

PURCHASING DIVISION  
CITY OF WORCESTER  
MASSACHUSETTS 01608-1895  
ROOM 201 - CITY HALL, 455 MAIN ST.  
PHONE (508) 799-1220

**BID INVITATION**  
(Supplies, Material, Equipment, Services)

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

**BID NO. 8796-J7**

**DATE: August 24, 2026**

**CITY OF WORCESTER**  
**Christopher J. Gagliastro, MCPPO**  
**Purchasing Agent**

**BUYER: Jerry Kucera**

**NOTICE TO BIDDERS**  
**TERMS AND CONDITIONS**

All bids are subject to the terms and conditions and specificity herein set forth except where specifically deleted by the City of Worcester in Section No. 6 below.

**COMPLETE ORIGINAL COPY (including ALL required pages) OF THIS BID MUST BE SUBMITTED IN A SEALED ENVELOPE:**

DATE: September 10, 2026

TIME: 4:00 P.M. LOCAL TIME

PLACE: Purchasing Division, Room 201, City Hall, Worcester, Massachusetts

MARK ENVELOPE "Bid No. 8796-J7 – Shade Install – Crompton Skatepark / DPRC"

The name and address of the bidder must appear in the upper left-hand corner of the envelope. The City of Worcester is not responsible for bids not properly marked.

**GENERAL**

1. This Bid Invitation covers: all labor, materials, and equipment necessary for the shade installation at the Crompton Skatepark as per the attached requirements and specifications of the City of Worcester Department of Parks, Recreation, & Cemetery.
2. A certified check or bid bond made payable to the "City Treasurer, City of Worcester" in the Amount of \$ None must accompany this bid.
3. **NO BID WILL BE ACCEPTED AFTER TIME AND DATE SPECIFIED**
4. A performance bond in the amount of \$ n/a of the total dollar award is required.
5. **A payment bond in the amount of \$ 50% of the total dollar award is required if total bid price if greater than \$ 25,000.00**
6. All terms and conditions are applicable to this proposal except the following section numbers which are hereby deleted from this invitation: all apply
7. Questions pertaining to this bid must be directed to: Jerry Kucera via email at [KUCERAJS@worcesterma.gov](mailto:KUCERAJS@worcesterma.gov)
  - **Email copies of this bid are acceptable. Please email bids to [KUCERAJS@worcesterma.gov](mailto:KUCERAJS@worcesterma.gov)**

8. The following meanings are attached to the defined words when used in this bid form.
  - a) The word "City" means The City of Worcester, Massachusetts.
  - b) The word "Bidder" means the person, firm or corporation submitting a bid on these specifications or any part thereof.
  - c) The word "Contractor" means the person, firm or corporation with whom the contract is made by carrying out the provisions of these specifications and the contract.
  - d) The words "Firm Price" shall mean a guarantee against price increases during the life of the contract.
9. Any prospective bidder requesting a change in or interpretation of existing specifications of terms and conditions must do so within five (5) days (Saturdays, Sundays and Holidays excluded) BEFORE scheduled bid opening date. All requests are to be in writing to the Purchasing Division (or e-mailed at [KUCERAJS@worcesterma.gov](mailto:KUCERAJS@worcesterma.gov) ). No changes will be considered or any interpretation issued unless request is in our hands within five (5) days (Saturdays, Sundays and Holidays excluded) BEFORE scheduled bid opening date.
10. The contractor will be required to indemnify and save harmless the City of Worcester, for all damages to life and property that may occur due to his or her negligence or that of his or her employees, subcontractors, etc., during this contract.
11. The Contract Agreement will be in the form customarily employed by the City of Worcester and is on file in the Purchasing Division at City Hall.
12. Bids which are incomplete, not properly endorsed, or signed, or otherwise contrary to these instructions will be rejected as informal by the Purchasing Agent. Conditional Bids Will Not Be Accepted.
13. The Bidder must certify that no official or employee of the City of Worcester, Massachusetts is pecuniarily interested in this proposal or in the contract which the bidder offers to execute or in expected profits to arise therefrom, unless there has been compliance with provisions of G.L.C.43 Sec. 27, and that this bid is made in good faith without fraud or collusion or connection with any other person submitting a proposal.
14. As the City of Worcester is exempt from the payment of Federal Excise Taxes, and Massachusetts Sales Tax, prices quoted herein are not to include these taxes.
15. **All prices are to be firm F.O.B. Destination, City of Worcester, Massachusetts, unless otherwise indicated by the City. Time reserved for award is ninety days.**
16. In case of error in the extension prices quoted herein, the unit price will govern.
17. It is understood and agreed that should any price reductions occur between the opening of this bid and delivery of any order, the benefit of all such reductions will be extended to the City.
18. The City of Worcester reserves the right to reject any and all bids, wholly or in part, and to make awards in a manner deemed in the best interest of the City.
19. Awards will be made to the bidder quoting the lowest net price in accordance with specifications.
20. The supplier will be bound by all applicable statutory provisions of law of the Federal Government, the Commonwealth of Massachusetts, the City of Worcester, and The Department of Public Safety of the Commonwealth of Massachusetts.
21. Any bid withdrawn after time and date specified, the bidder shall forfeit deposit on bid as liquidated damages.
22. The contractor will not be permitted to either or underlet the contractor, not assign either legally or equitably any monies hereunder, or its claim thereto without the previous written consent of the City Treasurer and of the Purchasing Agent of the City.
23. If this bid shall be accepted by the City, and the bidder shall fail to contract as aforesaid and to give a bond in the amount as specified in Section 4, within ten (10) days, (not including Sunday or a Legal Holiday) from the date of the mailing of a notice from the City to him, according to the address given herewith, that the contract is ready for signature, the City may by option determine that the bidder has abandoned the contract and thereupon the proposal and acceptance shall be null and void and the bid security accompanying this proposal shall become the property of the City as liquidated damages.

24. When quoting, the bidder shall submit a signed copy of this bid form, and if bid is accepted by the City shall constitute part of the contract of purchase. Do not detach any part of this form when submitting a bid. Bidder must sign and return complete forms.
25. If in the judgment of the Purchasing Agent any property is needlessly damaged by an act or omission of the contractor or his/her employees, servants, or agent, the amount of such damages shall be determined by the Purchasing Agent of the City of Worcester and such amount shall be deducted from any money due the contractor or may be recovered from said contractor in actions at law.
26. It is agreed that deliveries and/or completion are subject to strikes, lockouts, accidents and Acts of God.

#### **INSURANCE AND WORKER'S COMPENSATION**

27. COMMERCIAL GENERAL LIABILITY INSURANCE – Contractor to supply the City of Worcester with certificates of insurance evidencing general liability coverage of not less than \$ 1,000,000.00 per occurrence / \$ 2,000,000.00 aggregate.
28. AUTOMOBILE LIABILITY INSURANCE – Contractor to supply the City of Worcester with certificates of insurance evidencing automobile liability coverage, bodily injury and property damage combined single limits, of \$ 1,000,000.00 (all owned, hired and non-owned autos).
29. COMPENSATION INSURANCE – Contractor shall furnish the City of Worcester with certificates showing that all of his or her employees who shall be connected with this work are protected under Massachusetts' statutory worker's compensation insurance policies.
30. The Contractor shall carry public liability insurance with an insurance company satisfactory to the City so as to save the City harmless from any and all claims for damages arising out of bodily injury to or death of any person or persons, and for all claims for damages arising out of injury to or destruction of property caused by accident resulting from the use of implements, equipment or labor used in the performance of the contractor or from any neglect, default or omission, or want of proper care, or misconduct on the part of the Contractor or for any one of his employ during the execution of the contract.
31. Prior to starting on this contract, the Contractor shall deposit with the contracting officer certificates from the insurer to the effect that the insurance policies required in the above paragraph have been issued to the Contractor. The certificates must be on a form satisfactory to the Purchasing Agent.
32. Except as may be otherwise stated herein, the Contractor shall also carry bodily injury and property damage insurance in amount not less than those set forth above covering the operation of all motor powered vehicles owned or operated by the Contractor and engage in this contract.

#### **DISCOUNT**

33. Prompt pay discounts will be considered when determining the low bid except when discounts are for a period of less than 30 days. In this event discounts will not be taken into consideration when determining low bid.
34. Time, in connection with discount offered, will be computed from date of completion and/or delivery and acceptance at destination, or from date correct bill or voucher properly certified by the contractor is received if the latter date is later than the date of completion and acceptance and/or delivery and acceptance.

#### **GUARANTEE**

35. The bidder to who a contract is awarded guarantees to the City of Worcester all equipment, materials and/or workmanship for a period of one (1) year after final inspection and acceptance and shall replace promptly any defective equipment, materials and/or workmanship required without additional cost to the City.

#### **DELIVERIES AND COMPLETION**

36. It is understood and agreed that in the event of failure on the part of the bidder to indicate date of delivery and/or completion, delivery and/or completion will be made within twelve (12) days from date of notification. Should the successful bidder fail to make delivery or complete contract within time specified, the City reserves the right to make the purchase on such orders at the open market and charge any excess over contract price to the account of the successful bidder, who shall pay the same.
37. The contractor shall familiarize himself with the location and facilities for storage.
38. The City, through its Purchasing Division, reserves the right to divert delivery from one location to another, and to allow for any change in operating conditions or for any other cause not now foreseen and to proportion deliveries according to available storage facilities.

### **SAMPLING AND ANALYSIS**

39. Each bidder must state the commercial name of the product quoted, name, and address of operator or agent from whom the product will be purchased and in addition shall furnish an analysis of the product, date of analysis, by whom made and their address.
40. Samples of the product to be delivered may be taken by a representative of the City, either prior to delivery or while it is being delivered in the storage facilities at destination, or will be taken from the storage facilities to which the product has been delivered as determined from time to time by the Purchasing Agent. Bidder agrees to furnish the necessary manual labor, without additional cost required to assemble the physical samples, which is to be performed under the direction of the City representative.
41. The representative of the City taking the samples, shall be given the opportunity, while sampling, to affix his signature to the delivery slip each item represented in his sample.
42. Any product after the sampling and analysis, not found meeting the requirements of the contract shall be sufficient cause for the cancellation of the contract at the option of the Purchasing Agent.
43. If any product is found that does not meet the analysis submitted by the bidder in his proposal, the Purchasing Agent may at his option exercise his right to reject the product and require that all or any part thereof shall be removed promptly by and at the expense of the contractor and replace it forthwith with a product satisfactory to the Purchasing Agent, or to retain the product and compensate the contractor in an amount as determined by the Purchasing Agent and the City Manager.
44. It is understood and agreed that it shall be a material breach of any contract resulting from this bid for the Contractor to engage in any practice which shall violate any provisions of Massachusetts General Laws, Chapter 151B, relative to discrimination in hiring, discharge, compensation, or terms, conditions or privileges of employment because of race, color, religious creed, national origin, sex, age or ancestry.
45. The undersigned as bidder, declares that the only parties interested in this proposal as principals are named herein; that this proposal is made without collusion with any other person, firm or corporation; that no officer or agent of the City is directly or indirectly interested in this bid; and he proposes and agrees that if this proposal is accepted he will contract with the City in accordance with the specifications, also the terms and conditions as spelled out in this bid form.
46. No Person, including but not limited to corporations, partnerships, limited partnerships or limited liability corporations, shall be eligible to receive a contract under this invitation to bid and/or request for proposal if that person has been convicted of any felony offense involving the distribution of controlled substances as that term is defined under Chapter 94C of the General Laws and, for contracts to be performed for on-site services to the Worcester Public Schools, if that person or any person to be employed by that person in the performance of such on-site services has been convicted of a "sex offense" or a "sex offense involving a child" or a "sexually violent offense" or would meet the definition of "sexually violent predator" as those terms are defined in Chapter 6, Section 178C of the General Laws and who must register with the sex offender registry board.
47. The Contractor shall at all times enforce strict discipline and good order among his employees and shall not employ for work or services relating to this contract any unfit person or anyone not skilled in the task assigned to him. In light of the fact that the performance of this contract requires the Contractor and its employees to have significant interaction with the public, the Contractor shall require all employees who may perform services under this contract to conduct themselves in a courteous, professional manner. If the Contractor is notified by the Contract Officer that any person engaged upon the

work is incompetent, unfaithful, disorderly, discourteous, or otherwise unsatisfactory, then such person shall be discharged from providing services or work pursuant to this contract. Without limiting the generality of the foregoing, intimidation, threats and/or violent conduct of any kind or nature directed to members of the public are absolutely prohibited. Failure to comply with this requirement shall be grounds for termination of the contract.

48. The Contractor's performance may be evaluated on an ongoing basis including but not limited to consideration of complaints received from members of the public. In order to facilitate this evaluation, the Contractor shall provide the City with documents and records upon request. The Contractor shall further obtain from its employees authorization that appropriate City personnel may obtain all available criminal offender information ("CORI") from the Criminal History Systems Board. A high number of unresolved complaints, any number of complaints that are particularly severe, or employment of individuals who have been convicted of assault or other violent crimes shall be grounds for the early termination or non-renewal of the contract by the City.
49. The procurement officer shall award the contract to the lowest responsible and responsive bidder. The term "responsible bidder" means "a person who has the capability to perform fully the contract requirements, and the integrity and reliability which assures good faith performance." Consistent with its duty to maintain public order and promote public safety, the City has determined that this contract is of a type and nature so as to be particularly sensitive due, at least in part, to the contractor's inherent access and dealings with the members of the general public. Therefore, the City has concluded that additional scrutiny is justified as it determines whether a particular bidder is responsible, having the integrity and reliability to properly perform the requested services. This may entail consideration of the contractor's system of oversight, training and supervision of its employees, including but not limited to its requirement of a high standard of customer service and courtesy in its dealings with the public. The bidder's care and diligence in hiring and assigning its employees will also be considered. In making its determination, the City reserves the right to examine any and all information at its disposal, including but not limited to prior City contracts, the experiences and information obtained from current and former customers (whether identified by the bidder as references or not), as well as other sources available to the City, including but not limited to court documents, newspapers, financial reports (such as DUNS), and certain police data and reports.
50. The Contractor, acting through its owner(s) or any of its employees, or its agents or sub-contractors and any of their employees, shall not engage in any behavior, whether during the course of its duties under this contract or at any other time, that is illegal, criminal or otherwise shocking or offensive to the general public. The determination whether any particular behavior is illegal, criminal or shocking to the general public shall rest in the sound judgment of the Contracting Officer or the City Manager. In making such determination, the Contracting Officer or the City Manager shall apply the general standards of the community. No criminal conviction or formal charges shall be required to make such determination. Such behavior need be something more than trivial and something which would cause the general public to have concerns either about the safety of individuals coming in contact with the Contractor or about the character and integrity of the individuals with which the City does business. Violation of this provision shall be grounds for immediate and unilateral termination of this contract by the City upon five days' notice as otherwise provided herein

**GIVE FULL NAMES AND RESIDENCES OF ALL PERSONS INTERESTED IN THE FOREGOING PROPOSAL.**

(NOTICE: Give first and last name in full; in case of corporations, give corporate name and names of President, Treasurer, and Manager; and in case of firms give names of the individual members)

| Name | Address | Zip Code |
|------|---------|----------|
|------|---------|----------|

|       |       |       |
|-------|-------|-------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

**KINDLY FURNISH THE FOLLOWING INFORMATION REGARDING BIDDER:**

|                        |                     |
|------------------------|---------------------|
| (1)                    | If a Proprietorship |
| Name of Owner _____    |                     |
| Business Address _____ |                     |
| Zip Code _____         | Telephone No. _____ |
| Home Address _____     |                     |
| Zip Code _____         | Telephone No. _____ |

|                                          |                  |                 |
|------------------------------------------|------------------|-----------------|
| (2)                                      | If a Partnership |                 |
| Full names and addresses of all partners |                  |                 |
| <u>Name</u>                              | <u>Address</u>   | <u>Zip Code</u> |
| _____                                    | _____            | _____           |
| _____                                    | _____            | _____           |
| _____                                    | _____            | _____           |
| Business Address _____                   |                  | Zip Code _____  |
| Tel. No. _____                           |                  |                 |

(3) If a Corporation

Full Legal Name \_\_\_\_\_

State of Incorporation \_\_\_\_\_ Qualified in Massachusetts ? Yes \_\_\_\_\_ No \_\_\_\_\_

Principal Place of Business \_\_\_\_\_

Street P.O. Box

City/Town State Zip

Telephone No. \_\_\_\_\_

Place of Business in Massachusetts \_\_\_\_\_

Street P.O. Box

City/Town State Zip

Telephone No. \_\_\_\_\_

GIVE THE FOLLOWING INFORMATION REGARDING SURETY COMPANY

Full Legal Name of Surety Company \_\_\_\_\_

State of Incorporation \_\_\_\_\_ Admitted in Massachusetts ? Yes \_\_\_\_\_ No \_\_\_\_\_

Principal Place of Business \_\_\_\_\_

Street P.O. Box

City/Town State Zip

Place of Business in Massachusetts \_\_\_\_\_

Street P.O. Box

City/Town State Zip

Telephone No. \_\_\_\_\_

NOTE

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

F.I.D. Number of bidder \_\_\_\_\_

This number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941.

AUTHORIZED SIGNATURE OF BIDDER \_\_\_\_\_ TITLE \_\_\_\_\_  
PLEASE SIGN

DATE \_\_\_\_\_ BID SECURITY \$ N/A

The name of Customer Service Representative and the Contract Administrator responsible for servicing this account in the event of contract award are:

NAME (PLEASE PRINT) *Customer Service Rep.* \_\_\_\_\_ TEL. NO. \_\_\_\_\_

NAME (PLEASE PRINT) *Contract Administrator* \_\_\_\_\_ TEL. NO. \_\_\_\_\_

FAX NUMBER \_\_\_\_\_ FAX # \_\_\_\_\_

E-MAIL (Customer Service Rep.): \_\_\_\_\_

E-MAIL (Contract Administrator): \_\_\_\_\_

UNDER MASSACHUSETTS GENERAL LAWS, CHAPTER 30B: SECTION 10, THE FOLLOWING CERTIFICATION MUST BE PROVIDED:

Section 10. A person submitting a bid or a proposal for the procurement or disposal of supplies, or services to any governmental body shall certify in writing, on the bid or proposal, as follows:

" The undersigned certifies 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."

(Please Print) \_\_\_\_\_  
Name of Person Signing Bid

\_\_\_\_\_  
Signature of Person Signing Bid

\_\_\_\_\_  
Company

**No award will be made without vendor certification of the above.**

**PROPOSAL PAGE**

Bidders must state and identify the product offered, such as manufacturer's name, trade name, brand name and quality next to each item. WE MUST KNOW WHAT HAS BEEN OFFERED.

The quantities shown herein are estimated only and the Contractor will be required to furnish all quantities ordered by the City during the period of the contract.

YES X NO

Delivery to be made to: Crompton Skatepark (47 Quinsigamond Ave, Worcester, MA 01610)

This Bid includes addenda numbered \_\_\_\_\_

**NO PRICE ADJUSTMENTS ALLOWED. PRICES QUOTED ARE FINAL. CHECK BEFORE SIGNING**

**BIDDER TO COMPLETE ITEMS BELOW**

| Item No. | Estimated Quantity | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Bid Price / Total Amount                                               |
|----------|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
|          |                    | <p><b>All labor, materials, and equipment necessary for the shade installation at the Crompton Skatepark as per the attached requirements and specifications of the City of Worcester Department of Parks, Recreation, &amp; Cemetery.</b></p> <p><i>For any bid price that exceeds \$25,000, the vendor must provide a payment bond in the amount of 50% of the contract amount. Payment Bond form to be provided by the City upon award.</i></p> <p><i>Insurance certificates are required. The awardee must forward insurance certificate copies to the Purchasing Division consistent with the requirements stated in these bid documents prior to commencement of work.</i></p> <p><u><i>No work may commence until these forms are on file with the Purchasing Division</i></u></p> <p>The bidder hereby certifies that it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course on construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee: and that he will comply fully with all laws and regulations applicable to awards of subcontracts subject to section 44F.</p> | <p>\$ _____</p> <p style="text-align: center;">Total Amount of Bid</p> |

TERMS, PROMPT PAY DISCOUNT \_\_\_\_\_% 30 DAYS, NET 45 DAYS.

DELIVERY AND/OR COMPLETION TO BE MADE WITHIN 60 DAYS OF PURCHASE ORDER ISSUANCE

NAME OF BIDDER \_\_\_\_\_

## **Request for Quotes**

**Date:** August 12, 2026  
**Project:** Crompton Park Skatepark- Installation of Four (4) Owner Provided Shade Fabric and Hardware on Existing Structures.

### **1) Scope of Work**

- a) Remove and deliver to Owner all hardware remaining on existing shade structures.
- b) Furnish, from Manufacturer, and install complete jaw end assembly for the Model QRE shade fabric.
- c) Install Owner provided Model QRE shade fabric (quantity of four) and hardware.
- d) New Model QRE fabrics and hardware, with 24-hour advance notice, can be inspected prior to Quote and to be picked up by Installer during the hours of 8:30 AM to 3:30PM Monday through Friday at:  
Department of Parks, Recreation and Cemetery  
50 Officer Manny Familia Way  
Worcester, MA 01605  
Contact information: Cesar Valiente - valientec@worcesterma.gov

### **Special Site and Project Conditions**

- a) Scope of work/installation/access to be from the Right-of-Way of Crompton Park Skatepark.
- b) Include in quote to provide police detail (s), quantity to be determined by Worcester Police Department for vehicular traffic and pedestrian controls.
- c) No machinery or staging access will be allowed on the concrete surface of the skatepark, use for foot traffic and layout of shade fabric and hardware assemble is allowed.
- d) Protect and secure the "City Seal" area of the skatepark from public use during installation.
- e) Protect and maintain existing adjacent improvements and appurtenances.
- f) Installer is responsible for verifying all fabric and hardware is present for the complete installation of all four shades fabric.

### **2) Attachments and Reference Document**

- a) Figures 1, 2 and 3
- b) Manufacturer Contact information:
  - i) Angel Rich – Director of Sales -Distribution  
USA SHADE  
DFW International Commerce Park  
2580 Ester Blvd., Suite 100  
DWF Airport, TX 75261  
P 954-649-6757
- c) Installation Manual (14 pages)
- d) Straight Bill of Lading (5 pages)
- e) Pick List Job # 100532 (4 pages)
- f) USA Shade Structure proposal - for Jaw Assembly Model Number 308409 reference only, majority of part are already provided by Owner (15 pages)
- g) Existing Site Plan (1 page)
- h) Stamped Shop Drawings of original USA Shade Structure (4 pages)



Figure 1: Existing Shade Fabric **Model QRE VE** and New Replacement Shade Fabric **Model QRE**.



Figure 2: New Replacement Shade Fabric Model QRE hardware. (minus complete jaw assembly, to be furnished by Installer)

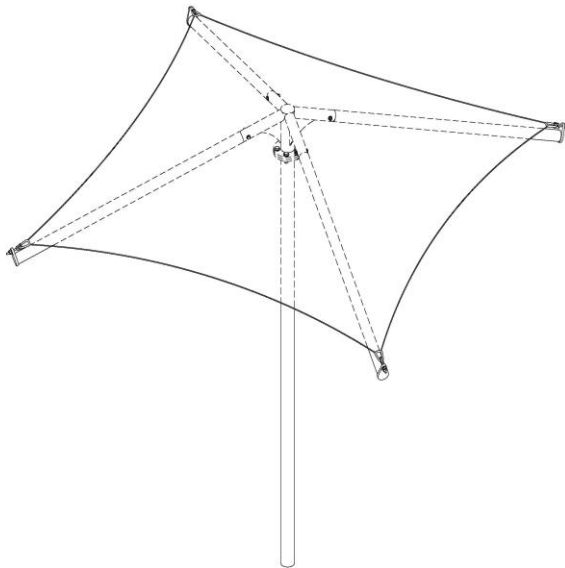


Figure 3: Existing jaw assembly, approximately 7.5 inches in length. Include in quote to furnish (from Manufacturer of Shade Structure) and install new and complete jaw assembly for Model QRE fabric.



