	\$64.00
	12/01/2016	\$44.90	\$7.10	\$13.00	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2013	\$49.31	\$9.32	\$13.29	\$0.00	\$71.92
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

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

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

All steps are six months (1000 hours) unless otherwise specified.

* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.

** Multiple ratios are listed in the comment field.

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

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

APPENDIX C
SAMPLE LEASE AGREEMENT

SAMPLE LEASE AGREEMENT

This agreement of Lease, including any attachments which are incorporated by reference and made part of this agreement, is made and entered into by and between the , (hereinafter called the "Owner"), and the City of Somerville, with a usual place of business at 93 Highland Ave, Somerville, Massachusetts (hereinafter called the "Tenant").

W I T N E S S E T H:

WHEREAS, the owner owns , _____Somerville, Massachusetts (hereinafter referred to as the "Premises"); and

WHEREAS, Tenant is desirous of entering into an agreement with the Owner for the leasing of the Premises; and

WHEREAS, the Owner is willing to lease the Premises to the Tenant, all in accordance with the terms, covenants, and conditions hereinafter set forth;

NOW, THEREFORE, for and in consideration of the promises and the mutual covenants and agreements herein contained, and other valuable consideration, receipt of which is hereby acknowledged, the Owner does grant, demise, and lease to Tenant and Tenant takes, hires, and rents from the Owner the Premises hereinafter described, together with the rights and privileges and obligations in said Premises as hereinafter provided, and further described in Attachment A, Requests For Proposals For Office Space, incorporated herein and made part of this agreement and Attachment B, The Proposal for Lease Of Office Space dated _____, 2013, incorporated herein and made part of this agreement and the terms, conditions, and covenants herein contained.

ARTICLE I - DESCRIPTION OF LEASE PREMISES

The Premises, as described in Attachment B, located at:

ARTICLE II – TERM

The term of this Lease shall be for three (3) years commencing on , _____,2013 and terminating on _____ unless sooner terminated as herein provided. The Tenant shall have the option to renew this Lease for two (2) additional ten (10) year terms by requesting the owner of the same in writing at least ninety (90) days prior to the termination date. The Owner shall respond to any such request within thirty (30) days of its receipt of the same.

ARTICLE III – RENT

Section (1)

Tenant agrees to pay to the Owner for the use of the demised Premises, and the rights hereby granted, annual rent in accordance with Attachment B payable in twelve (12) equal installments for each year the Lease is in effect due on or before the first day of each month the agreement is in force.

Section (2)

Heating and utility costs including electricity, gas, oil, water/sewer or other such charges shall be born solely by the tenant. Telephone/data line service and installation charges shall be born solely by the Tenant.

Section (3)

All other expenses including taxes, permits, fees and maintenance of the property to function as specified shall be borne solely by the Owner.

ARTICLE IV - USE OF THE PREMISES

Section (1)

It is understood that the usual use of the Premises will be 24 hours per day, seven days per week.

Section (2)

In using the Premises, the Tenant will at all times observe and comply with all zoning and ordinance requirements of the City of Somerville pertaining to the Premises.

The Tenant will not commit waste, nor suffer, nor permit waste to be committed or permit any nuisance on the Premises.

Notwithstanding the foregoing, tenant shall have the right to contest lawfulness, application or relevance of any requirement, standard or regulation of any relevant governmental entity, and shall not be considered to be in noncompliance with its obligations under this paragraph during the pendency of any such lawful proceedings.

ARTICLE V – IMPROVEMENTS

During the term of this Lease the Owner is obliged by this Lease to make repairs, replacement, improvements, alterations or additions in accordance with the RFP issued by the City of Somerville.

ARTICLE VI - INSURANCE AND INDEMNITY

Section (1)

Tenant shall, at no expense to the Owner, maintain, during the term hereof, policies of comprehensive general liability insurance and casualty insurance with limits for personal injury and property damage of \$1,000,000 each occurrence and \$1,000,000 in the aggregate.

Such policies shall provide that they may be canceled only after ten (10) days prior written notice to the Owner. Such policies shall cover use and occupation of the Premises and all operations and activities conducted at, on, or from the Premises by the Tenant, its agents, employees, servants or invitees. Workmen's compensation and Employer's Liability Insurance or any other insurance required by law, also must be carried by Tenant. Evidence of these policies in the form of insurance certificates must be submitted to the Owner within ten (10) days of the execution of this Lease or the date of actual occupancy of the Premises, whichever is earlier. Tenant shall, if requested within twenty (20) days of any such request, submit the actual policies of insurance to the Owner. Tenant shall also submit to the Owner renewal certificates of any expiring insurance required hereunder within twenty (20) days of the date of expiration thereof.