# Installation Manual for Single Post Pyramid with QRE

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**NOTE:**  
Typical installation manual  
for a standard size structure.

Column placement will change  
according to the size of each  
structure.

For questions, please contact  
us at 1-800-966-5005.

## Model #123.1 QRE

No part of this Installation Manual, or any other USA SHADE & Fabric Structures, Inc. produced materials, may be reproduced, transmitted, transcribed, stored in a retrieval system, or translated into any language (natural or binary), in any form or by any means, without the expressed written consent of USA SHADE & Fabric Structures, Inc. Information contained within this document is subject to change without notice, and does not represent any commitment on the part of USA SHADE & Fabric Structures, Inc.

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Corporate Headquarters 2580 Esters Blvd, Suite 100, DFW Airport, TX 75261

Phone: 214.905.9500 Fax: 972.453.0010 Toll-Free: 800.966.5005

West Coast Headquarters 1085 N. Main, Suite C, Orange, CA 92867

Phone: 714.427.6981 Fax: 714.427.6982 Toll-Free: 800.507.4233

[www.usa-shade.com](http://www.usa-shade.com)

O:\! ! P R O D U C T S – Modular\ 123 Single Post Pyramid (QRE)\Installation Manual\!!! SPP(QRE) Model 123.1.doc

Part #309520 Installation Manual (rev 5-22-23)

# Table of Contents ~ Single Post Hip Structure With Quick Release fabric attachment.

|                                         |       |
|-----------------------------------------|-------|
| 1. CLAIMS, QUESTIONS                    | 2     |
| Warranty Claims/Shipping Claims         |       |
| 2. EXAMPLE LIST OF MATERIALS & DRAWINGS | 3-5   |
| 3. TOOLS AND EQUIPMENT REQUIRED         | 6     |
| 4. GENERAL DESCRIPTION OF LAYOUT        | 7     |
| 5. FOUNDATION                           | 8-11  |
| 6. FRAME INSTALLATION                   | 11-12 |
| 7. FABRIC INSTALLATION                  | 12-13 |
| 8. MAINTENANCE / WARRANTY INFORMATION   | 14    |

## **WARRANTY CLAIMS as of 12/3/2018**

If you require information or assistance in preparing a claim covered by our warranty, please advise us immediately:  
Also see last 8 pages for additional info.

CLAIMS DEPARTMENT

EMAIL ADDRESS:

USA SHADE & Fabric Structures, Inc.

TF: 800-966-5005 P: 214.905.9500 F: 214.905.9514

### **PHYSICAL ADDRESS – For Fedex and other packages**

USA SHADE & Fabric Structures

2580 Esters Blvd, Suite 100

DFW Airport, TX 75261

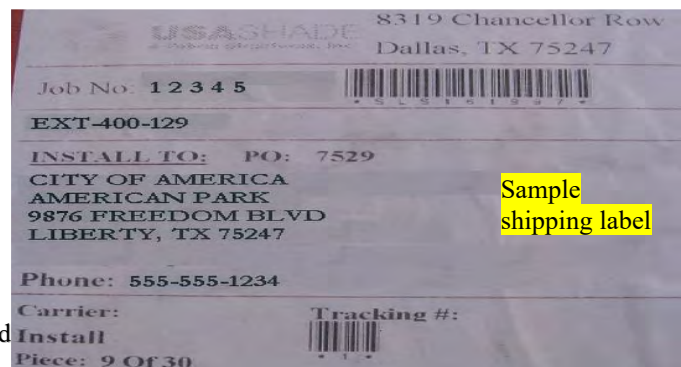
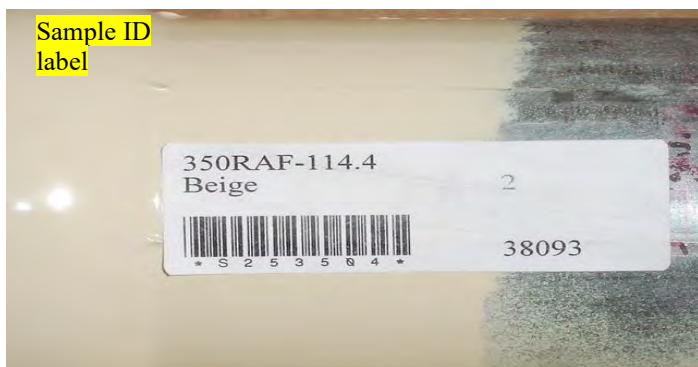
## **SHIPPING CLAIMS**

This shade structure unit has been manufactured using the highest quality materials available. If any parts are damaged during transit, please reference the project name and 5-digit work order number listed on the Bill of Materials included with the shipment when calling about inquires about claims and damaged or missing pieces.

## **Receiving Shipment**

- Get the Bill of Materials (BOM), from the freight company when you receive your shipment. This is usually on the box for your structure, or will be with the truck driver's BOL (Bill of Lading) if the structure was shipped on a dedicated truck.
- Next, look at the BOM and check off each item as it is unloaded using the labels attached to each. **See examples below.**
- This label includes the Job#; important information when calling for support or replacement parts. It will also have a part identification just below the Job#, important for the assembly of the structure

**NOTE: ANCHOR BOLTS ARE NOT INCLUDED UNLESS ORDERED WITH STRUCTURE**



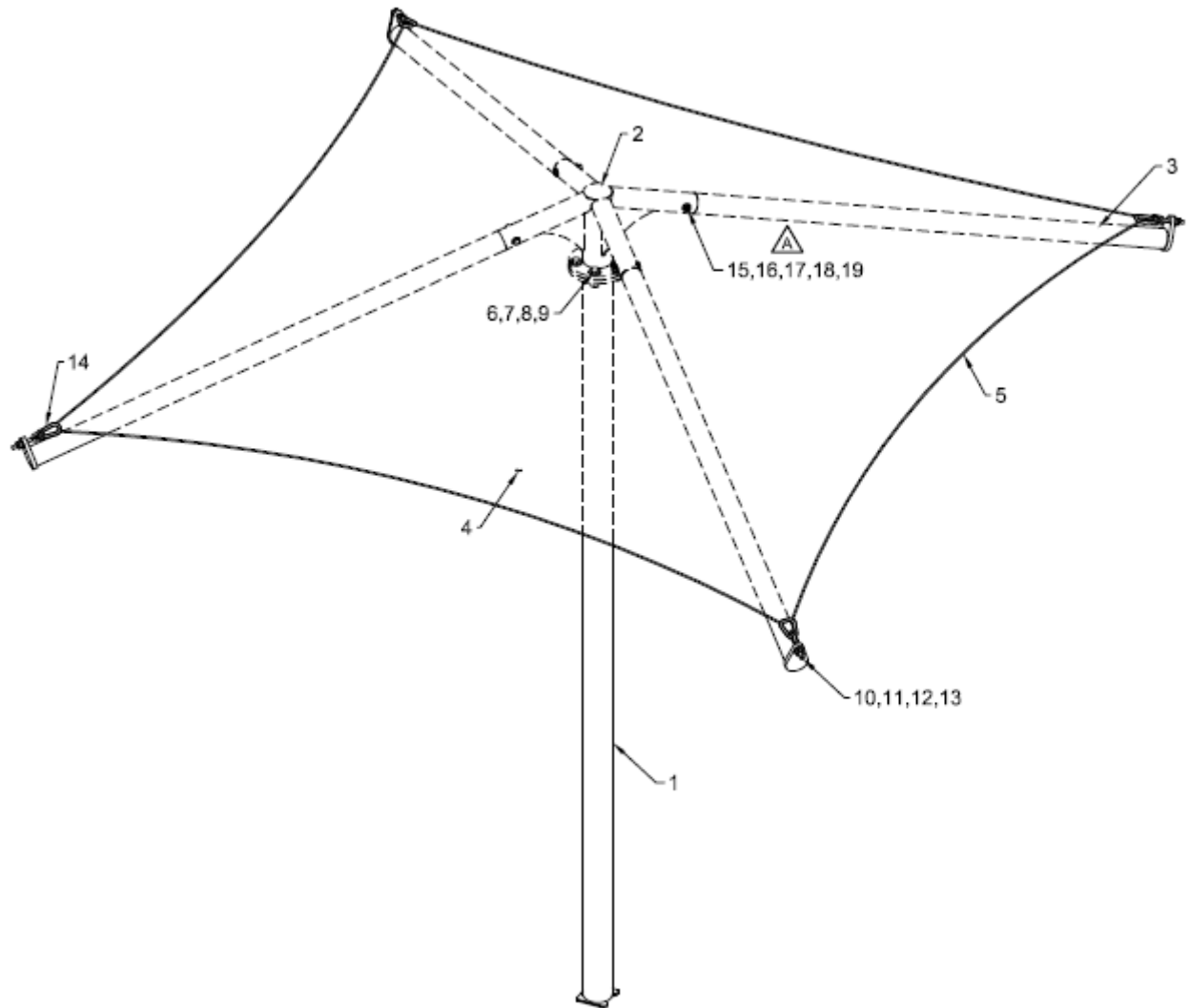
Part #309520 Installation Manual (rev 5-22-23)

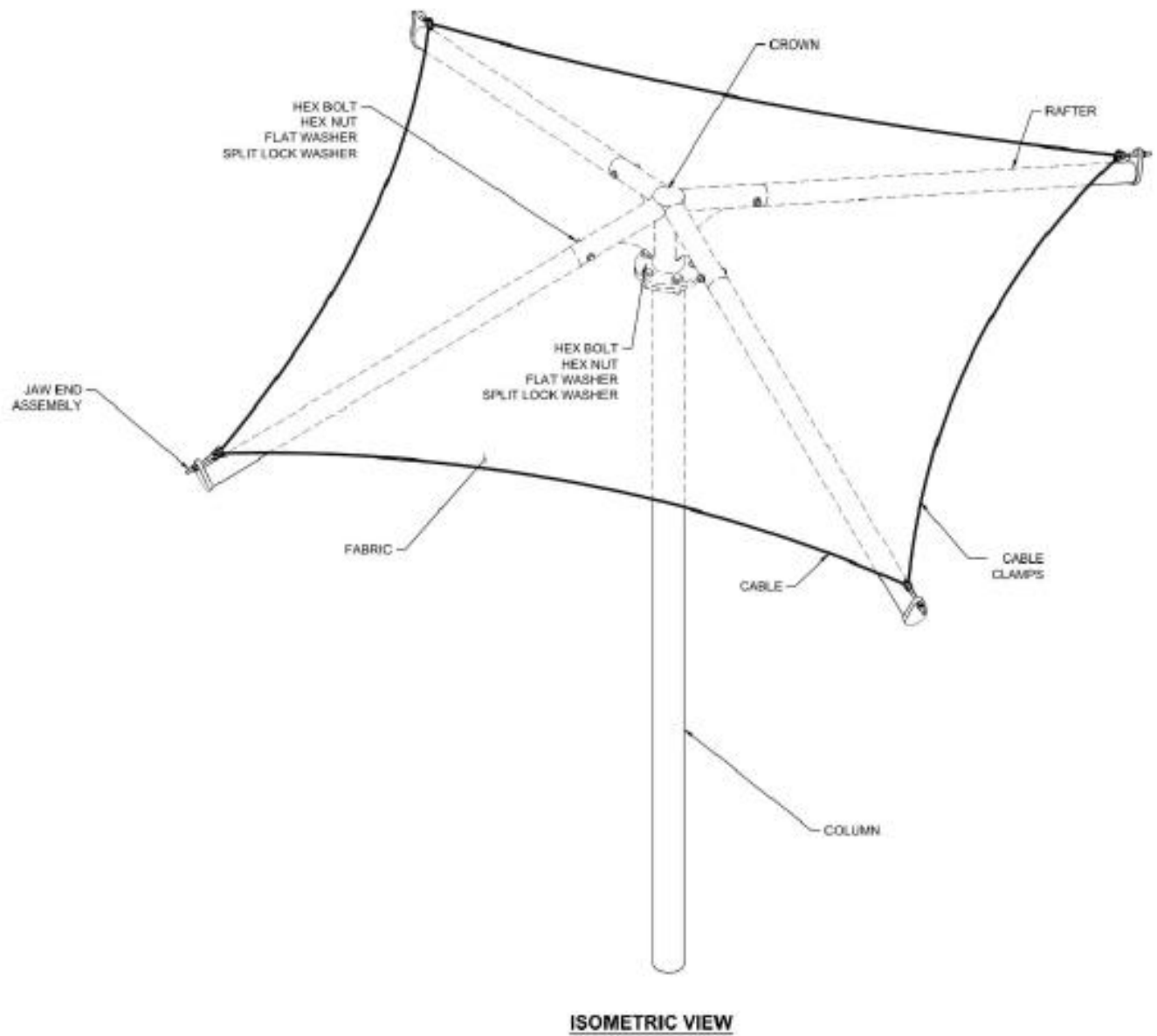
LIST OF MATERIALS (#123.1)

| ITEM              | QTY | DESCRIPTION                                | SMI PART No |
|-------------------|-----|--------------------------------------------|-------------|
| COLUMN            | 1   | 5.0 GA 07 RD TUBING                        |             |
| CROWN             | 1   | 5.0 GA 07 RD TUBING                        |             |
| RAFTER            | 4   | 3.5 GA 08 RD TUBING                        |             |
| FABRIC            | 1   | FABRIC TOP - HDPE MESH                     |             |
| CABLE             | 1   | WIRE ROPE, 7X19, 1/4", GALV                |             |
| CABLE CLAMP       | 4   | CLAMPS, CABLE, 1/4" DF GLV                 | 307633      |
| BOLT              | 5   | Bolt, Hex, 3/4"-10 x 3, GLV ASTM A325      | 308073      |
| HEX NUT           | 5   | NUT, HEX, 3/4", GLV A194 2H                | 307687      |
| FLAT WASHER       | 10  | WASHER, FLAT, 3/4" GLV ASTM F436           | 307624      |
| SPLIT LOCK WASHER | 5   | WASHER, SPLIT LOCK, 3/4", GLV              | 307832      |
| BOLT              | 4   | BOLT, HEX, 1/2"-13 x 4-1/2", GLV ASTM A325 | 309108      |
| HEX NUT           | 4   | NUT, HEX, 1/2", GLV 1213 A 194 2H          | 308069      |
| SPLIT LOCK WASHER | 4   | WASHER, SPLIT LOCK, 1/2", GLV              | 307625      |
| FLAT WASHER       | 8   | WASHER, FLAT, 1/2" GLV ASTM F436           | 307622      |
| JAW END           | 4   | JAW, W/ BNC RH&HDW, 1/2"X6" DF GLV         | 308046      |
| QUICK LINK        | 4   | DELTA LINK PEGUET, 1/2" ZP                 | 307693      |
| PAINT             | 1   | TOUCH-UP PAINT, 4.5 OZ CAN                 |             |

**Note:** Example only – not specific to your Structure

**The Quick Links are not needed on the QRE VE Model**





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**Part #309520** Installation Manual (rev 5-22-23)

### 3. Tools & Equipment Required



Side-cutting pliers



2' bubble level



Torpedo level



Builders level



Bull Pin



2lb. Hammer



Adjustable wrench



Ratchet



Socket set



Impact Wrench



Concrete vibrator



Cable-gripper



Lifting Straps



Come-a-long



Ratchet strap



Skid Loader with Auger attachments



Standard fork lift



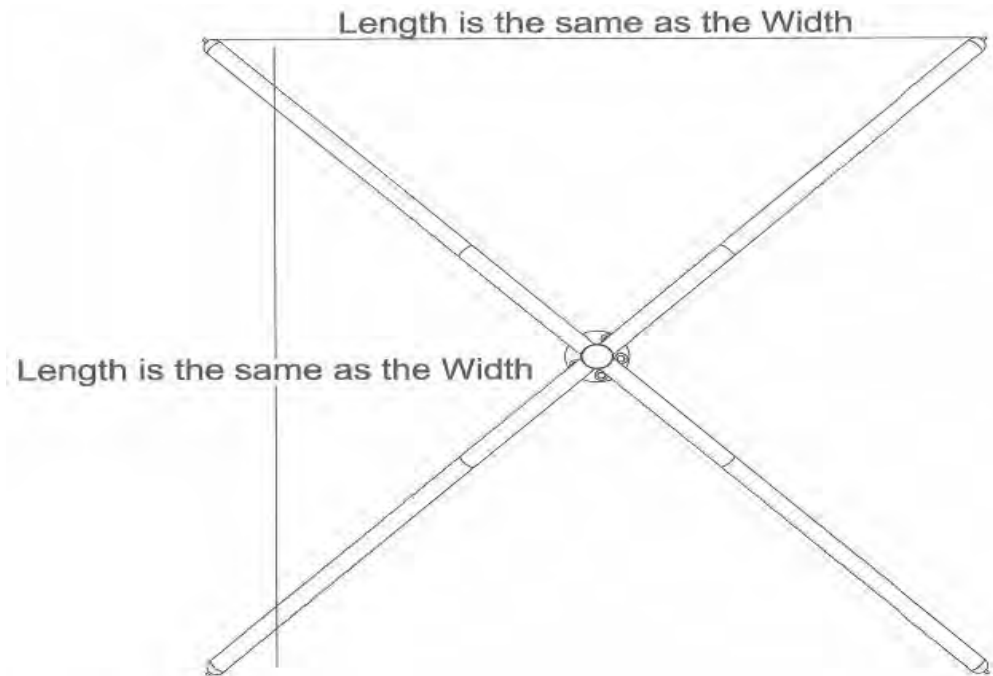
Cable Cutter

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**Part #309520** Installation Manual (rev 5-22-23)

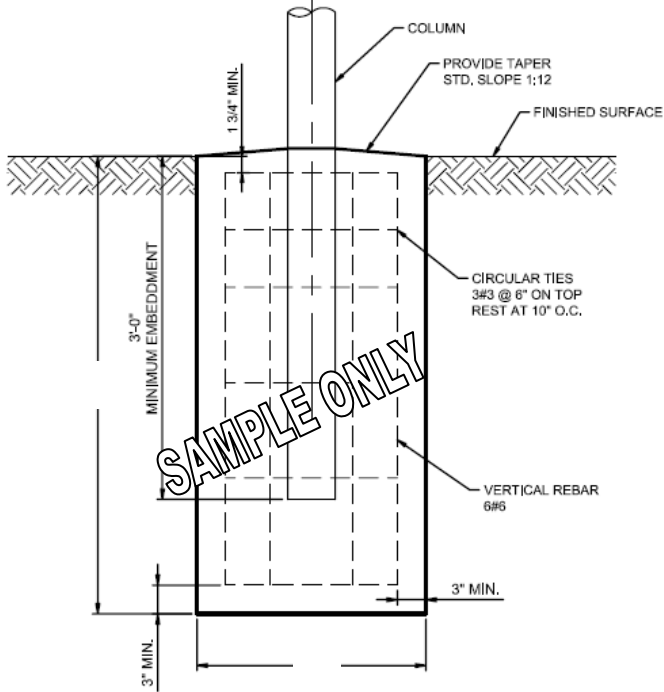
#### 4. General description of layout

- First, lay out the proposed structure shape on the ground based on the dimensions of the unit to establish structure perimeter. These are typically 10'x10', 12'x12', or 14'x14'.
- Find the center of this layout and this is the center of your column.

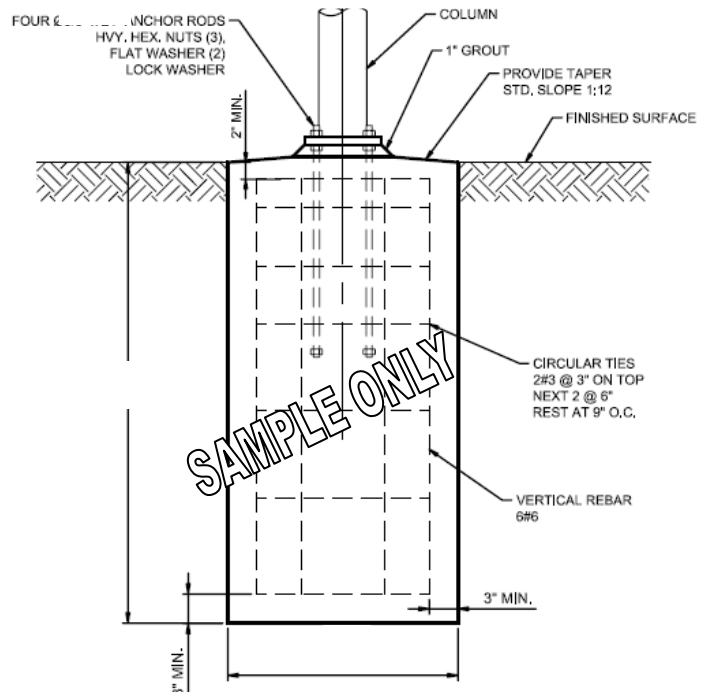


## 5. Foundations

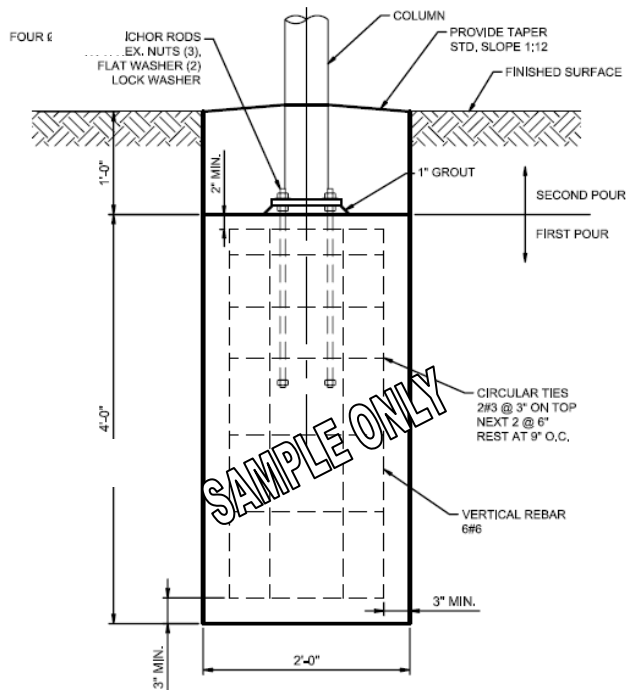
### Footing types



A. Embed Column



B. Surface-Mounted Plate



C. Recessed Plate

PRODUCTS – Modular 123 Single Post Pyramid (QRE) Installation Manual SPP(QRE) Model 123.1.doc

Part #309520 Installation Manual (rev 5-22-23)

## 5. Foundations (continued) - “Setting columns and anchor bolts”



Figure # 1

### Embed Columns

- Embed Columns will require you to make a brace used for holding the column upright. **See figure # 1**
  - The most common form of brace would be two (2) 4"x4" pieces of timber with some all-thread bolts compressing them together with enough friction to hold the column and allow you to plumb the column, as necessary.
- Note: The entry height can be established by measuring from the top plate. See the drawings at the bottom of the page to verify.

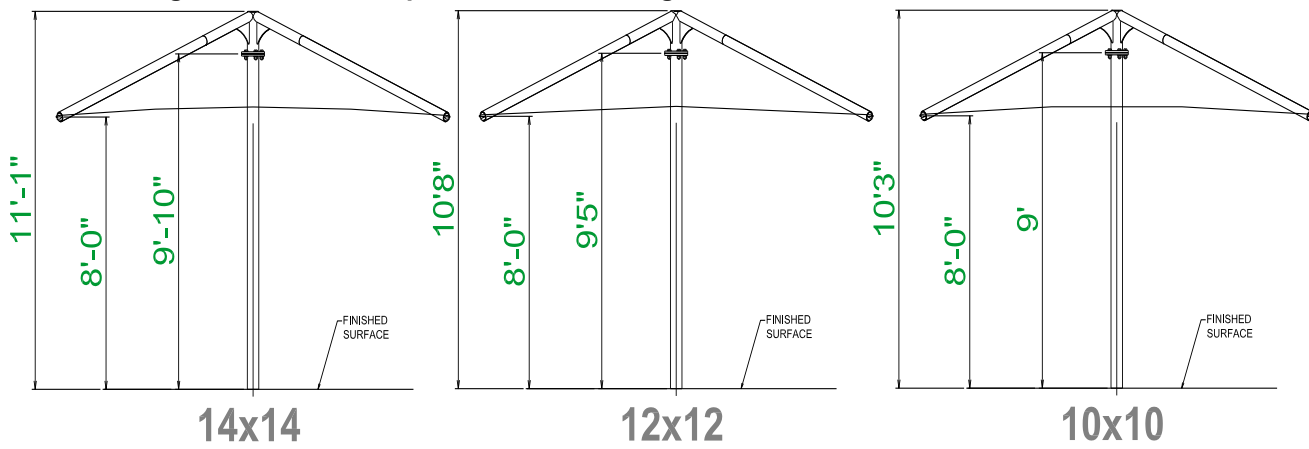


Figure # 2

### Base Plate Columns

- Surface-Mounted or Recessed Plate Columns will require you to make a template for holding the anchor bolts while pouring concrete. **See figure # 2**
  - The most common template would be a ¾" piece of plywood that has holes drilled at the exact center of the anchor locations on the base plate.
  - We suggest making this template double-thick so it does not warp or bow while placing concrete.
- Note: The entry height can be established by measuring from the top plate. See the drawings at the bottom of the page to verify.

- Double check Entry Height by measuring the length of the column. Embed column will be 3' in the ground, Recessed plate would be 1' in ground and Surface Mount Plate would be level with ground.



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Part #309520 Installation Manual (rev 5-22-23)

## 5. Foundations continued - “Setting columns and anchor bolts”

- Align the bolt holes so the corners of structure or orientated correctly.
- This needs to be done prior to pouring concrete.

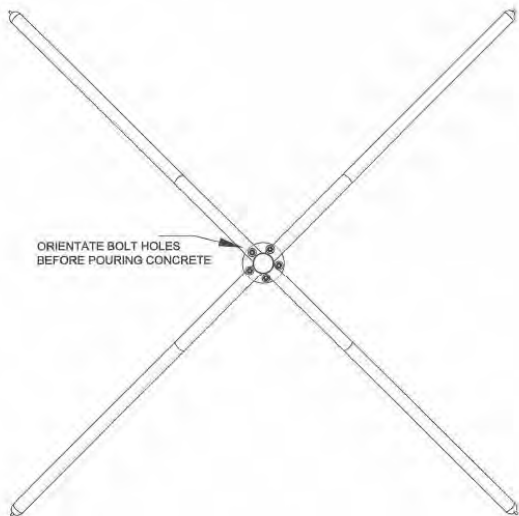


Figure # 3

- Secure the braces to ensure they do not move during the concrete pour. **See figure # 3**
  - o This can be done with stakes placed on either side of the brace or template.
  - o Use 3" adobe blocks to keep the cages from touching the sides of the footing wall.
  - o It helps to hold the cage with a shovel for extra support when pouring concrete.



Figure # 4

- Use a concrete vibrator throughout the pour to distribute concrete evenly. **See figure # 4**
  - o Stab concrete at different spots in 5 second intervals.
  - o Do not hold vibrator in one spot for longer than necessary to distribute concrete evenly.

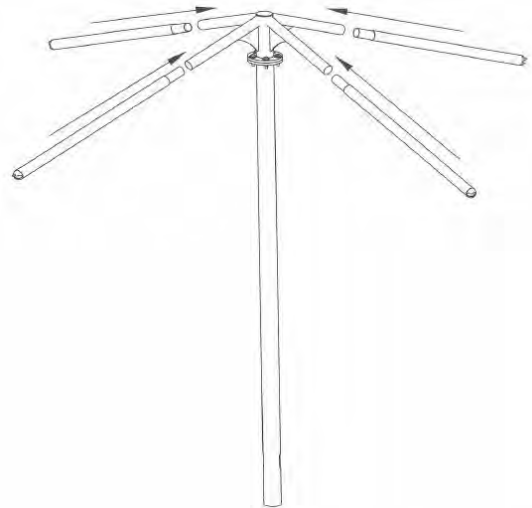
Pyramid (QRE)\Installation Manual\!!! SPP(QRE) Model 123.1.doc

## 5. Foundations Continued – “Concrete footings”



### Base Plate Columns (for Embed, move to the next step)

- To plumb the columns during installation, it is easiest to level the nuts first before installing columns. **See figure # 5**
  1. Remove the template.
  2. Keep the level on one nut and twist the other three left or right to get them all at the same level.
- Lift the columns and lower them onto anchors very carefully, taking care to not damage the threads.
- Keep a bubble level on the column and tighten all of the nuts until the lock washer is compressed and each column is plumb.



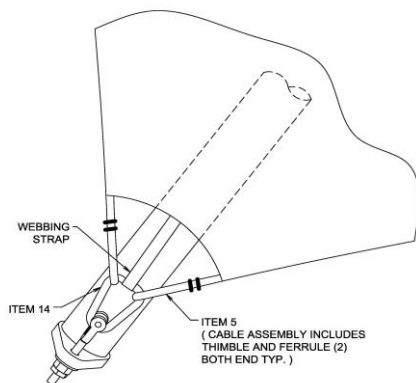
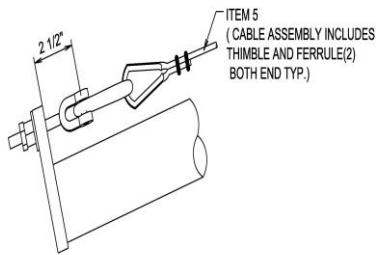
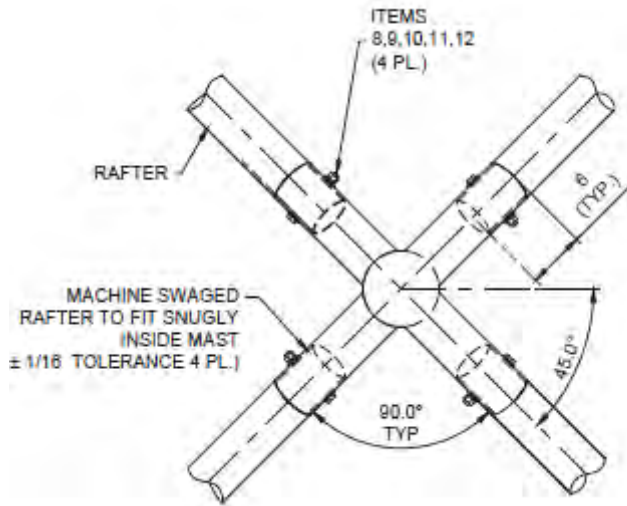
## 6. Frame Installation



- Lift the Mast to the top of the column and insert bolts. This can either be done by hand or with the use of a material lift. **See figure # 6 and # 7**
- Check to see if orientation of the corners is correct and in line with where you planned them to be.
- Tighten all bolts to the correct drawing specification.
- Install the four (4) Rafters by slipping the swaged end of the rafter into the mast fitting.
- Ensure that the end plate on the rafter is orientated so that the hole in the plate is facing up.
- Using the holes on the cross-piece as a guide, drilled through the swaged ends of the rafters.
- Insert & tightened bolts as shown below.

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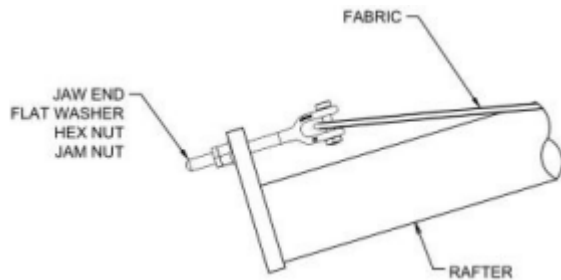
Part #309520 Installation Manual (rev 5-22-23)



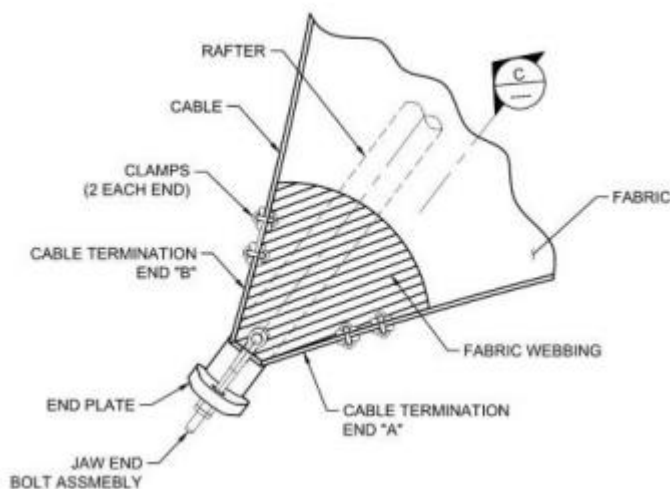
## 7a. Fabric Installation – QRE

- Lay out the fabric on the ground next to the structure.
- Insert the cable assemblies into the cable pockets.
- Attach the “D” ring to the cables
- Attach the “threaded Jaw End to the “D” ring
- Attach the first two “threaded jaws to the plate that is welded on the top of the rafter ends.
- Secure loosely with the hex nuts so that they don’t pull out when you pull the other two sides of the cover up and over the frame
- Attach two pull ropes to the opposite corners and throw them over the top of the rafters
- Pull the rope which will pull the cover up and over the frame.
- Attach the remaining two threaded jaws to the corners and tighten them until 2/3rds of the threads are showing past the plate.
- Repeat on all four corners until the fabric is tightened completely.

## 7b. Fabric Installation with Quick Release - QRE VE



- Lay out the fabric on the ground next to the structure.
- Insert the cable into the cable pockets.
- Insert the "pin" through the hole in the fabric corner.
- Attach the "pin" to Jaw Ends.
- Attach the first two "threaded jaws to the plate that is welded on the top of the rafter ends.
- Secure loosely with the hex nuts so that they don't pull out when you pull the other two sides of the cover up and over the frame
- Attach two pull ropes to the opposite corners and throw them over the top of the rafters
- Pull the rope which will pull the Jaw Ends and cover up and over the frame.
- Attach the remaining two threaded jaws to the corners and tighten them until 2/3rds of the threads are showing past the plate.
- Tension the cable until fabric is tightened.
- Repeat on all four corners until the fabric is tightened completely.



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Part #309520 Installation Manual (rev 5-22-23)

## Final Clean-up

- Clean any smudges or dirt off of the powder coat that may have occurred during installation and apply touch up paint, as necessary.
- Wipe off any metal shavings that may have accumulated on the column plate with a rag.

## Steel Sticker

Sticker to be installed at top of column – just below connecting plates.



## 8. Warranty

The instructions for installation of the structures and the fabric are provided to ensure that the unit will be installed to meet the design criteria and remain trouble-free for years to come. Fabric, steel components, and all hardware are warranted up to 90mph. Fabric tops must be removed if wind is expected over 90mph. Designs supporting a 90mph maximum wind load are included for most of our structures, unless specifically ordered with wet-stamped engineered drawings, stating the structure is designed to meet a higher wind load.

Failure to follow these installation instructions through incorrect or improper installation will result in loss of warranty and could result in possible danger to individuals and/or property. USA SHADE & Fabric Structures, Inc. assumes no responsibility for improper or incorrect installations.

If you have any questions, or are unsure of the installation procedure, please contact us toll-free at 800-966-5005 for assistance.

## STRAIGHT BILL OF LADING - SHORT FORM - ORIGINAL - NOT NEGOTIABLE

This form contains only the information necessary for the motor carrier to deliver, rate, and invoice the shipment described below.

Pro #



100532

**Shipper: Ship Date** 8/3/2026

USA SHADE &amp; Fabric Structures

2580 Esters Blvd

STE 100

Dallas, TX 75261

Chris Arce (214) 269-4417

Reference Number:

|           |                      |
|-----------|----------------------|
| Carrier:  | TFORCE FREIGHT, INC. |
| Pro#:     | 859613506            |
| Load#:    | 563184042            |
| Ship ID#: | WQ 100532            |

**Consignee: Due Date** 8/10/2026

Department of Parks, Recreation and Cemetery

50 Officer Manny Familia Way

WORCESTER, MA 01605-1664

Cesar Valiente (508) 799-1297

Reference Number:

**All Freight charges PPD/3rd party bill to:**

Play Power c/o CHRLTL

14701 Charlson Road

Suite 2100

Eden Prairie, MN 55347

| Type/<br>Reference #                                                                                                                                                                                                                                                             | SKU/<br>UPC | Description      | QTY/<br>UOM | Pallets | Weight | Category/<br>Temp | NMFC/<br>Class |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------|-------------|---------|--------|-------------------|----------------|
| PO:<br>WQ2026-1114                                                                                                                                                                                                                                                               |             | Fabric, hardware | 1<br>Pallet | 1.00    | 365    | Dry               | 92.5           |
| Dimensions: L 40.0in x W 48.0in x H 30.0in<br>WQ2026-1114<br>(3) FABRIC SM (80082-1.1-FAB) ARIZONA (200000SAZ);<br>(1) FABRIC LG (80082-2.0-FAB(REV-B)) ARIZONA (200000SAZ);<br>(4) CABLES; CLAMPS & H/WARE PER LOM.<br>REPAIR (5) FABRICS PER RMA# D-13626 ARIZONA (200000SAZ); |             |                  |             |         |        |                   |                |
|                                                                                                                                                                                                                                                                                  |             |                  | 1           | 1       | 365    |                   |                |

**Shipper Special Instructions:****Consignee Special Instructions:****Comments:**

Please contact CH Robinson at Playpower@chrobinson.com

for issues, authorization, and additional receiver contacts. Do NOT reach out to the shipper.

The Shipper certifies that the above named materials are properly classified, described, marked, labeled and packaged, and are in proper condition for transportation, according to the applicable regulations of the Department Of Transportation.

Shipper Signature X Chris ArceDate: 8/3/26

Trailer# \_\_\_\_\_

Consignee Signature X \_\_\_\_\_

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

Seal# \_\_\_\_\_

Driver Signature X \_\_\_\_\_

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

Seal# \_\_\_\_\_

Permanent post-office address of shipper.

## STRAIGHT BILL OF LADING

\*SM009\*

SPI JOB #:

WQ 100532

PO: WQ2026-1114

B/L DATE

P/U DATE

PRO NO.

## SHIPPER

USA Shade & Fabric Structures  
2580 Esters Blvd, Ste 100  
DFW Airport, TX 75261

PHONE NO./CONTACT (214) 905-9500

## SHIP TO

Crompton Park Skate Park  
47 Quinsigamond Ave.  
Worcester, MA 1610

PHONE NO./CONTACT Kevin Hunt, 978-501-9364

## 3RD PARTY BILLING

SEND FREIGHT BILL TO:

COMPANY NAME ADDRESS

CITY STATE ZIP

## SPECIAL INSTRUCTIONS

Nogales to ship parts to TX WHSE

COD FEE

COD AMOUNT

CUSTOMER CHECK OK FOR COD AMOUNT Y/N?

| # UNITS | PKG TYPE | HM | DESCRIPTION OF ARTICLES, SPECIAL MARKS, AND EXCEPTIONS | NFMC | CLASS | WEIGHT | RATE | CHARGES<br>CARRIER<br>USE ONLY |
|---------|----------|----|--------------------------------------------------------|------|-------|--------|------|--------------------------------|
| 1.)     |          |    | FABRIC LG (80082-2.0-FAB(REV-B))                       |      |       |        |      |                                |
| 3.)     |          |    | FABRIC SM (80082-1.1-FAB)                              |      |       |        |      |                                |
| 5.)     |          |    | REPAIR FABRIC PER RMA# D-13626                         |      |       |        |      |                                |
| 1.)     |          |    | (12)-DELTA LINK PEGUET,5/8",ZP                         |      |       |        |      |                                |
| 1.)     |          |    | (16)-CLAMPS,CABLE,3/8" DF GLV                          |      |       |        |      |                                |
| 1.)     |          |    | (24)-THIMBLE,3/8",HEAVY DUTY GLV WR                    |      |       |        |      |                                |
| 1.)     |          |    | (4)-DELTA LINK PEGUET,5/8",ZP                          |      |       |        |      |                                |
| 1.)     |          |    | (48)-CLAMPS,CABLE,3/8" DF GLV                          |      |       |        |      |                                |
| 1.)     |          |    | (8)-THIMBLE,3/8",HEAVY DUTY GLV WR                     |      |       |        |      |                                |
| 12.)    |          |    | 30 FT OF WIRE ROPE, 7x19, 3/8",GALV                    |      |       |        |      |                                |
| 3.)     |          |    | 35 FT OF WIRE ROPE, 7x19, 3/8",GALV                    |      |       |        |      |                                |
| 1.)     |          |    | 40 FT OF WIRE ROPE, 7x19, 3/8",GALV                    |      |       |        |      |                                |

## FREIGHT CHARGES ARE

## TOTAL CHARGES \$

I HEREBY DECLARE THAT THE CONTENTS OF THIS CONSIGNMENT ARE FULLY AND ACCURATELY DESCRIBED ABOVE BY PROPER SHIPPING NAME AND ARE CLASSIFIED, PACKED MARKED AND LABELED/PLACARDED AND ARE IN ALL RESPECTS IN PROPER CONDITION FOR THE TRANSPORT ACCORDING TO APPLICABLE INTERNATIONAL AND NATIONAL GOVERNMENTAL REGULATIONS

SHIPPER USA Shade &amp; Fabric Structures, Inc.

CARRIER TForce

2580 Esters Blvd, Ste 100 DFW Airport, TX 75261

SHIPMENT CHARGES PREPAID

UNLESS MARKED COLLECT COLLECT ☐

PER

PER

DATE

H/U REC'D

NOTICE: FREIGHT MOVING UNDER THIS BILL OF LADING IS SUBJECT TO TARIFFS ON FILE WITH THE INTERSTATE COMMERCE COMMISSION OR MAINTAINED AT THE CARRIER'S PRINCIPAL PLACE OF BUSINESS. THIS NOTICE SUPERSEDES AND NEGATES ANY CLAIMED ORAL OR WRITTEN CONTRACT, PROMISE, REPRESENTATION, OR UNDERSTANDING BETWEEN THE PARTIES, EXCEPT TO THE EXTENT OF ANY WRITTEN CONTRACT SIGNED BY BOTH PARTIES TO THE CONTRACT.

NOTE - WHEN THE RATE IS DEPENDENT ON VALUE, SHIPPERS ARE REQUIRED TO STATE SPECIFICALLY IN WRITING THE AGREED OR DECLARED VALUE OF THE PROPERTY. THE AGREED OR DECLARED VALUE OF THE PROPERTY IS HEREBY SPECIFICALLY STATED BY THE SHIPPER TO BE NOT EXCEEDING:

\$ \_\_\_\_\_ PER \_\_\_\_\_

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SIGNATURE OF CONSIGNOR \_\_\_\_\_

RECEIVED, SUBJECT TO THE CLASSIFICATIONS AND LAWFULLY FILED TARIFFS IN EFFECT ON THE DATE OF THE ISSUE OF THIS BILL OF LADING, THE PROPERTY DESCRIBED ABOVE AND IN APPARENT GOOD ORDER, EXCEPT AS NOTED (CONTENTS AND CONDITION OF CONTENTS OF PACKAGES UNKNOWN), MARKED, CONSIGNED, AND DESTINED, AS INDICATED ABOVE WHICH SAID CARRIER (THE WORD CARRIER BEING UNDERSTOOD THROUGHOUT THIS CONTRACT AS MEANING ANY PERSON OR COOPERATION IN POSSESSION OF THE PROPERTY UNDER THE CONTRACT) AGREES TO CARRY TO ITS USUAL PLACE OF DELIVERY OF SAID DESTINATION, IF ON ITS ROUTE, OTHERWISE

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MARK "X" IN "HM" COLUMN FOR HAZARDOUS MATERIALS

SINGLE SHIPMENT PICKUP





**USASHADE**  
& Fabric Structures, Inc.

## PACKING SLIP

This packing slip contains the following items.

**WQ2026-1114**

**WQ 100532**

Batch ID:

| Quantity | Description                          | Item |
|----------|--------------------------------------|------|
| 1        | FABRIC LG (80082-2.0-FAB(REV-B))     |      |
| 3        | FABRIC SM (80082-1.1-FAB)            |      |
| 5        | REPAIR FABRIC PER RMA# D-13626       |      |
| 1        | (12)-DELTA LINK PEGUET,5/8",ZP       |      |
| 1        | (16)-CLAMPS,CABLE,3/8" DF GLV        |      |
| 1        | (24)-THIMBLE,3/8",HEAVY DUTY GLV WR  |      |
| 1        | (4)-DELTA LINK PEGUET,5/8",ZP        |      |
| 1        | (48)-CLAMPS,CABLE,3/8" DF GLV        |      |
| 1        | (8)-THIMBLE,3/8",HEAVY DUTY GLV WR   |      |
| 12       | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV |      |
| 3        | 35 FT OF WIRE ROPE, 7x19, 3/8", GALV |      |



**USASHADE**  
**& Fabric Structures, Inc.**

**PACKING SLIP**

This packing slip contains the following items.