Section (2)

The Owner shall, during the term hereof, maintain fire and extended coverage insurance on the Premises in amounts to be determined from time to time. The Owner and Tenant agree in the event of fire loss to waive any rights that it or its insurer may have against each other.

ARTICLE VII - SIGNS AND ADVERTISING

Section (1)

Tenant may install signs on the Premises stating its name, affiliation and the services provided and to ensure safe operations. The size, type, design, and location of such signs or other identification shall be subject to compliance with the City's Sign Review Board.

Section (2)

Erection of such signs shall comply with all applicable municipal rules and regulations. Any and all damage, if any, caused by the erection, maintenance or dismantling of such signs shall be repaired forthwith by Tenant at its sole expense. The Premises shall be restored to the same condition it was in prior to the erection of such signs.

ARTICLE VIII - PERSONAL PROPERTY

Tenant shall have the right to remove its personal property, including any detachable fixtures, from the Premises at any time prior to the termination of this Lease.

ARTICLE IX - QUIET ENJOYMENT

The Owner covenants that it has lawful authority to execute this Lease and that upon payment of the rentals and charges herein provided, and the performance of the covenants and agreements on the part of Tenant to be performed hereunder, Tenant shall peacefully have and enjoy the Premises and the rights, privileges, and facilities granted by the Lease as against the Owner

ARTICLE X - ACCESS TO PREMISES BY THE OWNER

During the term of this Lease, the Owner or its authorized representatives shall have the right to come onto the Premises at any and all reasonable times for any of the following reasons or purposes:

1. For the inspection of the Premises.
2. For the repair, maintenance and care of the premises.

ARTICLE XI-TERMINATION

Section (1)

If Tenant shall fail, during the term of this Lease, to perform, keep and observe any of the terms, covenants, or conditions herein contained on the part of the Tenant to be performed, kept, or observed, other than the payment of rent, the Owner may give the Tenant notice in writing to correct such condition or cure said default and, if any such condition or default shall continue for sixty (60) days after receipt of such notice by Tenant and if within such period of time Tenant has not prosecuted with due diligence the correction of such condition or default, Owner may, subject to the provisions of Section (2) below, terminate this Lease upon fourteen (14) days written notice and the term hereby demised shall thereupon cease and expire at the end of such fourteen (14) days in the same manner and to the same effect as if it were the expiration of the original term. If Tenant fails to pay any installment of rent during the term of this Lease when due, the Owner may so terminate this Lease thirty (30) days, rather than fourteen (14) days, after notice of such default. Any termination by reason of this Article shall not affect or impair the right of the Owner to recover damages occasioned by such default.

The Owner, at any time after the applicable aforementioned notice period, and while such default continues, and without further notice and demand, may enter into and upon the Premises, or any part thereof, and repossess same as his former estate, and expel the Tenant and remove its effects without being taken or deemed guilty of any manner of trespass, and without prejudice to any other remedies which might be available and upon entry as aforesaid, said term shall cease.

Section (2)

No default in the performance of the terms, covenants or conditions of this Lease on the part of the Tenant or the Owner (other than payment of any installment of rent by Tenant to the Owner) shall be deemed to continue if, and so long as, the Owner or the Tenant, as the case may be, shall be delayed in or prevented from remedying the same by (i) strikes or other labor disputes, (ii) acts of God or the public enemy, (iii) any order, directive, or other interference by municipal, state, federal, or other governmental official or agency, or, (iv) any other cause reasonably beyond the control of the Owner or Tenant, as the case may be; but, if and when the occurrence of conditions which delayed or prevented the remedying of such default shall cease or be removed, it shall be the obligation of the Owner or Tenant, as the case may be, without further delay to commence the correction of such default or continue the correction thereof.

Section (3)

No waiver of the Owner of any default on the part of Tenant in performance of the terms, covenants or conditions hereof to be performed, kept, or reserved by Tenant shall be, or be construed to be, a waiver by the Owner of any other or subsequent default in performance of any said terms, covenants, or conditions.

ARTICLE XII-SUBJECT TO APPROPRIATION

The obligations of the Tenant under this Agreement shall be subject to appropriation. In the absence of appropriation this Agreement shall be terminated immediately without liability for damages, penalties, or other charges.