**WQ2026-1114**

**WQ 100532**

Batch ID:

Quantity

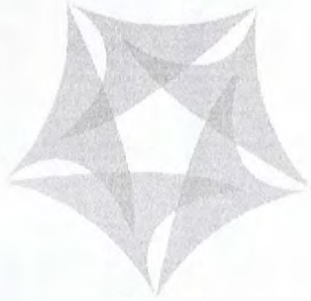
1

Description

40 FT OF WIRE ROPE, 7x19, 3/8", GALV

Item

|         |   |        |      |                                         |                        |  |
|---------|---|--------|------|-----------------------------------------|------------------------|--|
| NOGALES | F | 100532 | 2325 | 1 FABRIC LG (80082-2.0-FAB(REV-B))      | SS ARIZONA-(200000SAZ) |  |
| NOGALES | F | 100532 | 2325 | 3 FABRIC SM (80032-1.1-FAB)             | SS ARIZONA-(200000SAZ) |  |
| DALLAS  | F | 100532 | 2325 | 5 REPAIR FABRIC PER RMA# D-13626        | SS ARIZONA-(200000SAZ) |  |
| NOGALES | W | 100532 | 2325 | 1 (12)-DELTA LINK PEGUET, 5/8", ZP      | 307695                 |  |
| NOGALES | W | 100532 | 2325 | 1 (16)-CLAMPS, CABLE, 3/8" DF GLV       | 307629                 |  |
| NOGALES | W | 100532 | 2325 | 1 (24)-THIMBLE, 3/8", HEAVY DUTY GLV WR | 308064                 |  |
| NOGALES | W | 100532 | 2325 | 1 (4)-DELTA LINK PEGUET, 5/8", ZP       | 307695                 |  |
| NOGALES | W | 100532 | 2325 | 1 (48)-CLAMPS, CABLE, 3/8" DF GLV       | 307629                 |  |
| NOGALES | W | 100532 | 2325 | 1 (8)-THIMBLE, 3/8", HEAVY DUTY GLV WR  | 308064                 |  |
| NOGALES | W | 100532 | 2325 | 12 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175                 |  |
| NOGALES | W | 100532 | 2325 | 3 35 FT OF WIRE ROPE, 7x19, 3/8", GALV  | 308175                 |  |
| NOGALES | W | 100532 | 2325 | 1 40 FT OF WIRE ROPE, 7x19, 3/8", GALV  | 308175                 |  |



# USASHADE & Fabric Structures®

## PICK LIST

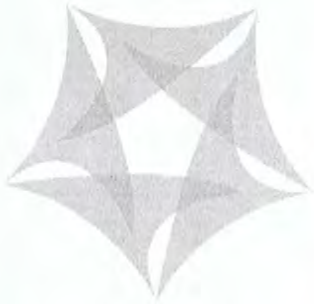
Contents Of: PACK100532-1

**Customer:** Crompton Park Skate Park

**Job #:** 100532

**Customer PO:**

| Label ID | Description                        | Color          |
|----------|------------------------------------|----------------|
| F083042  | FABRIC SM (80082-1.1-FAB)          | SS ARIZONA-(20 |
| F083043  | FABRIC SM (80082-1.1-FAB)          | SS ARIZONA-(20 |
| F083044  | FABRIC SM (80082-1.1-FAB)          | SS ARIZONA-(20 |
| F083045  | FABRIC LG (80082-2.0-FAB(REV-B))   | SS ARIZONA-(20 |
| F083046  | REPAIR FABRIC PER RMA# D-13626     | SS ARIZONA-(20 |
| F083047  | REPAIR FABRIC PER RMA# D-13626     | SS ARIZONA-(20 |
| F083048  | REPAIR FABRIC PER RMA# D-13626     | SS ARIZONA-(20 |
| F083049  | REPAIR FABRIC PER RMA# D-13626     | SS ARIZONA-(20 |
| F083050  | REPAIR FABRIC PER RMA# D-13626     | SS ARIZONA-(20 |
| W418655  | (4)-DELTA LINK PEGUET,5/8",ZP      | 307695         |
| W418654  | (8)-THIMBLE,3/8",HEAVY DUTY GLV WR | 308064         |



# USASHADE & Fabric Structures®

## PICK LIST

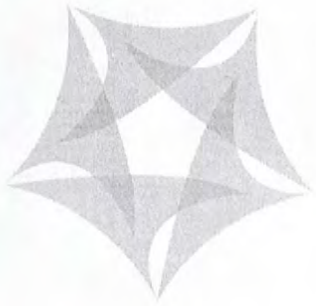
Contents Of: PACK100532-1

**Customer:** Crompton Park Skate Park

**Job #:** 100532

**Customer PO:**

| Label ID | Description                          | Color  |
|----------|--------------------------------------|--------|
| W418653  | (16)-CLAMPS,CABLE,3/8" DF GLV        | 307629 |
| W418652  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418651  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418650  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418649  | 40 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418648  | (12)-DELTA LINK PEGUET,5/8",ZP       | 307695 |
| W418647  | (24)-THIMBLE,3/8",HEAVY DUTY GLV WR  | 308064 |
| W418646  | (48)-CLAMPS,CABLE,3/8" DF GLV        | 307629 |
| W418645  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418644  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418643  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |



# USASHADE & Fabric Structures®

## PICK LIST

Contents Of: PACK100532-1

**Customer: Crompton Park Skate Park**

**Job #: 100532**

**Customer PO:**

| Label ID | Description                          | Color  |
|----------|--------------------------------------|--------|
| W418642  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418641  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418640  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418639  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418638  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418637  | 30 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418636  | 35 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418635  | 35 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |
| W418634  | 35 FT OF WIRE ROPE, 7x19, 3/8", GALV | 308175 |



**USASHADE**  
**& Fabric Structures®**

**PACKING SLIP**

This Packing slip contains the following items.

|                                           |                      |
|-------------------------------------------|----------------------|
| <b>Customer: Crompton Park Skate Park</b> | <b>Job #: 100532</b> |
| <b>PO:</b>                                | <b>Batch: 2325</b>   |

| Item Number | Description   | Color |
|-------------|---------------|-------|
| 1 of 1      | PALLET1100532 |       |



## Shade Structure Proposal

8/13/2026

Pricing Valid for 15 Days

| Project Information:         |                                            |                               |                                    | Sales Information:   |                                    |
|------------------------------|--------------------------------------------|-------------------------------|------------------------------------|----------------------|------------------------------------|
| <b>Purchaser:</b>            | Site Specifics                             | <b>Contact:</b>               | Cindy Maak                         | <b>Sales Rep:</b>    | Angel Rich                         |
| <b>Project Name:</b>         | Crompton Skate Park - Replacement Hardware | <b>Phone:</b>                 | (508) 763-0207                     | <b>Phone:</b>        | +19546496757                       |
| <b>Quote No:</b>             | MA0826NB30648-R0                           | <b>Email:</b>                 | cindy@sitespecifics.net            | <b>Email:</b>        | angel.rich@usa-shade.com           |
| Billing Address Information: |                                            | Shipping Address Information: |                                    | Jobsite Information: |                                    |
| <b>Name:</b>                 | Site Specifics                             | <b>Name:</b>                  | Crompton Skate Park                | <b>Name:</b>         | Crompton Skate Park                |
| <b>Address:</b>              | PO Box 325                                 | <b>Address:</b>               | Quinsigamond Avenue &, Endicott St | <b>Address:</b>      | Quinsigamond Avenue &, Endicott St |
| <b>City:</b>                 | Rochester                                  | <b>City:</b>                  | Worcester                          | <b>City:</b>         | Worcester                          |
| <b>State:</b>                | MA                                         | <b>State:</b>                 | MA                                 | <b>State:</b>        | MA                                 |
| <b>Zip Code:</b>             | 02770                                      | <b>Zip Code:</b>              | 01610                              | <b>Zip Code:</b>     | 01610                              |
| <b>Contact:</b>              | Cindy Maak                                 | <b>Contact:</b>               | Cindy Maak                         | <b>Contact:</b>      | Cesar Valiente                     |
| <b>Email:</b>                | cindy@sitespecifics.net                    | <b>Email:</b>                 | cindy@sitespecifics.net            | <b>Email:</b>        | ValienteC@worcesterma.gov          |
| <b>Phone:</b>                | (508) 763-0207                             | <b>Phone:</b>                 |                                    | <b>Phone:</b>        |                                    |

### CORPORATE ADDRESS:

2580 Esters Blvd., Suite 100 DFW  
Airport, TX 75261

### MAILING ADDRESS:

P.O. Box 3467 Coppel, TX 75019

### REMITTANCE ADDRESS:

P.O. Box 734158 Dallas, TX 75373-4158

### CALIFORNIA:

1085 N. Main Street, Suite C  
Orange, CA 92867

### ARIZONA:

2415 S. 18th Place  
Phoenix, AZ 85024

### NEVADA:

3111 So. Valley View Blvd. Suite B-117  
Las Vegas, NV 89102

**NOTE:** This message is intended only for the use of the individual to whom it is addressed, and contains information that is privileged, confidential, and exempt from disclosure under applicable law. If you are not the intended recipient, or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any unauthorized disclosure, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by phone and return the original message to the applicable address above.

[www.usa-shade.com](http://www.usa-shade.com) 800-966-5005

AZ: 289388 CA: 989458 LA: 61718 NV: 78724 NV:78724 NM: 383826 TN: 68712 DIR: 1000003533

**USASHADE®**

| PRODUCTS                         |       |              |               |                       |            |          |
|----------------------------------|-------|--------------|---------------|-----------------------|------------|----------|
| DESCRIPTION                      |       | DETAILS      |               |                       | UNIT PRICE | TOTAL    |
| Delta Link Peguet, 5/8", ZP      |       | Model Number | Dimensions    | Entry Height          | \$37.90    | \$454.80 |
| QTY                              | IMAGE | 307695       |               |                       |            |          |
| 12                               |       | Fabric Type  | Fabric Color  | Electrical Provisions |            |          |
|                                  |       |              |               |                       |            |          |
|                                  |       | Steel Finish | Steel Color   | Cable/HDW Finish      |            |          |
|                                  |       |              |               |                       |            |          |
|                                  |       | Footing Type | Mounting Type | Anchor Bolts          |            |          |
|                                  |       |              |               |                       |            |          |
| DESCRIPTION                      |       | DETAILS      |               |                       | UNIT PRICE | TOTAL    |
| Clamps, Cable, 3/8" DF GLV       |       | Model Number | Dimensions    | Entry Height          | \$2.00     | \$32.00  |
| QTY                              | IMAGE | 307629       |               |                       |            |          |
| 16                               |       | Fabric Type  | Fabric Color  | Electrical Provisions |            |          |
|                                  |       |              |               |                       |            |          |
|                                  |       | Steel Finish | Steel Color   | Cable/HDW Finish      |            |          |
|                                  |       |              |               |                       |            |          |
|                                  |       | Footing Type | Mounting Type | Anchor Bolts          |            |          |
|                                  |       |              |               |                       |            |          |
| DESCRIPTION                      |       | DETAILS      |               |                       | UNIT PRICE | TOTAL    |
| Thimble, 3/8", Heavy Duty GLV WR |       | Model Number | Dimensions    | Entry Height          | \$1.00     | \$24.00  |
| QTY                              | IMAGE | 308064       |               |                       |            |          |
| 24                               |       | Fabric Type  | Fabric Color  | Electrical Provisions |            |          |
|                                  |       |              |               |                       |            |          |
|                                  |       | Steel Finish | Steel Color   | Cable/HDW Finish      |            |          |
|                                  |       |              |               |                       |            |          |
|                                  |       | Footing Type | Mounting Type | Anchor Bolts          |            |          |
|                                  |       |              |               |                       |            |          |
| DESCRIPTION                      |       | DETAILS      |               |                       | UNIT PRICE | TOTAL    |
| Delta Link Peguet, 5/8", ZP      |       | Model Number | Dimensions    | Entry Height          | \$37.90    | \$151.60 |
| QTY                              | IMAGE | 307695       |               |                       |            |          |
| 4                                |       | Fabric Type  | Fabric Color  | Electrical Provisions |            |          |
|                                  |       |              |               |                       |            |          |
|                                  |       | Steel Finish | Steel Color   | Cable/HDW Finish      |            |          |
|                                  |       |              |               |                       |            |          |
|                                  |       | Footing Type | Mounting Type | Anchor Bolts          |            |          |
|                                  |       |              |               |                       |            |          |

**USASHADE®**

| DESCRIPTION                                         |       | DETAILS      |                                                                                                                                                                                                                                                                                           |                       | UNIT PRICE | TOTAL    |
|-----------------------------------------------------|-------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------|----------|
| Clamps, Cable, 3/8" DF GLV                          |       | Model Number | Dimensions                                                                                                                                                                                                                                                                                | Entry Height          | \$2.00     | \$96.00  |
| QTY                                                 | IMAGE | 307629       |                                                                                                                                                                                                                                                                                           |                       |            |          |
| 48                                                  |       | Fabric Type  | Fabric Color                                                                                                                                                                                                                                                                              | Electrical Provisions |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
|                                                     |       | Steel Finish | Steel Color                                                                                                                                                                                                                                                                               | Cable/HDW Finish      |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
|                                                     |       | Footing Type | Mounting Type                                                                                                                                                                                                                                                                             | Anchor Bolts          |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
| DESCRIPTION                                         |       | DETAILS      |                                                                                                                                                                                                                                                                                           |                       | UNIT PRICE | TOTAL    |
| Thimble, 3/8", Heavy Duty GLV WR                    |       | Model Number | Dimensions                                                                                                                                                                                                                                                                                | Entry Height          | \$1.00     | \$8.00   |
| QTY                                                 | IMAGE | 308064       |                                                                                                                                                                                                                                                                                           |                       |            |          |
| 8                                                   |       | Fabric Type  | Fabric Color                                                                                                                                                                                                                                                                              | Electrical Provisions |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
|                                                     |       | Steel Finish | Steel Color                                                                                                                                                                                                                                                                               | Cable/HDW Finish      |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
|                                                     |       | Footing Type | Mounting Type                                                                                                                                                                                                                                                                             | Anchor Bolts          |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
| DESCRIPTION                                         |       | DETAILS      |                                                                                                                                                                                                                                                                                           |                       | UNIT PRICE | TOTAL    |
| JAW, W/BNC RH&HDW, 5/8" X 6" DF GLV                 |       | Model Number | Dimensions                                                                                                                                                                                                                                                                                | Entry Height          | \$62.00    | \$992.00 |
| QTY                                                 | IMAGE | 308049       |                                                                                                                                                                                                                                                                                           |                       |            |          |
| 16                                                  |       | Fabric Type  | Fabric Color                                                                                                                                                                                                                                                                              | Electrical Provisions |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
|                                                     |       | Steel Finish | Steel Color                                                                                                                                                                                                                                                                               | Cable/HDW Finish      |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
|                                                     |       | Footing Type | Mounting Type                                                                                                                                                                                                                                                                             | Anchor Bolts          |            |          |
|                                                     |       |              |                                                                                                                                                                                                                                                                                           |                       |            |          |
| UNIT TOTAL:                                         |       |              |                                                                                                                                                                                                                                                                                           |                       | \$1,758.40 |          |
| PRICING TOTALS:                                     |       |              | PAYMENT TERMS                                                                                                                                                                                                                                                                             |                       |            |          |
| Unit Total                                          |       | \$1,758.40   | Payment terms subject to credit evaluation and approval                                                                                                                                                                                                                                   |                       |            |          |
| Shipping/Handling<br>*Subject to market fluctuation |       | \$400.00     | ENGINEERING REQUIREMENTS                                                                                                                                                                                                                                                                  |                       |            |          |
| SUBTOTAL                                            |       | \$2,158.40   | Building Code                                                                                                                                                                                                                                                                             | Wind Loads            | Snow Loads |          |
| Sales Tax                                           |       | \$0.00       | IBC 2021                                                                                                                                                                                                                                                                                  | 115mph                | 5psf       |          |
| Engineering                                         |       | Excluded     | ENGINEERING NOTES                                                                                                                                                                                                                                                                         |                       |            |          |
| Installation                                        |       | Excluded     | Warning: Remove fabric panel(s) whenever sustained winds exceeding 115 mph are expected or when anticipated snow loads may exceed 5 pounds per square foot (5 PSF). Failure to remove the fabric under these conditions may result in damage to the structure and will void the warranty. |                       |            |          |
| TOTAL PRICE                                         |       | \$2,158.40   |                                                                                                                                                                                                                                                                                           |                       |            |          |

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AZ: 289388 CA: 989458 LA: 61718 NV: 78724 NV:78724 NM: 383826 TN: 68712 DIR: 1000003533



## SCOPE OF WORK/NOTES

### INCLUSIONS / EXCLUSIONS

| INCLUDED / EXCLUDED | ENGINEERING REQUIREMENTS                                               | INCLUDED / EXCLUDED | INSTALLATION - MISCELLANEOUS               |
|---------------------|------------------------------------------------------------------------|---------------------|--------------------------------------------|
| Excluded            | <b>Sealed Drawings &amp; Calculations</b>                              | Excluded            | <b>Prevailing Wage / Certified Payroll</b> |
| Excluded            | <b>Permit Submittal</b>                                                | Excluded            | <b>Union Wages</b>                         |
| Excluded            | <b>Permit Fee</b>                                                      | Excluded            | <b>Fencing</b>                             |
| Excluded            | <b>DSA Submittal &amp; Fees</b>                                        | Excluded            | <b>Water and Electrical</b>                |
| Excluded            | <b>Design and Engineering of Structure</b>                             | Excluded            | <b>Landscape Repair</b>                    |
| Excluded            | <b>Design and Engineering of Foundation</b>                            | Excluded            | <b>Demolition (Existing Structures)</b>    |
| Excluded            | <b>Reactions and Loads for attachment to Walls, Rooftops, or Other</b> | Excluded            | <b>Payment and Performance Bonds</b>       |
| Excluded            | <b>Foundation Location and Elevation Survey</b>                        | Excluded            | <b>Special Inspection Fees</b>             |

### Construction Assumptions

- 1) The designated area for our structures will be accessible by drive-up for unloading of our trucks and equipment, including personnel man-lifts, forklifts, etc. Should a crane be required and direct access not available, additional costs for such will be submitted by a Change Order.
- 2) Our pricing is based on the ability to perform all of our work with clear, sequential, and continuous access without interruption during normal daytime working hours. We have assumed one mobilization for the installation of foundations, steel and fabric; if additional mobilizations are required, there will be an additional charge. We will require exclusive access to the area for our work during the construction process.
- 3) Our pricing does not include daily site delays accessing the work areas. USA SHADE will submit a Change Order for any delays caused by other trades which interfere or cause us to stop working.
- 4) We will require site sanitary facilities and refuse containers by others within 200 feet of our work.
- 5) USA SHADE will leave its work and materials in a clean condition at the conclusion of our work.
- 6) Barricades and public security requirements are not included.
- 7) Unless specifically included in this proposal, this agreement does not include, and Company will not provide, services, labor, or materials for any of the following work: (a) removal and



disposal of any materials containing asbestos or any hazardous materials as defined by the EPA; (b) moving Owner's property around the installation site; (c) repair or replacement of any Purchaser or Owner-supplied materials; or (d) repair of damage to existing surfaces that may occur when construction equipment and vehicles are being used in the normal course of construction.

- 8) Pricing for foundation design is based on drilled pier footings. In the event the geotechnical report requires an alternate configuration, any additional costs incurred will be submitted to the client by a Change Order.
- 9) Digging of our foundations will not be constrained by any existing concrete or utilities. USA SHADE will not be responsible for moving or repairing any underground utility lines such as electrical, telephone, gas, water, or sprinkler lines that may be encountered during installation.
- 10) Any additional costs incurred as a result of hard rock conditions requiring extra equipment, utility removal or repair, resulting in delay, will result in additional charges unless they are detailed on as-built site drawings provided to USA SHADE or marked on the ground and communicated to USA SHADE in writing prior to installation.

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## GENERAL TERMS & CONDITIONS AND WARRANTY

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- 1) **Proposal:** The above proposal is valid for **15 days** from the date first set forth above. After 15 days, we reserve the right to increase prices due to the rise in cost of raw materials, fuel, or other cost increases. When applicable, USA SHADE & Fabric Structures reserves the right to implement a surcharge for significant increases in raw materials, including, but not limited to; fuel, steel, and concrete. Due to the duration of time between proposals, contracts, and final installation, USA SHADE & Fabric Structures reserves the right to implement this surcharge, when applicable.
- 2) **Purchase:** By executing this proposal, or submitting a purchase order pursuant to this proposal (which shall incorporate the terms of this agreement specifically by reference) which is accepted by USA SHADE & Fabric Structures (the "Company"), the purchaser identified above ("you" or the "Purchaser") agrees to purchase Shade Structures brand shade structures ("Structures") and the services to be provided by the Company, as detailed in the "Structure Pricing" and "General Scope of Work" sections of this agreement, above, or in the relevant purchase order accepted by the Company, for use by Purchaser or for installation by Company or Purchaser on behalf of a third-party who will be the ultimate owner of the Structures (the ultimate owner of a Structure, whether Purchaser or a third-party, being the "Owner").



- 3) **Short Ship Claims:** Purchaser has 15 days from receipt of the structures to file a short ship report in writing to its sales representative. Company will not honor claims made after this time.
- 4) **Short Ship Claims:** Purchaser has 15 days from receipt of the structures to file a short ship report in writing to its sales representative. Company will not honor claims made after this time.
- 5) **Bonding Guidelines:** If Purchaser will use or provide the Structures and Services for an Owner other than Purchaser (including, without limitation, as a subcontractor of Purchaser), Purchaser will include the following statement in Purchaser's contract with Owner:

“The manufacturer's warranty for the Shade Structures brand shade structures is a separate document between USA SHADE & Fabric Structures and the ultimate owner of the Shade Structures brand shade structures, which will be provided to the ultimate owner at the time of completion of the installation and other services to be provided by USA SHADE & Fabric Structures. Due to surety requirements, any performance and/or payment bond will cover only the first year of the USA SHADE & Fabric Structures warranty.”
- 6) **Insurance Requirements:** Company is not required to provide any insurance coverage in excess of Company's standard insurance. A copy of the Company's standard insurance is available for your review prior to acceptance of the Company's proposal.
- 7) **Payment:** Terms of payment are defined in the “Pricing Details” section and are specific to this contract. For purposes of this agreement, “Completion” is defined as being the point at which the Structure is suitable for its intended use, the issue of occupancy consent, or a final building department approval is issued, whichever occurs first. Progress billing and payment will be required. All payments must be made to Shade Structures, Inc., P.O. Box 734158, Dallas, TX 75373-4158. Company may use all remedies available to it under current laws including, but not limited to, filing of liens against the property and using a collection agency or the courts to secure the collection of the outstanding debt.
- 8) **Lien Releases:** Upon request by Owner, Company will issue appropriate partial lien releases as corresponding payments are received from Purchaser, but prior to receiving final payment from Purchaser or Owner. Company will provide a full release of liens upon receipt of final payment. In accordance with state laws, Company reserves the right to place a lien on the property if final payment has not been received 10 days prior to the filing deadline for liens.
- 9) **Site Plan Approval, Permit/s, Permit Fees, Plans, Engineering Drawings, and Surveying:** Site plan approval, permits, permit fees, plans, engineering drawings, and surveying are specifically excluded from this agreement and the Services unless specified under the “General Scope of Work”. The Company does not in any way warrant or represent that a permit or site plan approval for construction will be obtained. Sealed engineered drawings that are required but not included in the “General Scope of Work” will result in an additional cost to Purchaser.
- 10) **Manufacturing & Delivery:** Manufacturing lead-time from Company's receipt of the “Notice To Proceed” is approximately 6 to 8 weeks for standard structures, and 8 to 12 weeks for



custom structures. Delivery is approximately 1 week thereafter. Delivery of structures may be prior to or at start of assembly. Please note that these timelines do not include approval or permitting timeframes.

11) **Return Policy for USA Shade:** At USA Shade, we strive to provide high-quality shade structures that are built to order and tailored to meet the unique needs of our customers. Due to the nature of our business and the customization involved, we have implemented the following return policy:

1. **No Cancellations or Changes:** Once an order has been released for production, we cannot accept any cancellations or changes to the order. It is crucial for customers to review their order details carefully before finalizing the purchase.
2. **No Returns:** Due to the customized nature of our shade structures, we do not accept returns. Once the order has been delivered and installed, it is considered a final sale. We encourage customers to thoroughly assess their requirements and specifications before ordering.
3. **Product Quality Assurance:** We take pride in delivering high-quality shade structures that meet industry standards. Our products undergo rigorous quality control measures to ensure they meet or exceed customer expectations. In the unlikely event that there is a manufacturing defect or an issue with the product, please get in touch with our customer service department immediately for assistance.
4. **Warranty Coverage:** Our shade structures are backed by a warranty against manufacturing defects or material faults. If you encounter any issues the warranty covers, please take a look at our warranty policy for more instructions on how to proceed.
5. **Customer Support:** We are committed to providing excellent customer service throughout your purchasing journey. If you have any questions or concerns or need help with your order, our dedicated customer support team is here to help. Don't hesitate to contact us via phone, email, or our website's contact form, and we will gladly assist you.

It is essential for customers to understand and acknowledge these terms and conditions before placing an order with USA Shade. Customers agree to abide by this return policy by proceeding with a purchase.

12) **Concealed Conditions:** "Concealed conditions" include, without limitation, water, gas, sprinkler, electrical and sewage lines, post tension cables, and steel rebar. This agreement is based solely on observations the Company was able to make either by visual inspection or by drawings and/or plans submitted by Owner at the time this agreement was bid. If additional Concealed Conditions are discovered once work has commenced, which were not visible at the time this proposal was bid, Company will stop work and indicate these unforeseen Concealed Conditions to Purchaser or Owner so that Purchaser and Company can execute a Change Order for any additional work. In any event, any damage caused by or to unforeseen Concealed Conditions is the sole responsibility of the Purchaser and Company shall not be held liable for any such damage. Soil conditions are assumed to be soil that does not contain any water, hard rock (such as limestone, caliche, etc.), rocks larger than 4 inches in diameter, or any other condition that will require additional labor, equipment and/or materials not



specified by the Purchaser or Owner in the bidding process. Any condition requiring additional labor, equipment, and/or materials to complete the drilling or concrete operations will require a Change Order before Company will complete the process. Price quotes are based on a drilled pier footing. Any variation will incur additional charges (i.e. spread footings, concrete mat, sand, water, landfill, etc.). Costs for footing and installation do not include any allowance for extending below frost lines (the additional costs for which vary by geographical region)

13) **Changes in the Work:** During the course of this project, Purchaser may order changes in the work (both additions and deletions). Additionally, an approving agency may require changes in the work from the original design or engineering quoted and provided by the Company (both additions and deletions.) The cost of these changes will be determined by the Company, and a Change Order form must be completed and signed by both the Purchaser and the Company, which will detail the "General Scope of the Change Order". Should any Change Order be essential to the completion of the project, and the Purchaser refuses to authorize such Change Order, then Company will be deemed to have performed its part of the project, and the project and services will be terminated. Upon such termination, Company will submit a final billing to Purchaser for payment, less a labor allowance for work not performed but including additional charges incurred due to the stoppage. No credit will be allowed for materials sold and supplied, which will remain the property of the Purchaser.

14) **Indemnification:** To the fullest extent permitted by law, Purchaser shall indemnify, defend, and hold harmless the Company and its consultants, agents, and employees or any of them from and against claims, damages, losses and expenses, including, but not limited to, attorneys' fees related to the installation of the Structure or performance of the services, provided that such claim, damage, loss, or expense is attributable to bodily injury to, sickness, disease, or death of a person, or to injury to or destruction of tangible property, but only to the extent caused by the negligent acts or omissions of the Purchaser or its agents, employees, or subcontractors, or anyone directly or indirectly employed by them or anyone for whose acts they may be liable, regardless of whether or not such claim, damage, loss, or expense is caused in part by a party indemnified hereunder. Such obligation shall not be construed to negate, abridge, or reduce other rights or obligations of indemnity that would otherwise exist as to a party or person described in Section 15.

15) **Statement of Limited Warranty:**

- The structural integrity of all supplied steel is warranted for ten years.
- If assembly is provided by the Company, workmanship of the structure is covered for one year, including labor for the removal of any failed part, disassembly (if necessary), cost of shipping, and reassembly.
- All steel surface finishes are warranted for one year.
- Shadesure™, Colourshade® FR, eXtreme 32™, Commercial 95™, and fabrics all carry a ten year limited manufacturer's warranty against failure from significant fading, deterioration, breakdown, outdoor heat, cold, or discoloration. Should the fabric need to be replaced under the warranty, the Company will repair or manufacture and ship a new replacement fabric at no charge for the first six years, thereafter pro-rated at 20% per year over the remaining four years. The following are exceptions to the preceding warranty terms:
  - o Shadesure™ fabrics in Red, Yellow, Atomic Orange, Electric Purple, Zesty Lime, Cinnamon, Olive, and Mulberry carry a five year pro-rated



- o Fabric tops attached to Coolbrella™ structures carry a three year warranty;
  - o Individual fabric tops measuring greater than 40' in length are covered by a non-prorated five year warranty;
  - o Preconstraint 502™ waterproof membrane is subject to an eight year prorated warranty.
- Sewing thread is warranted for ten years.
- These limited warranties are effective from the date of shipped, or, if assembly is provided by the Company, upon receipt by Company from Purchaser of a completed and signed "Customer Checklist and Sign-off" form.
- In its sole discretion, the Company will repair and or/replace defective structures, products or workmanship, or refund that portion of the price related to the defective product, labor, or service rendered.
- The Company reserves the right, in cases where certain fabric colors have been discontinued, to offer the Purchaser or Owner a choice of available alternative colors to replace the warranted fabric. The Company does not guarantee that any particular color will be available for any period of time, and reserves the right to discontinue any color for any reason, without recourse by the Purchaser or Owner of the discontinued fabric color.
- Should the Purchaser or Owner sell the structures to another party, the warranty cannot be transferred to the new owner without a complete and thorough on-site inspection performed by a Company representative. Please contact the Company at [warranty@usa-shade.com](mailto:warranty@usa-shade.com) for more details.
- All warranty claims covering Company supplied structures, products, and services must be submitted by Purchaser or Owner in writing to the Company within thirty days from the date of discovery of the alleged defect and must include a detailed description and applicable photographs of the alleged defect or problem. Warranty claims should be submitted by email to [warranty@usa-shade.com](mailto:warranty@usa-shade.com).
- Purchaser or Owner agrees that venue for any court action to enforce these limited warranties shall be in the City or County of Dallas in the State of Texas, USA.
- These limited warranties are void if:
  - o the supplied structures, products, services and/or labor are not paid for in full;
  - o the structures are not assembled in strict compliance with USA SHADE specifications;
  - o any changes, modifications, additions, or attachments are made to the structures in any way, without prior written approval from the Company. Specifically, no signs, objects, fans, light fixtures, etc. may be hung from the structures, unless specifically engineered by the Company.



- These limited warranties do not cover defects and/or damages caused by:
  - o normal wear and tear;
  - o misuse, willful or intentional damage, vandalism, contact with chemicals, cuts and Acts of God (i.e. tornado, hurricane, micro/macros burst, earthquake, wildfires, etc.);
  - o ice, snow or wind loads in excess of the designed load parameters engineered for the supplied structures;
  - o use, maintenance, neglect, repair, and/or service inconsistent with the Company's written care and maintenance instructions, provided with the order.
- The limited warranties explicitly exclude:
  - o workmanship related to assembly not provided by the Company or its agents;
  - o fabric curtains, valances, and flat vertical panels;
  - o fabric tops installed on structures that were not engineered and originally supplied by the Company.
- THE COMPANY SHALL NOT BE LIABLE FOR ANY INCIDENTAL, CONSEQUENTIAL, SPECIAL, LIQUIDATED, EXEMPLARY, OR PUNITIVE DAMAGES, OR ANY LOSS OF REVENUE, PROFIT, USE OR GOODWILL, WHETHER BASED UPON CONTRACT, TORT (INCLUDING NEGLIGENCE), OR ANY OTHER LEGAL THEORY, ARISING OUT OF A BREACH OF THIS WARRANTY OR IN CONNECTION WITH THE SALE, INSTALLATION, MAINTENANCE, USE, OPERATION OR REPAIR OF ANY PRODUCT OR SERVICE. IN NO EVENT WILL THE COMPANY BE LIABLE FOR ANY AMOUNT GREATER THAN THE PURCHASE PRICE FOR ANY PRODUCT OR SERVICE PROVIDED BY THE COMPANY.
- THE FOREGOING LIMITED WARRANTY IS THE SOLE AND EXCLUSIVE WARRANTY FOR THE COMPANY'S PRODUCTS AND SERVICES, AND IS IN LIEU OF ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, IN LAW OR IN FACT. SELLER SPECIFICALLY DISCLAIMS ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING, WITHOUT LIMITATION, ALL IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR USE OR PURPOSE, AND ANY IMPLIED WARRANTIES ARISING OUT OF COURSE OF DEALING OR PERFORMANCE OR TRADE USAGE. PURCHASER, BY ACCEPTANCE AND USE OF THIS LIMITED WARRANTY, WAIVES ANY RIGHTS IT WOULD OTHERWISE HAVE TO CLAIM OR ASSERT THAT THIS LIMITED WARRANTY FAILS OF ITS ESSENTIAL PURPOSE.

Colourshade ® and eXtreme 32™ are registered trademarks of Multiknit Pty. Ltd.  
Commercial 95™ and SaFRshade™ are registered trademarks of Gale Pacific USA Inc  
Monotec 370™ is a registered trademark of PRO-KNIT Industries Pty. Ltd.  
Precontraint 502™ is a registered trademark of Serge Ferrari North America, Inc.

#### 16) **Assembly/Installation:**

- Company will notify Purchaser of the scheduled assembly date. Owner agrees to have an owner representative meet the assembly crew at the job site on the scheduled assembly date to verify the exact location where the structure(s) is to be placed.



- Labor for the removal, assembly, and/or freight charges will only be covered by Company in instances where the structures supplied and installed by Company are determined by the Company to be defective. In all cases where structures are not installed by Company, all labor for the removal, assembly, and/or freight of the structures will be the Purchaser's responsibility.
  - Installation prices are based on a single mobilization charge. If additional mobilizations are required, there will be additional charges.
  - If the requested services require Company access to Owner's premises, Company will be provided access to the Owner's premises free and clear of debris, automobiles, or other interference Monday ~ Friday during the hours of 8:00am to 6:00pm, and Company will have access to water and electrical facilities during installation. Additional charges will apply if utilities are not easily accessible. Where applicable, all vehicles will be moved prior to Company's crew beginning any installation.
  - Company will not be responsible for moving or repairing any underground utility lines such as electrical, telephone, gas, water, or sprinkler lines that may be encountered during installation.
  - Any additional costs incurred as a result of hard rock conditions requiring extra equipment, utility removal or repair resulting in delay will result in additional charges unless they are detailed on as-built site drawings provided to Company or marked on the ground and communicated to Company in writing prior to fabrication and installation.
- 17) **Installation/Assembly on-site:** Where installation/assembly is part of the services, Purchaser must provide the Company with a detailed drawing prepared by or for the Owner showing exactly where the structures are to be assembled as well as detailing any obstacles or other impediments that may cause the assembly process to be more difficult. Any fixture(s), e.g., playground, pools, etc., that the structures are to be assembled over must also be detailed, along with their peak heights (if applicable).
- 18) **Site/Use Review by Purchaser:** Company relies on the Purchaser to determine that the structures ordered are appropriate and safe for the Owner's installation site and/or intended use. Company is not responsible for damages or injuries resulting from collisions by moving objects or persons with the structure post(s). Company can recommend, or supply at additional cost, padding for posts from a third party manufacturer.
- 19) **Preparatory Work:** Where installation/assembly is part of the services and in the event that the foundation or job site is not suitable or ready for assembly to begin on the scheduled day, a Delay of Order notification must be sent to Company at least 4 working days prior, in order to allow Company to reschedule the project. In the event that Company is not notified and incurs an expense in attempting to execute the assembly, a re-mobilization charge may be charged to Purchaser before Company will reschedule the assembly.
- 20) **Delegation: Subcontractors:** The services and the manufacturing and assembly of the structures may be performed by subcontractors under appropriate agreements with the Company.
- 21) **Force Majeure: Impracticability:** The Company shall not be charged with any loss or damage for failure or delay in delivering or assembling of the structures when such failure or delay is due to any cause beyond the control of the Company, due to compliance with governmental



regulations or orders, or due to any Acts of God, strikes, lockouts, slowdowns, wars, or shortages in transportation, materials or labor.

- 22) **Dispute Resolution:** Any controversy or claim arising out of or related to this agreement must be settled by binding arbitration administered in Dallas, TX by a single arbitrator selected by the parties or by the American Arbitration Association, and conducted in accordance with the construction industry arbitration rules. Judgment upon the award may be entered in any court having jurisdiction thereof.
- 23) **Entire Agreement; No Reliance:** This agreement represents and contains the entire agreement between the parties. Prior discussion or verbal representations by the parties that are not contained in this agreement are not part of this agreement. Purchaser hereby acknowledges that it has not received or relied upon any statements or representations by Company or its agents which are not expressly stipulated herein, including without limitation any statements as to the structures, warranties, or services provided hereunder.
- 24) **No Third-Party Beneficiaries:** This agreement creates no third-party rights or obligations between Company and any other person, including any Owner who is not also a Purchaser. It is understood and agreed that the parties do not intend that any third party should be a beneficiary of this agreement.
- 25) **Governing Law:** The agreement will be construed and enforced in accordance with the laws of the State of Texas.
- 26) **Assignment:** Purchaser may not assign this agreement, by operation of law or otherwise, without the prior written consent of Company. The agreement shall be binding upon and insure to the benefit of the Company and the Purchaser, and their successors and permitted assigns.
- 27) **Electronic Signatures.** Each party agrees that the electronic signatures of the parties to this Agreement, whether digital or encrypted, including but not limited to the use of a typed name, are intended to authenticate this writing and to have the same force and effect as manual signatures. Electronic signature means any electronic sound, symbol, or process attached to or logically associated with a record and executed and adopted by a party with the intent to sign such record, including but not limited to typed or email electronic signatures.

## PURCHASER

NOTE: All purchase orders and contracts should be drafted in the name of

**Shade Structures, Inc.**

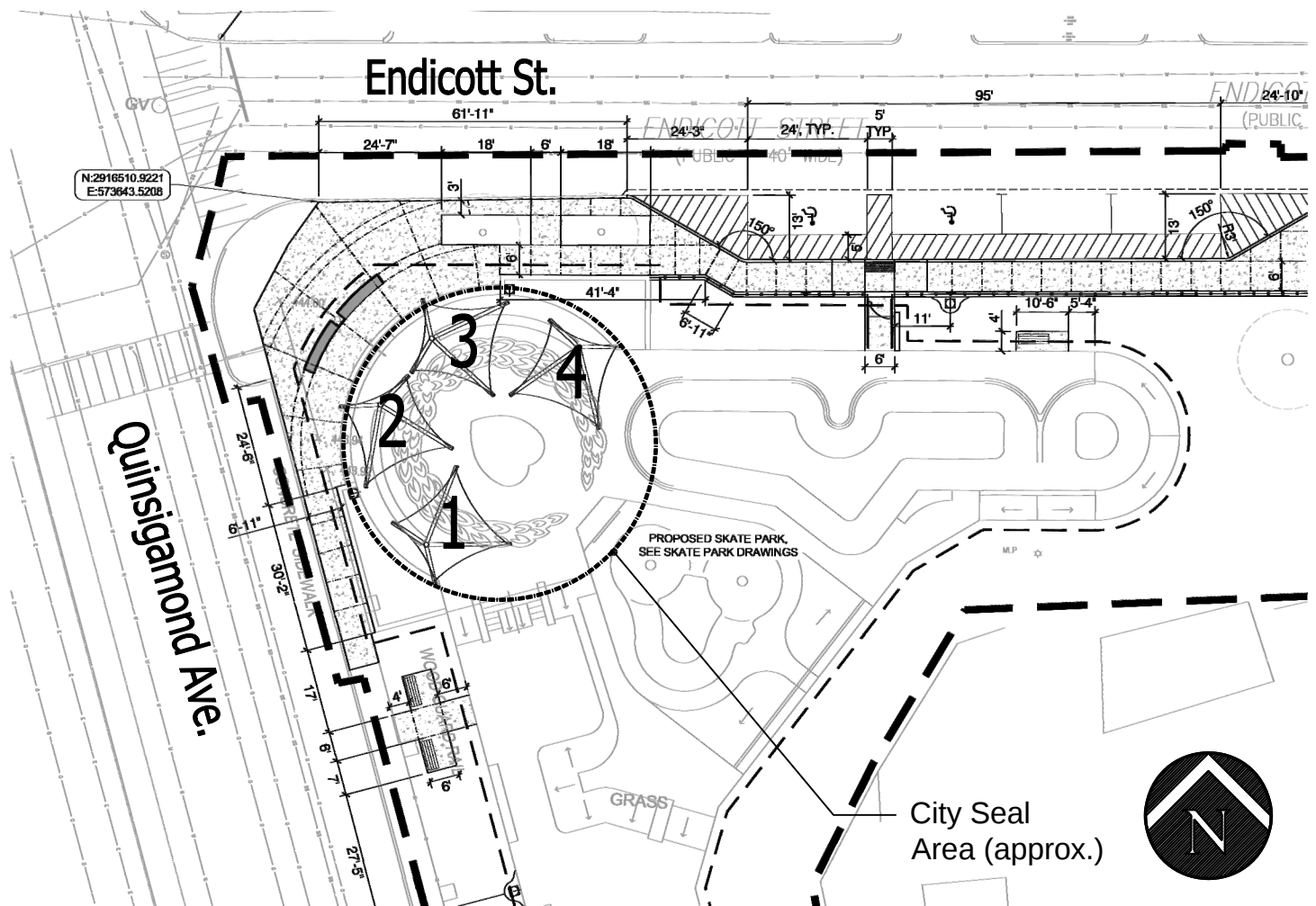


Signature:

By:

Title:

Date:



**Notes:**

1. Shade Structure 1,2 and 3 are identical configurations, structure 4 is custom.
2. Access for installation of shade fabric and hardware shall be within the right-of-way of Endicott St. and Quinsigamond Ave. only.
3. Refer to quote document for additional information.



Department of  
Parks, Recreation & Cemetery  
Robert C. Antonelli, Jr.  
Commissioner

Crompton Park Skatepark  
Partial Existing Site Plan  
Not to Scale

**Ex-1**

GENERAL NOTES

DESIGN LOADS

BUILDING CODE IBC 2018  
LIVE LOADS 5 PSF  
SNOW LOAD 5 PSF, STEEL FRAME WITH FABRIC ATTACHED  
50 PSF, STEEL FRAME WITH FABRIC REMOVED  
WIND LOADS 115 MPH<sup>1</sup>  
3-Sec. Gust, RISK CATEGORY II & EXPOSURE C

1.- 115 MPH ACCORDING TO THE BASIC WIND SPEED MAPS OF ASCE 7-16 IS EQUIVALENT TO THE ALLOWABLE STRESS DESIGN WIND SPEED OF 90 MPH ACCORDING TO ASCE 7-05 AND IBC 2018 EQ 16-33.

STRUCTURAL STEEL

1.- ALL STRUCTURAL SHAPES SHALL BE COLD FORMED HSS ASTM A500 GRADE C, UNLESS OTHERWISE NOTED, TYPICAL MECHANICAL PROPERTIES FOR HSS PRODUCTS:  
SQUARE AND RECTANGULAR 50,000 PSI YIELD / 62,000 PSI TENSILE  
ROUND PIPE 46,000 PSI YIELD / 62,000 PSI TENSILE

2.- ALL GALVANIZED STEEL TUBE PRODUCTS ARE MANUFACTURED PER ASTM A500, TYPICAL MECHANICAL PROPERTIES ACHIEVED FOR GALVANIZED TUBE PRODUCTS:  
ROUND TUBE 45,000 PSI YIELD / 48,000 PSI TENSILE

3.- ALL PLATES SHALL COMPLY WITH ASTM A572 GRADE 50.

4.- ALL STEEL TUBING SHALL BE TRIPLE COATED FOR RUST PROTECTION USING THE IN-LINE ELECTROPLATING COAT PROCESS. TUBING SHALL BE INTERNALLY COATED WITH ZINC AND ORGANIC COATINGS TO PREVENT CORROSION AS MANUFACTURED BY ALLIED TUBE & CONDUIT.

5.- STRUCTURAL STEEL SHALL BE DETAILED, FABRICATED AND ERECTED IN ACCORDANCE WITH A.I.S.C. SPECIFICATIONS.

6.- ALL SHOP WELDS SHALL BE EXECUTED IN ACCORDANCE WITH THE LATEST EDITION OF THE AMERICAN WELDING SOCIETY (AWS) D1.1 SPECIFICATIONS. ALL WELDS SHALL BE CONTINUOUS WHERE LENGTH IS NOT GIVEN, UNLESS OTHERWISE SHOWN OR NOTED ON DRAWINGS. ALL WELDS SHALL DEVELOP THE FULL STRENGTH OF THE WEAKER MEMBER. ALL WELDS SHALL BE MADE USING E70XX .045 WIRE.

7.- SHOP CONNECTIONS SHALL BE WELDED UNLESS NOTED OTHERWISE. FIELD CONNECTIONS SHALL BE AS INDICATED ON THE DRAWINGS (IF REQUIRED). ALL FILLET WELDS SHALL BE A MINIMUM OF 3/16" UNLESS OTHERWISE NOTED. FIELD WELDS SHALL NOT BE ALLOWED.

8.- ALL HIGH STRENGTH BOLTS SHALL COMPLY WITH ASTM A325 TYPE 1 OR A490 TYPE 1. ALL NUTS SHALL COMPLY WITH ASTM A563DH, AND WASHERS SHALL COMPLY WITH ASTM F436.

9.- ALL HIGH STRENGTH BOLTS SHALL BE TIGHTENED TO A SNUG TIGHT CONDITION.

10.- ALL STAINLESS STEEL BOLTS / STUDS SHALL COMPLY WITH ASTM F-593, ALLOY GROUP 1 OR 2 ALL NUTS SHALL COMPLY WITH ASTM F-594 ALLOY GROUP 1 OR 2.

11.- ALL STRUCTURAL STEEL SHALL BE PAINTED WITH ONE SHOP COAT (2.5 TO 3.5 MILS THICK MIN). THIS COAT IS A WEATHER RESISTANT POWDER COATING BASED ON POLYESTER TGIC (MANUFACTURED BY SHERWIN WILLIAMS OR TIGER DRYLAC). TO ACHIEVE OPTIMUM ADHESION, IT IS RECOMMENDED THAT THE PROPER TREATMENT AND DRYING TAKE PLACE BEFORE COATING. POLYESTER POWDER (TGIC) SPECIFICATIONS SHALL BE AS FOLLOWS:  
- PENCIL HARDNESS (ASTM D-3363)  
- HUMIDITY (ASTM D-2247)  
- SOLVENT RESISTANCE (PCI METHOD) - 50 DBL RUBS SL. SOFTNES

FABRIC SPECIFICATION

1.- FABRIC SHALL BE A HIGH DENSITY POLYETHYLENE WITH ULTRA VIOLET ADDITIVES, WITH MONOFILAMENT AND TAPE CONSTRUCTION GIVING A STABLE MATERIAL AND RACHEL KNITTED TO ENSURE MATERIAL WILL NOT UNRAVEL IF CUT.

2.- FABRIC SPECIFICATIONS:  
-TEAR STRENGTH SOLID COLORS STRIPE COLORS  
WARP 220.4622 LB WARP 182.9836LB  
WEFT 462.9707 LB WEFT 401.2413LB  
- BURST STRENGTH 37.7098 PSIA 33.0686 PSIA  
- FADING MINIMUM FADING AFTER 5 YEARS  
- LIFE EXPECTANCY A MINIMUM OF 8 YEARS CONTINUOUS EXPOSURE TO THE SUN

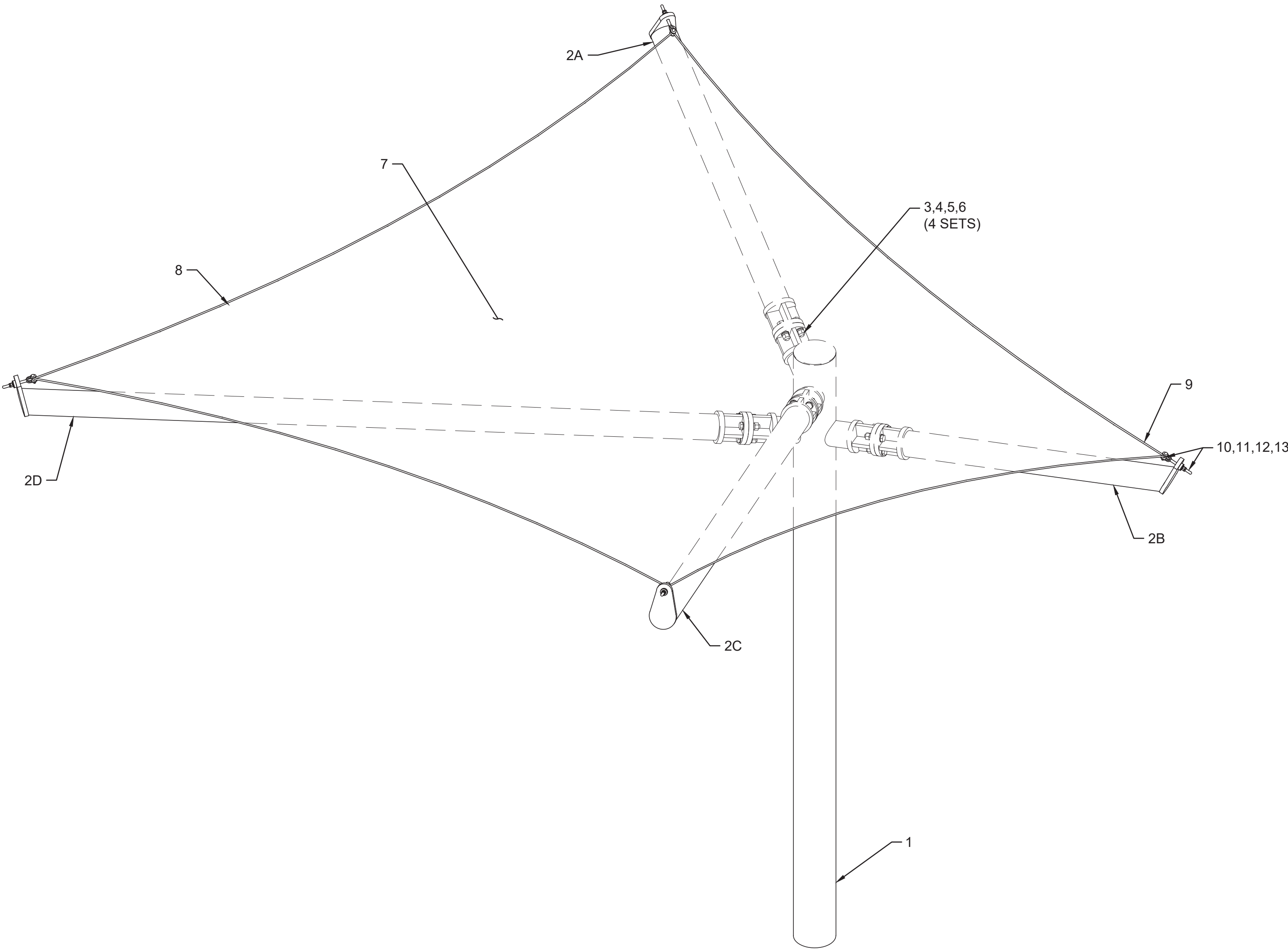
3.- FIRE TEST ON FABRIC: NFPA 701 TEST 2 AND ASTM E 84

4.- THREAD-PTFE (TEFLON) USED MEET THE FOLLOWING SPECIFICATIONS: HIGH STRENGTH, LOW SHRINKAGE, WIDE TEMPERATURE RANGE, FLEX & ABRASION RESISTANT AND UV RADIATION IMMUNITY. LOCKSTITCH - 1200 DENIER. CHAINSTITCH THREAD - 2400 DENIER.