ARTICLE XIII - DAMAGE OR DESTRUCTION OF PREMISES

Section (1)

If the Premises shall be partially damaged by fire or any other unavoidable casualty but not rendered untenable, the Owner at its own expense and cost shall repair the same from proceeds from insurance policies maintained on the Premises by the Owner. If the damage shall be so extensive as to render the Premises untenable but capable of being repaired within thirty (30) days, the same shall be repaired by the Owner at its own cost and expense and rent payable hereunder with respect to Tenant's right to occupy Premises shall not be abated during such time of damage. In case the Premises shall be completely destroyed or so damaged that it will or does remain untenable for more than thirty (30) days during the term of this Lease, the Owner, at its option, may reconstruct the Premises, in which case the rent payable hereunder with respect to Tenant's use of the Premises shall be abated until the Premises are reconstructed and rendered tenable, or it may terminate this Lease. If the Owner opts not to reconstruct the Premises Tenant shall have the right to terminate this Lease if whatever repairs are necessary to render the Premises tenable have not been accomplished or commenced within sixty (60) days of the date of such damage.

Section (2)

The Owner shall not be liable to Tenant for any consequential damages arising out of any impairment or destruction of the Premises and/or any interference or interruption of Tenant's use and occupancy thereof.

ARTICLE XIV - EMINENT DOMAIN

If any significant part of the Premises shall be taken by right of eminent domain during the term of this Lease, the Owner shall receive the entire award for the lands and improvements of taking, except that such award shall not terminate Tenant's obligations to make rental payments to the Owner unless and until such taking effectively renders the Premises substantially unusable, at which time this Lease shall terminate.

ARTICLE XV - YIELDING UP OF PREMISES

Upon the expiration or termination of this Lease Tenant shall yield up and deliver the Premises, together with all improvements and additions made to the same, clear and unencumbered, clean and neat, and in at least as good condition as Tenant is required to keep and maintain the same by virtue of the provisions hereof, normal wear and tear, damage by fire and other casualty, or acts of war excepted.

ARTICLE XVI-CERTIFICATION

IN WITNESS WHEREOF, THE OWNER CERTIFIES, UNDER THE PAINS AND PENALTIES OF PERJURY, THAT THE OWNER IS IN COMPLIANCE WITH EACH OF THE FOLLOWING:

1. TAXES. PURSUANT to M.G.L. c. 62C, s. 49A, the OWNER has filed all state tax returns and complied with all laws of the Commonwealth and the City of Somerville relating to taxes.
2. AMERICANS WITH DISABILITIES ACT. The OWNER is aware of the enacted Americans with Disabilities Act which prohibits discrimination based upon disability and shall meet any relevant standards, and/or conditions set out herein.

ARTICLE XVII- FORUM AND CHOICE OF LAW

This Lease and any performance herein shall be governed by and be construed in accordance with the laws of the Commonwealth of Massachusetts. Any and all proceedings or actions relating to subject matter herein shall be brought and maintained in the courts of the Commonwealth of Massachusetts or the federal district court sitting in the Commonwealth of Massachusetts, which shall have exclusive jurisdiction thereof. This paragraph shall not be construed to limit any other legal rights of the parties.

ARTICLE XVIII – MISCELLANEOUS

Any and all notices, covenants, approvals, or demands required or permitted to be given by either party hereto shall be sufficient if sent by registered mail or certified mail, postage prepaid, to the Owner, addressed:

And to Tenant, addressed:
Purchasing Department
City of Somerville
93 Highland Avenue
Somerville, MA 02143

With copy to:
Solicitor's Office
City of Somerville
93 Highland Avenue
Somerville MA – 02143

or to other such address as either party may specify to the other by notice given as provided herein.

Section (2)

If any provisions of this Lease shall to any extent be held invalid or unenforceable, the remainder of this Lease shall not be deemed affected thereby.

Section (3)

The descriptive headings of the various Articles of this Lease were formulated, used, and inserted in this Lease for convenience only, and shall not be deemed to affect the meaning or construction of any of the provisions therein.

IN WITNESS WHEREOF, the parties have hereto and to four other identical instruments set forth their hands the day and year first above written.

CITY OF SOMERVILLE

Joseph A. Curtatone, Mayor

THE OWNER

Company Name

Status (Corporation/Non-corporate)

Signature and Title

Print Name and Title

Date

Taxpayer Identification Number

APPROVED AS TO FORM:

Francis X. Wright, Jr.
City Solicitor

Print or Type Clerk's Name

AS TO APPROPRIATION:

Edward Bean
Auditor

**Sample Lease
Water and Sewer Operations
City of Somerville**

Location of Property: _____

Rent, (not) including utilities, for :

Year 1	
Year 2	
Year 3	
Year 4	
Year 5	
Year 6	
Year 7	
Year 8	
Year 9	
Year 10	

Square Footage: _____

Attach a proposed floor plan for the proposed space and a listing of any insurance and/or leasehold requirements.