AIRCRAFT CABLE

1.- WIRE ROPE CABLE SHALL BE 7x19 STRAND CORE GALVANIZED WIRE ROPE WITH A BREAKING STRENGTH VALUE OF 14,400 LBS (3/8" DIAMETER).

2.- CABLES SHALL BE FED THROUGH THE FABRIC SLEEVES AROUND THE PERIMETER OF THE CANOPY AND TENSIONED UNTIL THE FABRIC PANELS (DESIGNED PURPOSELY UNDERSIZED) REACH A TAUNT APPEARANCE. ANY LONG TERM CABLE SAG SHALL BE MINIMIZED DURING THE MAINTENANCE RE-TIGHTENING VISITS AS REQUIRED.



ISOMETRIC VIEW

| LIST OF MATERIALS   |      |                             |                         |                               |
|---------------------|------|-----------------------------|-------------------------|-------------------------------|
| ITEM                | QTY. | DESCRIPTION                 | MATERIAL / DWG          | SMI PART NO.                  |
| STEEL AND BOLTS     |      |                             |                         |                               |
| 1                   | 1    | COLUMN                      | HSS Ø10.750 x 0.365     | N/A                           |
| 2A                  | 1    | BEAM                        | HSS Ø6.625 x 0.280      | N/A                           |
| 2B                  | 1    | BEAM                        | HSS Ø6.625 x 0.280      | N/A                           |
| 2C                  | 1    | BEAM                        | HSS Ø6.625 x 0.280      | N/A                           |
| 2D                  | 1    | BEAM                        | HSS Ø6.625 x 0.280      | N/A                           |
| 3                   | 16   | Ø1"-8NC x 4 1/2" HEX BOLT   | ASTM A325 GALVANIZED    | 308305                        |
| 4                   | 16   | Ø1"-8NC HEX NUT             | ASTM A563 GALVANIZED    | 307968                        |
| 5                   | 16   | Ø1" SPLIT LOCK WASHER       | ASTM F436 GALVANIZED    | 307620                        |
| 6                   | 32   | Ø1" FLAT WASHER             | ASTM F436 GALVANIZED    | 307619                        |
| 800                 | 8    | ANCHOR ROD SET 1-1/4" x 36" | F1554 GR55 (GALVANIZED) | 307615                        |
| FABRIC AND HARDWARE |      |                             |                         |                               |
| 7                   | 1    | FABRIC (CUSTOM)             | HDPE MESH               | AREA: 289 SQF, WEIGHT: 15 LBS |
| 8                   | 1    | 85 FT OF Ø3/8" STEEL CABLE  | GALVANIZED CABLE        | 308175                        |
| 9                   | 4    | Ø3/8" CABLE CLAMP           | GALVANIZED              | 307629                        |
| 10                  | 4    | 5/8" x 6" JAW END           | GALVANIZED              | 308049                        |
| 11                  | 4    | 5/8" FLAT WASHER            | GALVANIZED              | 308182                        |
| 12                  | 4    | 5/8"-11NC HEX NUT           | GALVANIZED              | 308181                        |
| 13                  | 4    | 5/8"-11NC JAM NUT           | GALVANIZED              | 308242                        |

| CODE ANALYSIS       |           |                   |            |               |
|---------------------|-----------|-------------------|------------|---------------|
| BUILDING            | OCCUPANCY | CONSTRUCTION TYPE | AREA (SQF) | OCCUPANT LOAD |
| SHADE STRUCTURE     | U         | V-B               | 290        | N/A           |
| SIZE: SEE PAGE 2000 |           |                   |            |               |

NOTICE

FABRIC TOP NEEDS TO BE REMOVED IF SNOW EXCEEDING 5 PSF IS ANTICIPATED

FABRIC TOP NEEDS TO BE REMOVED IF WINDS EXCEEDING 115 MPH ARE ANTICIPATED, SEE NOTE 1 OF DESIGN LOADS



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CORPORATE HEADQUARTERS  
2580 ESTERS BLVD., SUITE 100  
DFW AIRPORT, TX 75261  
800-966-5005

CERTIFICATIONS:

IAS CERTIFICATION No: FA-428  
CLARK COUNTY MANUFACTURER  
CERTIFICATION NUMBER (NEVADA): 355

CUSTOMER:

M.J. CATALDO, INC.

PROJECT NAME:

CROMPTON PARK  
SKATE PARK

LOCATION:

WORCESTER,  
MA

PROJECT NUMBER.

80082

STRUCTURE TYPE:

ARBOR  
(FULL CUSTOM)

SIZE:

SEE PAGE 2000

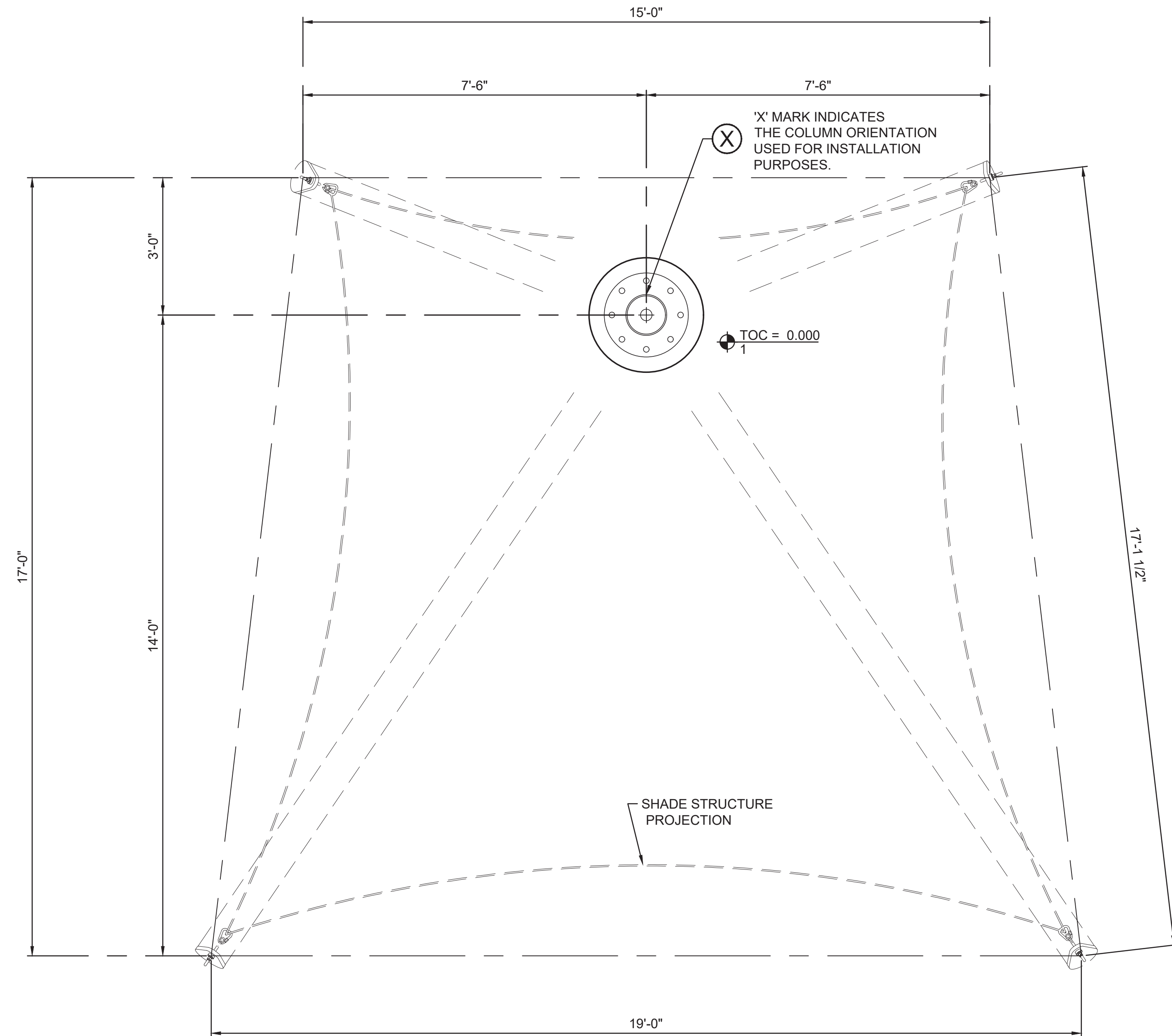
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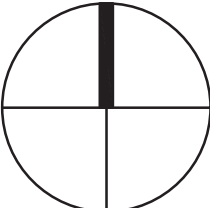
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|                      | MB          | CHK      |
|                      | TP          | DRW      |
|                      | 11/02/21    | DATE     |
| FULL CUSTOM          | DESCRIPTION |          |
|                      | NC          | REV      |
| Eng. By :            | MB          | 11/02/21 |
| Design By :          | TP          | 11/02/21 |
| Approved By :        | MB          | 11/02/21 |
| DRAWING DESCRIPTION: |             |          |
| NOTES / LOM          |             |          |
| DWG.                 | 80082-1.0   |          |
| PAGE                 | 1000        |          |
| REV.                 | NC          |          |





**FOUNDATION LOCATION PLAN**  
(ELEVATIONS ARE IN FEET)  
(FIELD VERIFY ALL DIMENSIONS AND ELEVATIONS)

**PLAN NORTH**



**FOR TRUE NORTH  
SEE CUSTOMER'S  
SITE PLAN**

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**80082**

**STRUCTURE TYPE:**  
**ARBOR  
(FULL CUSTOM)**

**SIZE:**  
**SEE PAGE 2000**

**SCALE : AS NOTED**

**DRAWING SIZE:**  
**B**

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|-------------|-------------|------|
|             | MB          | ENG  |
|             | MB          | CHK  |
|             | TP          | DRW  |
|             | 11/02/21    | DATE |
| FULL CUSTOM | DESCRIPTION |      |
|             |             |      |
| NC          | REV         |      |

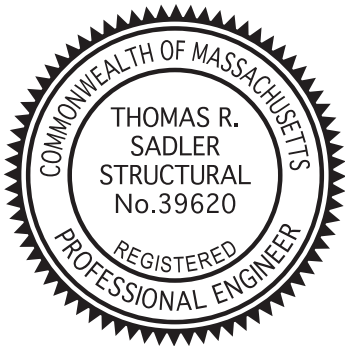
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| Eng. By :     | MB | 11/02/21 |
| Design By :   | TP | 11/02/21 |
| Approved By : | MB | 11/02/21 |

**DRAWING DESCRIPTION:**  
**FOUNDATION PLAN**

**DWG.**  
**80082-1.0**

**PAGE**  
**3000**

**REV.**  
**NC**



REINFORCED CONCRETE NOTES

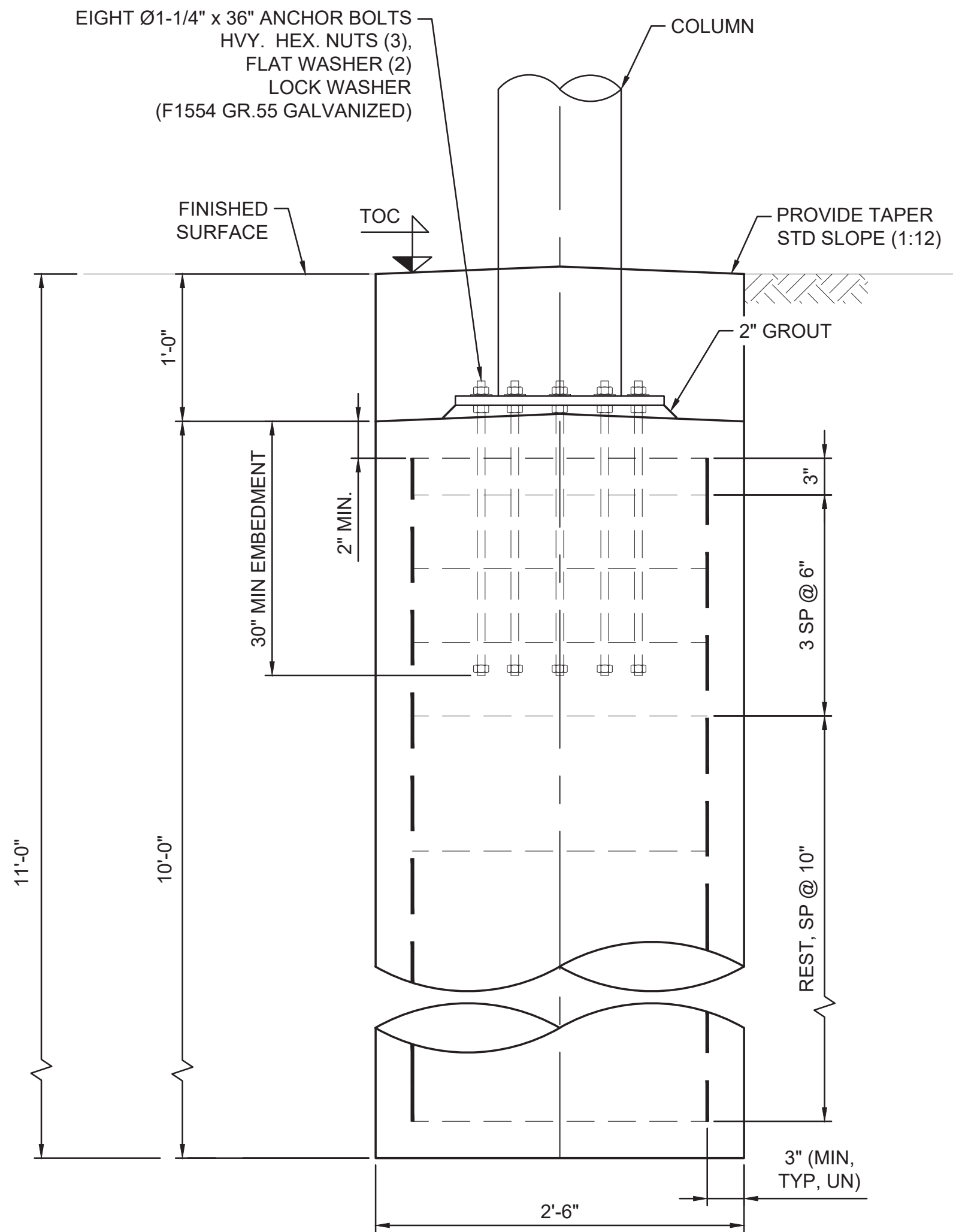
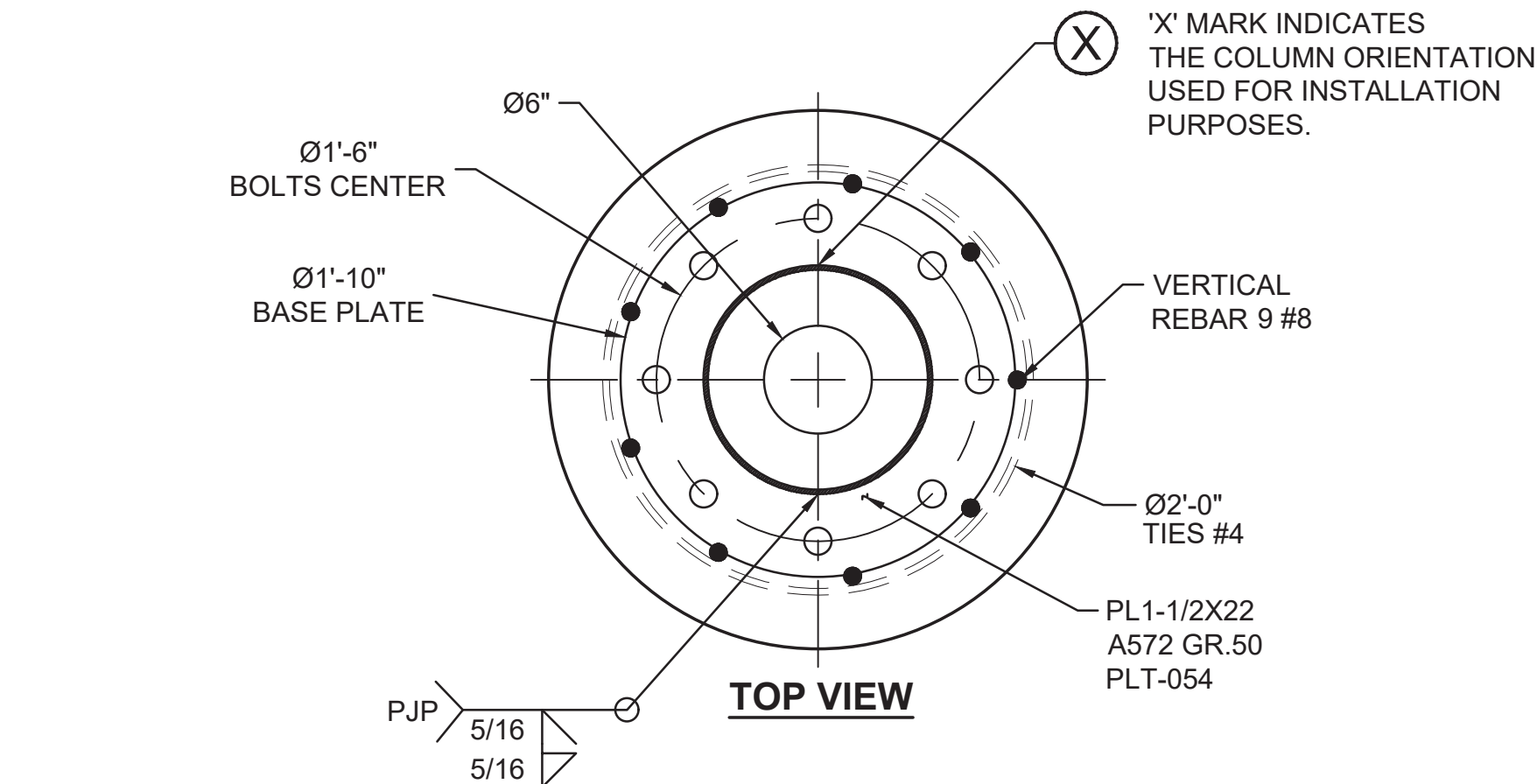
1.- CONCRETE WORK SHALL BE EXECUTED IN ACCORDANCE WITH THE LATEST EDITION OF THE AMERICAN CONCRETE INSTITUTE SPECIFICATION FOR STRUCTURAL CONCRETE ACI 301 AND BUILDING CODE ACI 318.  
CONCRETE SPECIFICATIONS, SHALL BE AS FOLLOWS:  
- 28 DAY STRENGTH: 2500 PSI  
- SLUMP: 3-5  
- PORTLAND CEMENT SHALL CONFORM TO C-150  
- AGGREGATE SHALL CONFORM TO ASTM C-33

2.- ALL REINFORCEMENT STEEL SHALL CONFORM TO ASTM A-615 GRADE 60; AND SHALL BE DETAILED, FABRICATED AND PLACED IN ACCORDANCE WITH THE LATEST SPECIFICATION FOR STRUCTURAL CONCRETE ACI 301, ACI DETAILING MANUAL AND CRSI MANUAL OF STANDARD PRACTICE.

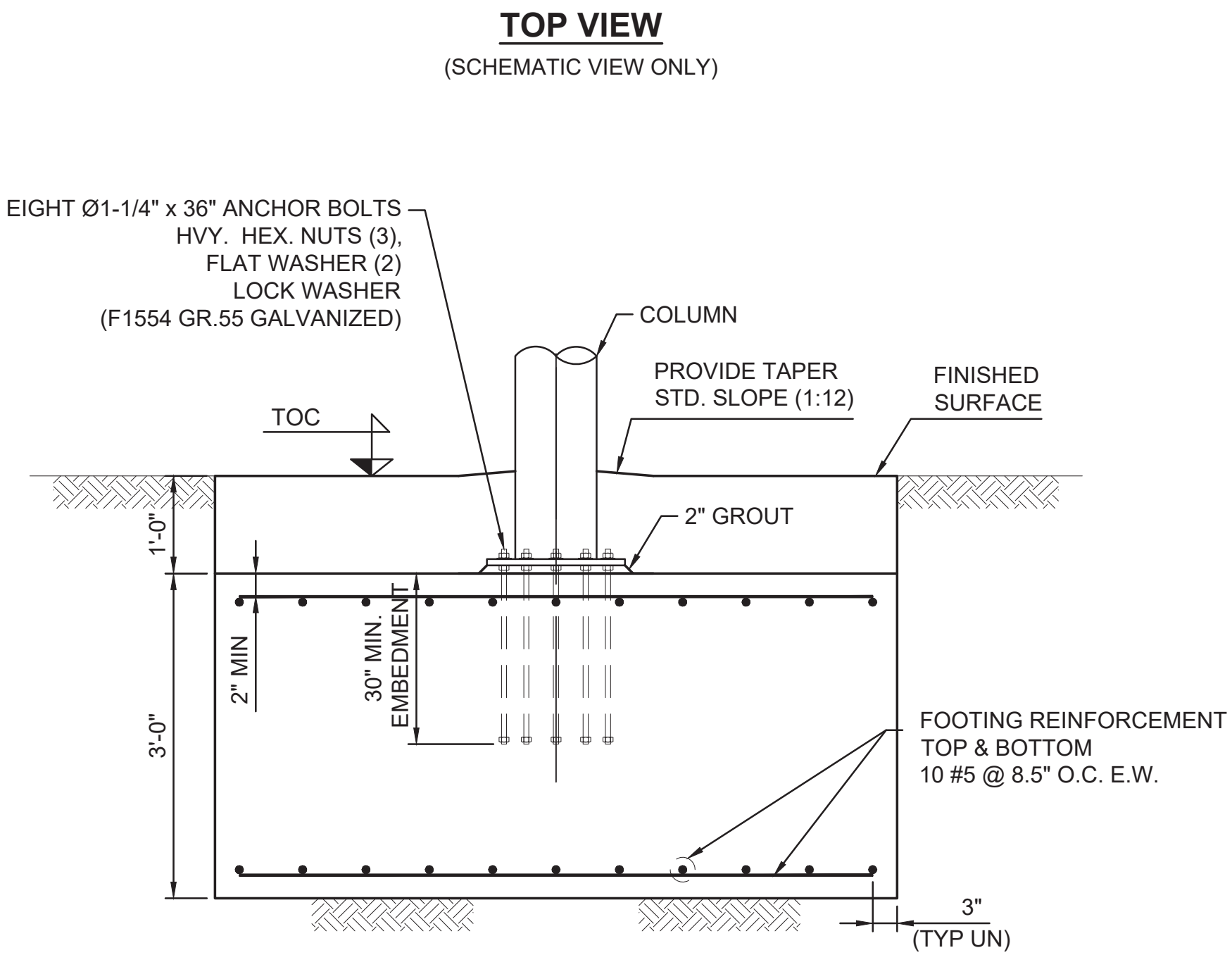
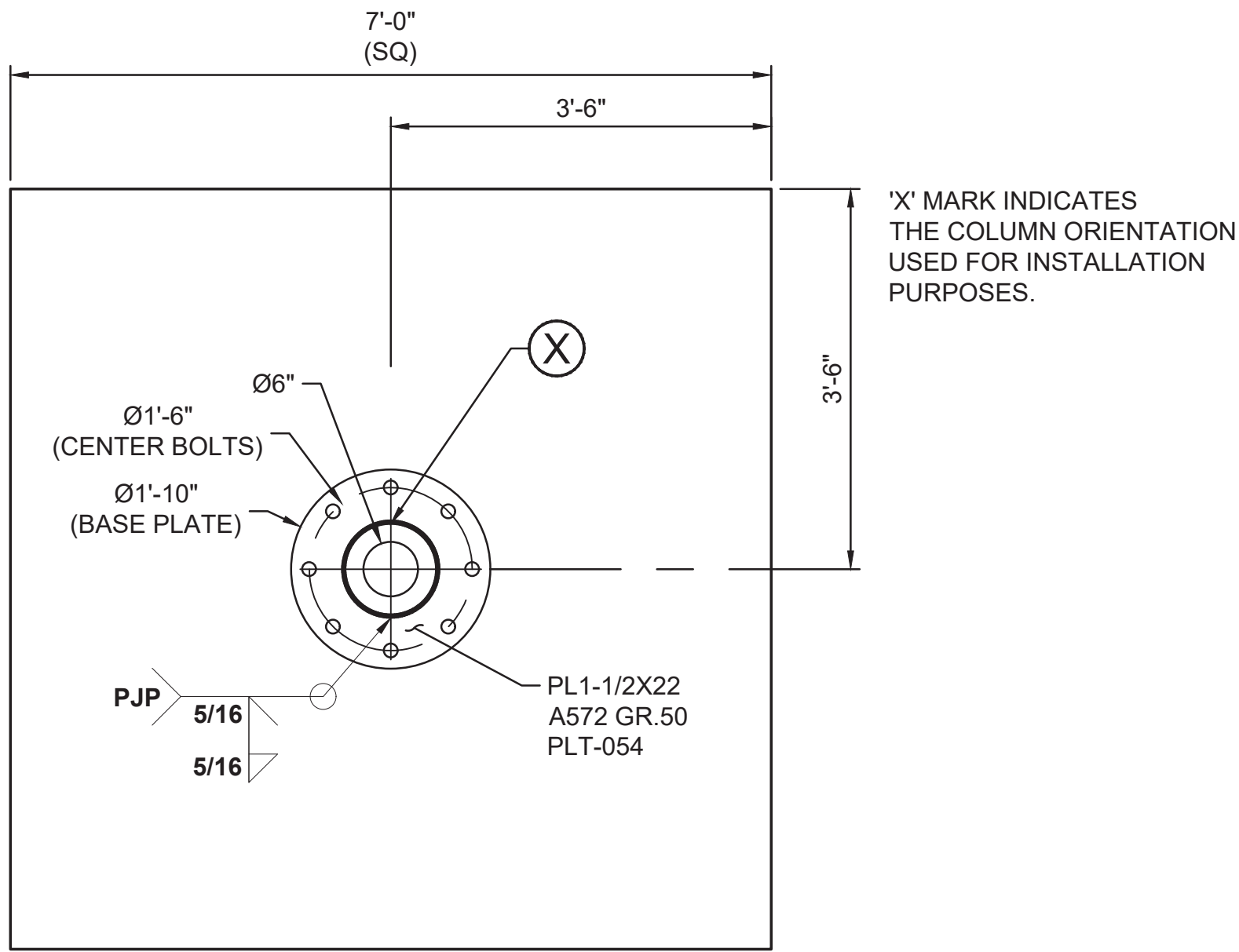
3.- ALL ANCHOR BOLTS SET IN NEW CONCRETE (WHEN APPLICABLE) SHALL COMPLY WITH ASTM F-1554 GRADE 55 (GALVANIZED).

4.- ALL NON-SHRINK GROUT SHALL HAVE A MINIMUM 28 DAYS COMPRESSIVE STRENGTH OF 5000 PSI, AND SHALL COMPLY THE REQUIREMENTS OF ASTM C109, ASTM C939, ASTM C1090, ASTM C1107, WHEN APPLICABLE.

5.- SOIL PARAMETERS FOR FOOTING ANALYSIS; TABLE 1806.2, CLASS : 4 (2000 PSF ALLOWABLE BEARING PRESSURE).  
GEOTECHNICAL REPORT PREPARED BY: WESTON & SAMPSON,  
PROJECT NO. 2191015,  
DATED ON JUNE 10, 2020.

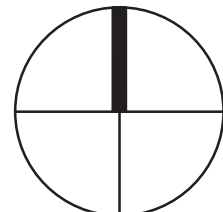


**FOOTING TYPE Ø2'-6" X 10'-0" T D**  
(RBP-RECESSED BASE PLATE)  
USE FOR NON-CONSTRAINED CASES



**ALTERNATE SPREAD FOOTING**  
(SF TYPE 11)  
(SCHEMATIC VIEW ONLY)

PLAN NORTH



FOR TRUE NORTH  
SEE CUSTOMER'S  
SITE PLAN

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**STRUCTURE TYPE:**  
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(FULL CUSTOM)**

**SIZE:**  
**SEE PAGE 2000**

**SCALE : AS NOTED**

**DRAWING SIZE:**  
**B**

| FULL CUSTOM | DESCRIPTION | MB       | ENG  |
|-------------|-------------|----------|------|
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|             |             | TP       | DRW  |
|             |             | 11/02/21 | DATE |
| NC          | REV         |          |      |
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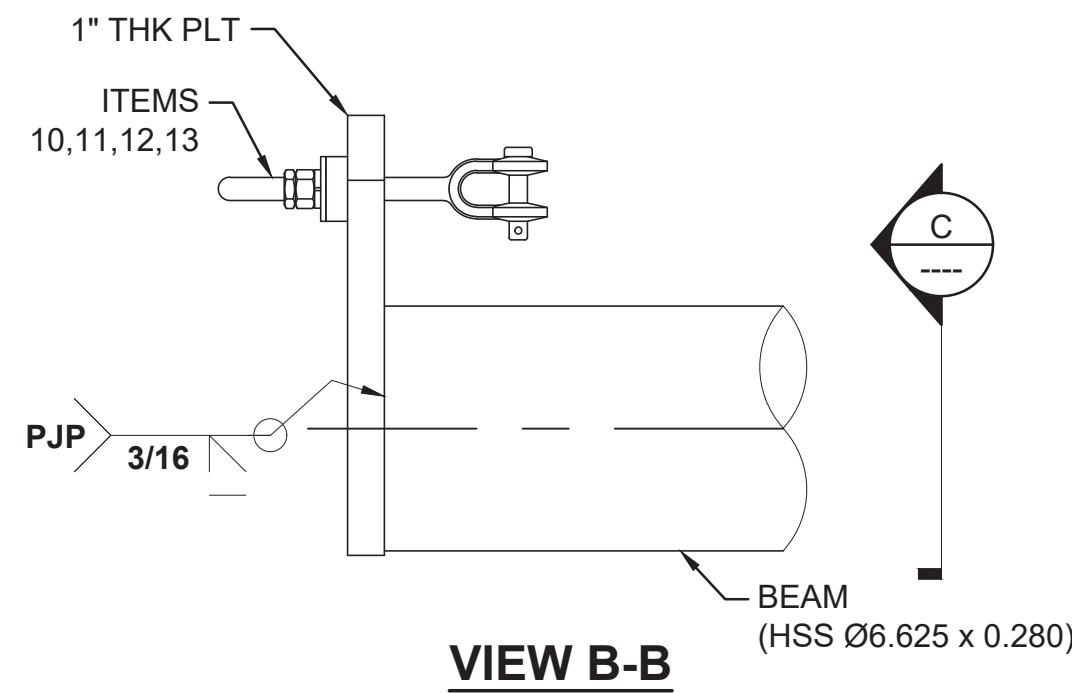
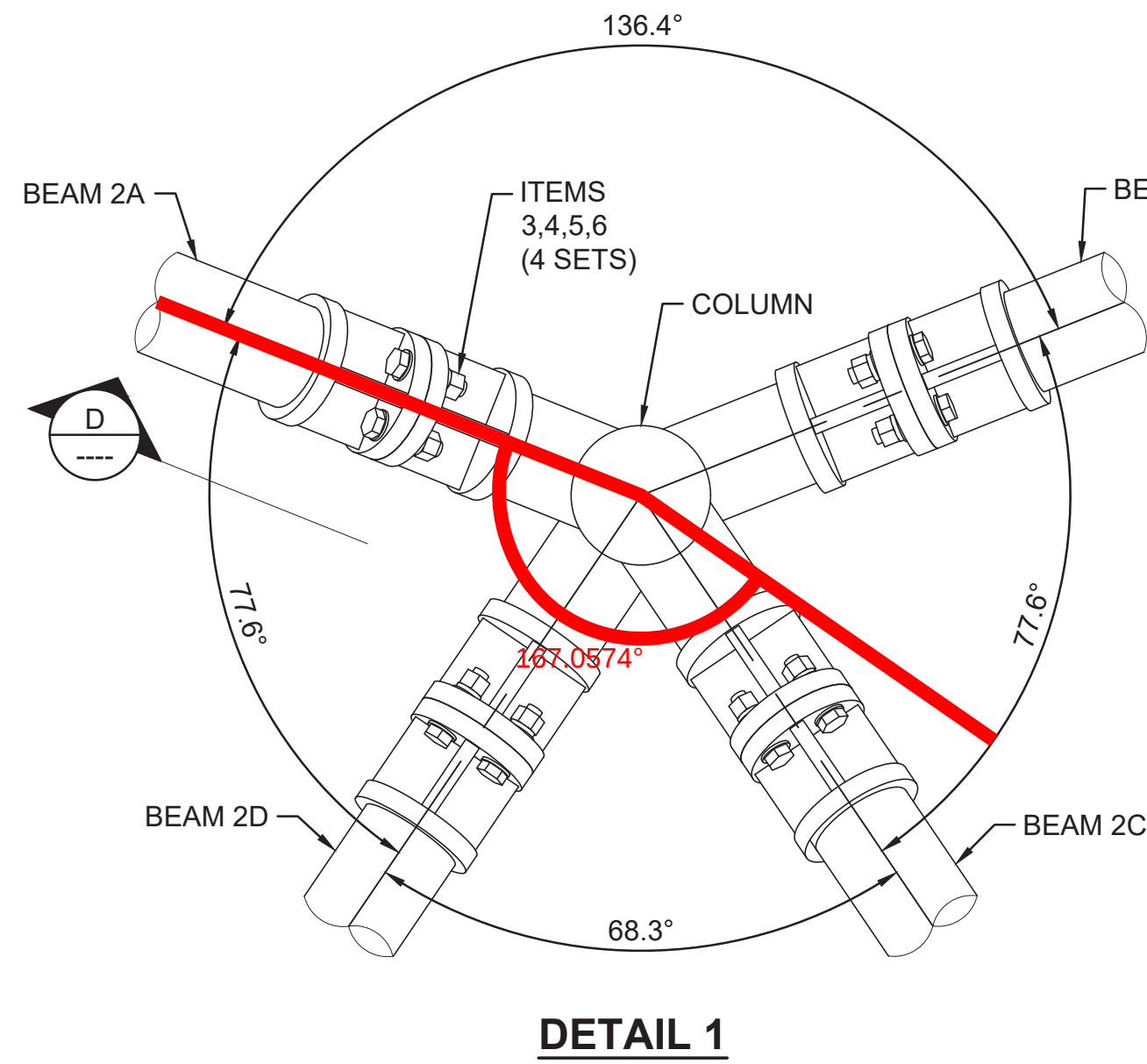
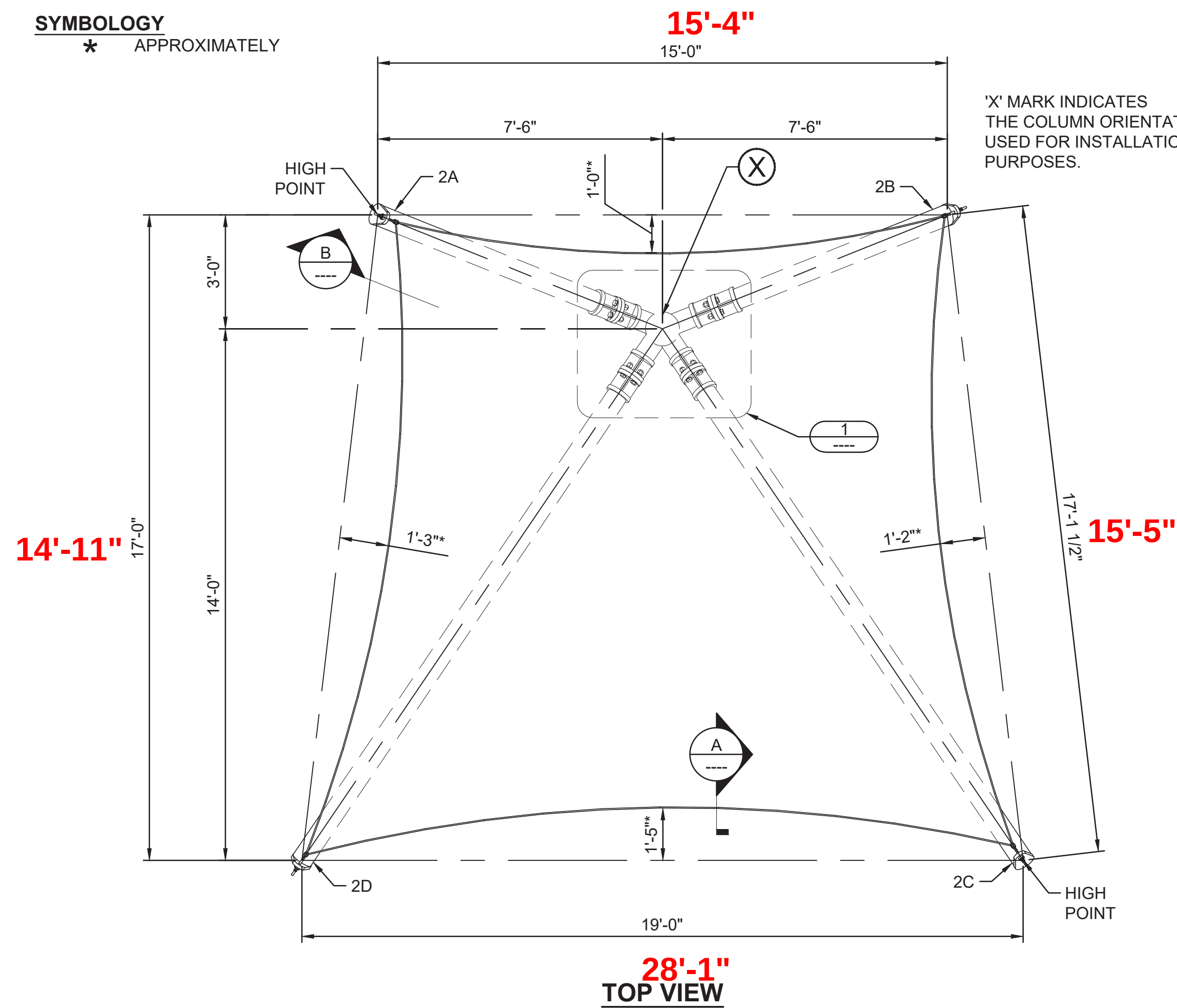
DRAWING DESCRIPTION:

**FOOTING DETAILS**

|      |                  |  |
|------|------------------|--|
| DWG. | <b>80082-1.0</b> |  |
| PAGE | <b>3001</b>      |  |
| REV. | <b>NC</b>        |  |

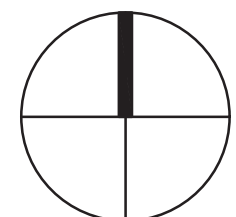


SYMBOLOLOGY  
★ APPROXIMATELY

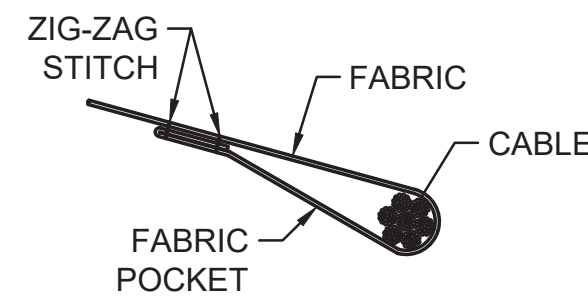
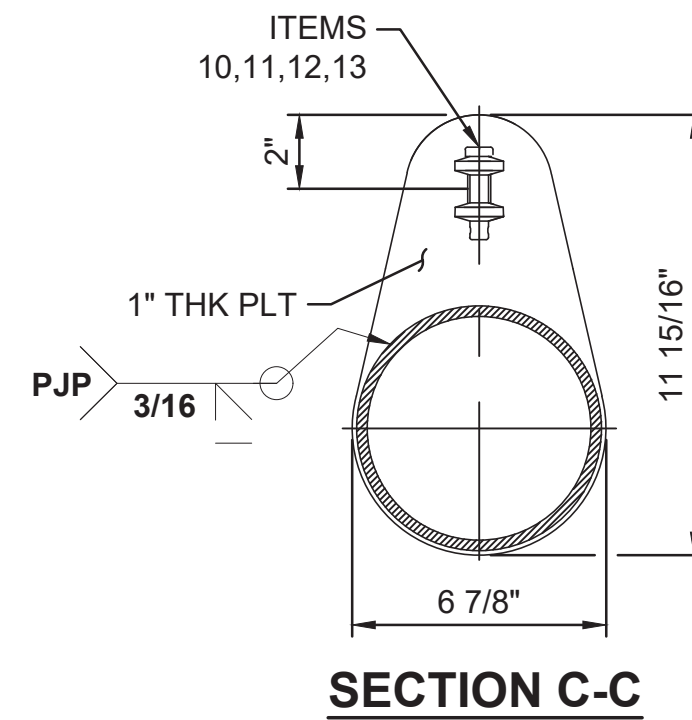
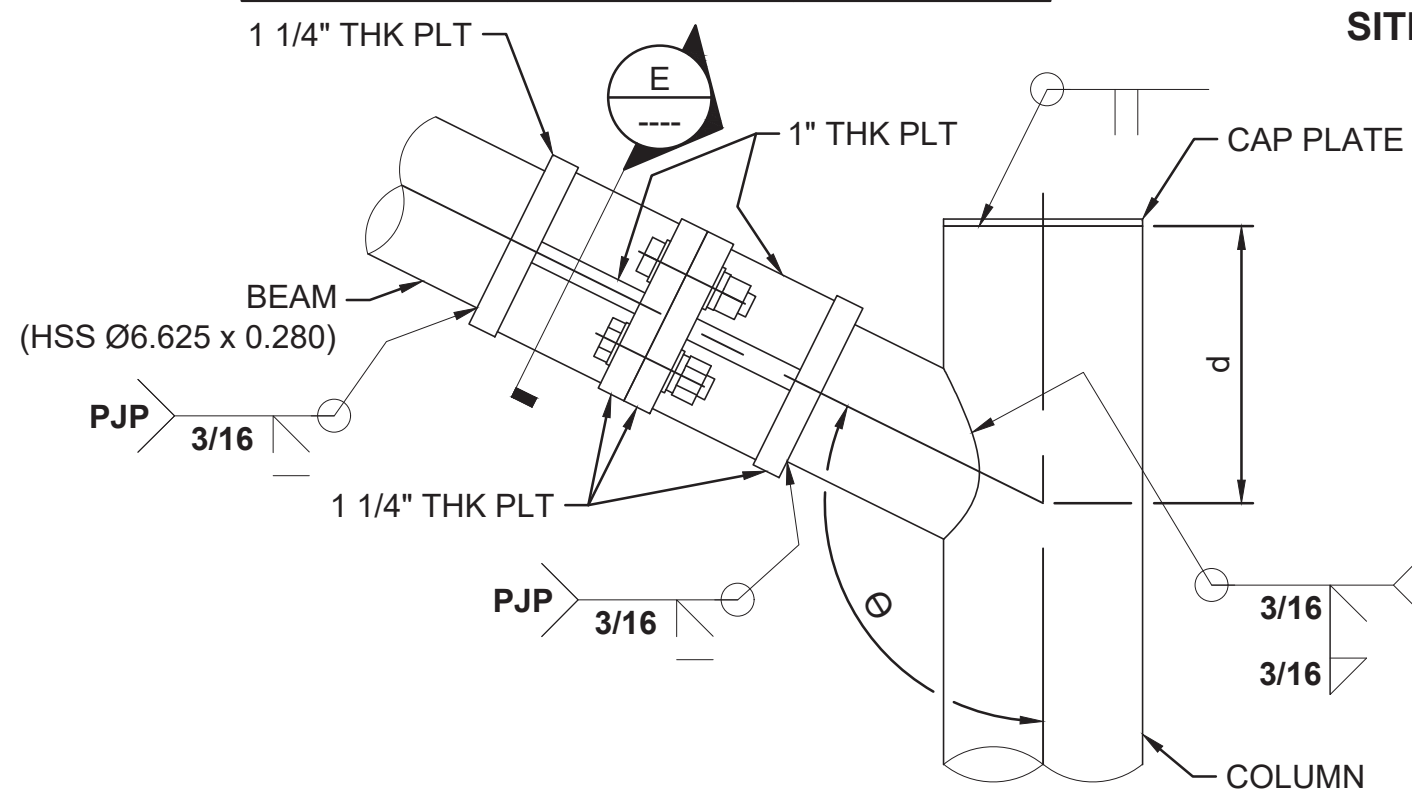


| COLUMN-BEAM CONNECTION |        |       |
|------------------------|--------|-------|
| BEAM                   | Θ      | d     |
| 2A                     | 116.3° | 1'-0" |
| 2B                     | 97.1°  | 2'-0" |
| 2C                     | 109.5° | 1'-0" |
| 2D                     | 100.1° | 2'-0" |

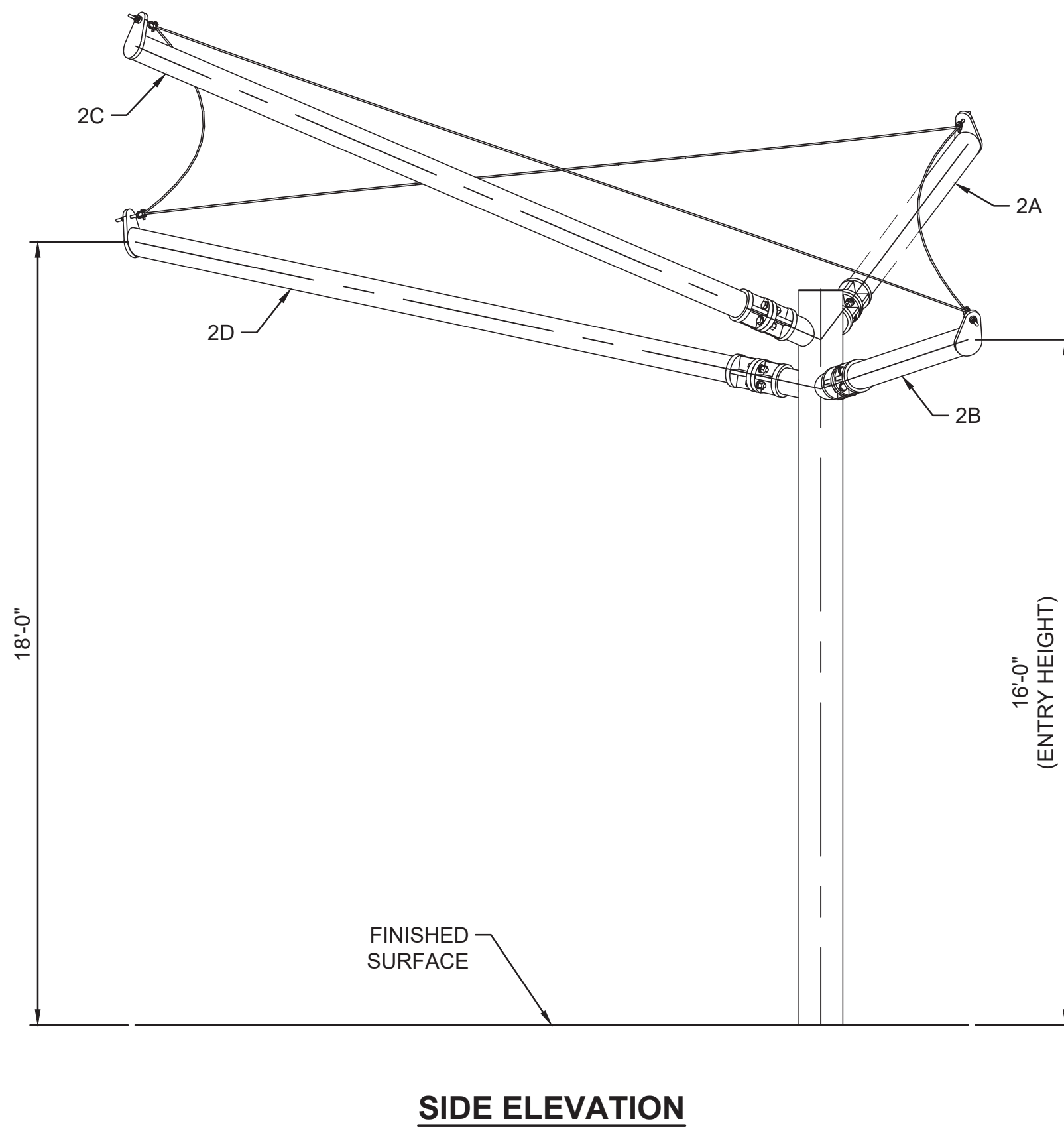
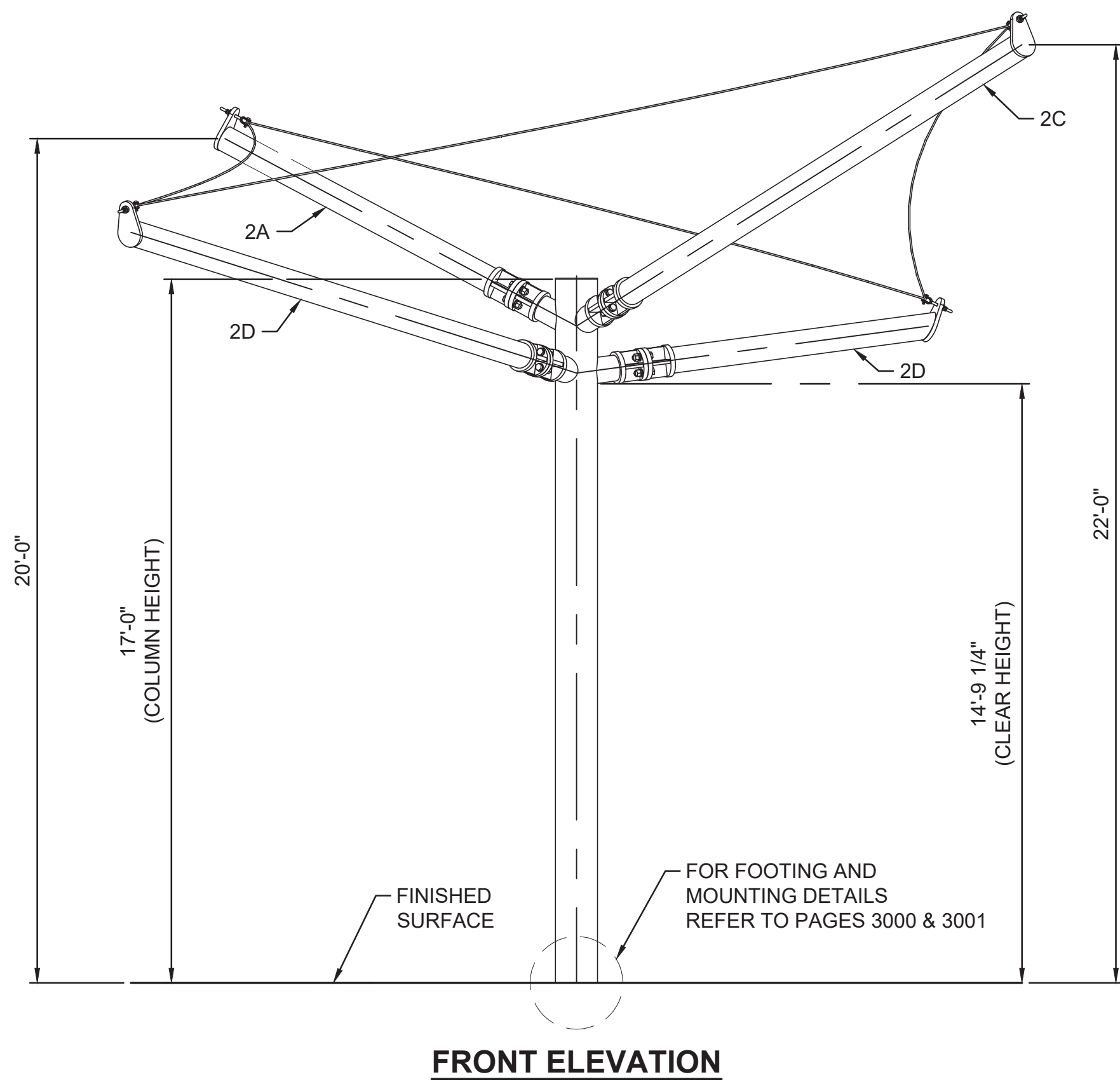
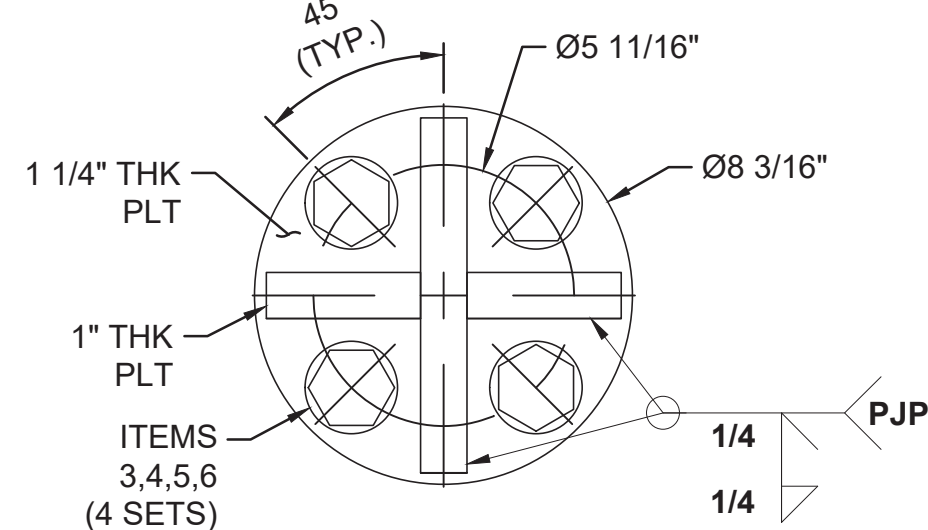
PLAN NORTH



FOR TRUE NORTH  
SEE CUSTOMER'S  
SITE PLAN



SECTION A-A



THESE PLANS AND SPECIFICATIONS ARE THE PROPERTY OF USA SHADE AND FABRIC STRUCTURES AND SHALL NOT BE REPRODUCED WITHOUT THEIR WRITTEN PERMISSION.



CORPORATE HEADQUARTERS  
2580 ESTERS BLVD., SUITE 100  
DFW AIRPORT, TX 75261  
800-966-5005

CERTIFICATIONS:  
IAS CERTIFICATION No: FA-428  
CLARK COUNTY MANUFACTURER  
CERTIFICATION NUMBER (NEVADA): 355

CUSTOMER:  
M.J. CATALDO, INC.

PROJECT NAME:  
CROMPTON PARK  
SKATE PARK

LOCATION:  
WORCESTER,  
MA  
PROJECT NUMBER:  
80082

STRUCTURE TYPE:  
ARBOR  
(FULL CUSTOM)

SIZE:  
SEE PAGE 2000

SCALE : AS NOTED

DRAWING SIZE:  
B

| FULL CUSTOM | DESCRIPTION | MB | MB  | TP   | DRW | CHK | ENG |
|-------------|-------------|----|-----|------|-----|-----|-----|
|             |             | NC | REV | DATE |     |     |     |

|               |    |          |
|---------------|----|----------|
| Eng. By :     | MB | 11/02/21 |
| Design By :   | TP | 11/02/21 |
| Approved By : | MB | 11/02/21 |

DRAWING DESCRIPTION:

VIEWS AND DETAILS

DWG. 80082-2.0

PAGE 2000

REV. NC

# **PREVAILING WAGE RATES**

**&**

# **CERTIFIED PAYROLL REPORTING FORMS**

**NOTE:** Successful bidder/contractor shall submit the required certified payroll reporting forms on a weekly basis *via email* to:

**[certifiedpayrollrecords@worcesterma.gov](mailto:certifiedpayrollrecords@worcesterma.gov)**

**City of Worcester – Purchasing Division  
City Hall – Room 201  
455 Main Street  
Worcester, MA 01608**

# MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



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

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

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

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

|                                            |
|--------------------------------------------|
| Date Received by Awarding Authority<br>/ / |
|--------------------------------------------|

CITY OF WORCESTER

Monthly Workforce Report

PROJECT NAME \_\_\_\_\_

Construction Manager: \_\_\_\_\_

Project: \_\_\_\_\_ Contract #: \_\_\_\_\_

Period Covered: \_\_\_\_\_ through \_\_\_\_\_

|                           |             | GOAL - 38%      |                | GOAL - 10% |                |                |             |
|---------------------------|-------------|-----------------|----------------|------------|----------------|----------------|-------------|
| PROJECT-TO-DATE:          |             | PEOPLE OF COLOR |                | FEMALE     |                | MINORITY OWNED | WOMEN OWNED |
| Contractor/Sub-Contractor | Total Hours | PTD Hours       | PTD Percentage | PTD Hours  | PTD Percentage |                |             |
| XX                        | 600         |                 | 0.0%           |            | 0.0%           | YES / NO       | YES / NO    |
|                           |             |                 |                |            |                | YES / NO       | YES / NO    |
|                           |             |                 |                |            |                | YES / NO       | YES / NO    |
|                           |             |                 |                |            |                | YES / NO       | YES / NO    |
| MONTHLY TOTAL:            |             | 600.0           | 0.00           | 0.0%       | 0.0            | 0.0%           |             |

PROJECT NAME \_\_\_\_\_

Construction Manager: \_\_\_\_\_

Project: \_\_\_\_\_ Contract #: \_\_\_\_\_

Period Covered: \_\_\_\_\_ through \_\_\_\_\_

|                  |             | GOAL - 38%      |                | GOAL - 10% |                |
|------------------|-------------|-----------------|----------------|------------|----------------|
| PROJECT-TO-DATE: |             | PEOPLE OF COLOR |                | FEMALE     |                |
| Trade            | Total Hours | PTD Hours       | PTD Percentage | PTD Hours  | PTD Percentage |
| Carpenter        | 600.0       | 0.0             | 0.0%           | 0.0        | 0.0%           |
| X                |             |                 |                |            |                |
| X                |             |                 |                |            |                |
| X                |             |                 |                |            |                |
| X                |             |                 |                |            |                |
| X                |             |                 |                |            |                |
| MONTHLY TOTALS   | 600.0       | 0.0             | 0.0%           | 0.0        | 0.0%           |

## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

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

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

### STATEMENT OF COMPLIANCE

\_\_\_\_\_, 20\_\_\_\_

I, \_\_\_\_\_, \_\_\_\_\_  
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by  
\_\_\_\_\_ on the \_\_\_\_\_  
(Contractor, subcontractor or public body) (Building or project)

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

Signature \_\_\_\_\_

Title \_\_\_\_\_



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

MAURA HEALEY  
Governor  
KIM DRISCOLL  
Lt. Governor

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

LAUREN JONES  
Secretary  
MICHAEL FLANAGAN  
Director

|                             |                                                                                                    |                      |                                          |
|-----------------------------|----------------------------------------------------------------------------------------------------|----------------------|------------------------------------------|
| <b>Awarding Authority:</b>  | Worcester                                                                                          | <b>City/Town:</b>    | WORCESTER                                |
| <b>Wage Request No:</b>     | 20260821191246                                                                                     | <b>Job Location:</b> | 47 Quinsigamond Ave, Worcester, MA 01610 |
| <b>Description of Work:</b> | Install Four (4) Owner Provided Shade Fabric and Hardware on Existing Structures at Crompton Park. |                      |                                          |
| <b>Contract Number:</b>     | 8795-J7                                                                                            |                      |                                          |

---

**§§ 26-27D Construction Project**

This Prevailing Wage Schedule establishes the minimum wage rates that employees on this public works construction project must be paid. The project's Wage Request Number is listed above and on all pages of this Schedule. This schedule applies **only** to this specific project.

**Awarding Authority Responsibilities**

- You must include this Prevailing Wage Schedule (PWS) or an appropriate reference to it in all advertisements and calls for bids.
- The PWS must be incorporated in its entirety into all contracts for this project (G.L. c. 149, § 27).
- The wage rates on this PWS will remain in effect for the duration of the project. **Exception:** You must request an updated schedule for any multi-year construction project no later than 2 weeks before the project's yearly anniversary date.
  - For CM AT RISK projects, the anniversary date is the earlier of the signing date of: (a) the GMP Amendment; or (b) the first amendment to permit procurement of construction services.
  - For all other construction projects, the anniversary date is the date the contract was signed by the Awarding Authority and the General Contractor.
- You must also request an updated PWS if you have not opened bids or selected a contractor within 90 days of the date of issuance on this PWS.
  - For CM AT RISK projects, the earlier of (a) the signing date of the GMP Amendment; or (b) the bid for the first construction scope of work must be within 90 days of the date of issuance on this Schedule.
- You must provide any updated PWS to all contractors working on the project, including general and sub-contractors.
- You must keep the contractors' weekly certified payroll records and Statements of Compliance on file for **3 years**.
- Awarding authorities have other prevailing wage responsibilities not listed above. Learn more at: [\[Prevailing wage: for awarding authorities | Mass.gov\]](#) and G.L. c. 149, §§ 26-27D.

**Contractor Responsibilities**

- You must pay all employees who perform construction work on this project at least the wage rate listed on this PWS. **Warning!** If you do not follow this requirement, you can face civil fines, criminal charges, or private lawsuits.
- You must post this PWS at the worksite where it can be easily seen. (G.L. c. 149, § 27)
- You must file weekly payroll reports and a Statement of Compliance with the awarding authority (**not** DLS). You can file payroll reports by mail or email and must keep them on file for 3 years. Each weekly payroll report must include each employee's name, address, occupational classification(s), hours worked, and wages paid. Find a sample report at: [mass.gov/dols/pw](http://mass.gov/dols/pw).
- You cannot pay any employees at the apprentice rates listed on this PWS unless they are registered with the Massachusetts Division of Apprentice Standards (DAS). Qualifying apprentices must be paid at the applicable step rate and must carry their apprentice ID card during all work hours on the project. Apprentices **not** registered with DAS must be paid at the listed journeyworker's rate, even if they are registered with a different federal/state public agency or private entity. For every week in which apprentice rates are paid, a copy of each apprentice's apprentice ID card issued by DAS shall be attached to the certified payroll records.
- If you don't know what classification or rate applies to the work being performed, you must ask DLS; paying the wrong rate subjects you to enforcement.
- Please contact DLS if you have any questions about the Prevailing Wage Schedule: (617) 626-6953 or [DLS.Feedback@mass.gov](mailto:DLS.Feedback@mass.gov)

Employees who are **not** paid the wage listed on the Prevailing Wage Schedule (PWS) may file a complaint with the Attorney General's Fair Labor Division: [www.mass.gov/ago/fld](http://www.mass.gov/ago/fld); (617) 727-3465.

**Construction**

| Classification                                                     | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--------------------------------------------------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| (2 AXLE) DRIVER - EQUIPMENT                                        | 6/1/2026       | \$41.95   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$79.90       |
| TEAMSTERS JOINT COUNCIL NO. 10                                     | 12/1/2026      | \$41.95   | \$16.17 | \$23.52 | \$0.00  | \$0.00                       | \$81.64       |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                              | 1/1/2027       | \$41.95   | \$16.77 | \$23.52 | \$0.00  | \$0.00                       | \$82.24       |
| (3 AXLE) DRIVER - EQUIPMENT                                        | 6/1/2026       | \$42.02   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$79.97       |
| TEAMSTERS JOINT COUNCIL NO. 10                                     | 12/1/2026      | \$42.02   | \$16.17 | \$23.52 | \$0.00  | \$0.00                       | \$81.71       |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                              | 1/1/2027       | \$42.02   | \$16.77 | \$23.52 | \$0.00  | \$0.00                       | \$82.31       |
| (4 & 5 AXLE) DRIVER - EQUIPMENT                                    | 6/1/2026       | \$42.14   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$80.09       |
| TEAMSTERS JOINT COUNCIL NO. 10                                     | 12/1/2026      | \$42.14   | \$16.17 | \$23.52 | \$0.00  | \$0.00                       | \$81.83       |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                              | 1/1/2027       | \$42.14   | \$16.77 | \$23.52 | \$0.00  | \$0.00                       | \$82.43       |
| ADS/SUBMERSIBLE PILOT                                              | 8/1/2024       | \$117.16  | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$151.53      |
| PILE DRIVER LOCAL 56                                               |                |           |         |         |         |                              |               |
| PILE DRIVER LOCAL 56 (ZONE 2)                                      |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- PILE DRIVER"                 |                |           |         |         |         |                              |               |
| AIR TRACK OPERATOR                                                 | 6/1/2026       | \$42.41   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$72.17       |
| LABORERS                                                           | 12/1/2026      | \$43.85   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$73.61       |
| LABORERS - ZONE 2                                                  | 6/1/2027       | \$45.30   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$75.06       |
|                                                                    | 12/1/2027      | \$46.75   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$76.51       |
|                                                                    | 6/1/2028       | \$48.25   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$78.01       |
|                                                                    | 12/1/2028      | \$49.75   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$79.51       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY)                               | 6/1/2026       | \$42.41   | \$10.90 | \$9.75  | \$9.21  | \$0.00                       | \$72.27       |
| LABORERS                                                           | 12/1/2026      | \$43.85   | \$10.90 | \$9.75  | \$9.21  | \$0.00                       | \$73.71       |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                              |               |
| ASBESTOS WORKER (PIPES & TANKS)                                    | 12/1/2025      | \$44.80   | \$14.50 | \$4.30  | \$6.75  | \$0.00                       | \$70.35       |
| HEAT & FROST INSULATORS LOCAL 6                                    |                |           |         |         |         |                              |               |
| HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)                        |                |           |         |         |         |                              |               |
| ASPHALT RAKER                                                      | 6/1/2026       | \$41.91   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$71.67       |
| LABORERS                                                           | 12/1/2026      | \$43.35   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$73.11       |
| LABORERS - ZONE 2                                                  | 6/1/2027       | \$44.80   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$74.56       |
|                                                                    | 12/1/2027      | \$46.25   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$76.01       |
|                                                                    | 6/1/2028       | \$47.75   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$77.51       |
|                                                                    | 12/1/2028      | \$49.25   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$79.01       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| ASPHALT RAKER (HEAVY & HIGHWAY)                                    | 6/1/2026       | \$41.91   | \$10.90 | \$9.75  | \$9.21  | \$0.00                       | \$71.77       |
| LABORERS                                                           | 12/1/2026      | \$43.35   | \$10.90 | \$9.75  | \$9.21  | \$0.00                       | \$73.21       |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                              |               |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE                             | 6/1/2026       | \$59.38   | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$93.03       |
| OPERATING ENGINEERS LOCAL 4                                        | 12/1/2026      | \$60.83   | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$94.48       |
| OPERATING ENGINEERS LOCAL 4                                        |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"         |                |           |         |         |         |                              |               |

**Construction**

| Classification              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| BACKHOE/FRONT-END LOADER    | 6/1/2026       | \$59.38   | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$93.03    |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2026      | \$60.83   | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$94.48    |
| OPERATING ENGINEERS LOCAL 4 |                |           |         |         |         |                           |            |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                           |           |         |         |        |        |        |         |
|---------------------------|-----------|---------|---------|--------|--------|--------|---------|
| BARCO-TYPE JUMPING TAMPER | 6/1/2026  | \$41.91 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$71.67 |
| LABORERS                  | 12/1/2026 | \$43.35 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$73.11 |
| LABORERS - ZONE 2         | 6/1/2027  | \$44.80 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$74.56 |
|                           | 12/1/2027 | \$46.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$76.01 |
|                           | 6/1/2028  | \$47.75 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$77.51 |
|                           | 12/1/2028 | \$49.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

|                                   |           |         |         |        |        |        |         |
|-----------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| BLOCK PAVER, RAMMER / CURB SETTER | 6/1/2026  | \$42.41 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$72.17 |
| LABORERS                          | 12/1/2026 | \$43.85 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$73.61 |
| LABORERS - ZONE 2                 | 6/1/2027  | \$45.30 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$75.06 |
|                                   | 12/1/2027 | \$46.75 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$76.51 |
|                                   | 6/1/2028  | \$48.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$78.01 |
|                                   | 12/1/2028 | \$49.75 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$79.51 |

For apprentice rates see "Apprentice- LABORER"

|                                                     |           |         |         |        |        |        |         |
|-----------------------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) | 6/1/2026  | \$42.41 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$72.27 |
| LABORERS                                            | 12/1/2026 | \$43.85 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$73.71 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                 |           |         |         |        |        |        |         |

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

|                       |          |         |        |         |        |        |         |
|-----------------------|----------|---------|--------|---------|--------|--------|---------|
| BOILER MAKER          | 1/1/2024 | \$48.12 | \$7.07 | \$14.60 | \$6.00 | \$0.00 | \$75.79 |
| BOILERMAKERS LOCAL 29 |          |         |        |         |        |        |         |
| BOILERMAKERS LOCAL 29 |          |         |        |         |        |        |         |

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

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

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

|                                                              |          |         |         |         |        |        |          |
|--------------------------------------------------------------|----------|---------|---------|---------|--------|--------|----------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 8/1/2026 | \$68.01 | \$12.84 | \$15.57 | \$7.33 | \$0.00 | \$103.75 |
| BRICKLAYERS LOCAL 3                                          | 2/1/2027 | \$69.41 | \$12.84 | \$15.57 | \$7.33 | \$0.00 | \$105.15 |
| BRICKLAYERS LOCAL 3 (WORCESTER)                              |          |         |         |         |        |        |          |

**Construction**

| Classification                                                                                                     | Effective Date | Base Wage               | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--------------------------------------------------------------------------------------------------------------------|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| <b>Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)</b><br><b>Effective Date: 8/1/2026</b> |                |                         |         |         |         |                              |               |
| Step                                                                                                               | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1                                                                                                                  | 50.00          | \$34.01                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$69.75       |
| 2                                                                                                                  | 60.00          | \$40.81                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$76.55       |
| 3                                                                                                                  | 70.00          | \$47.61                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$83.35       |
| 4                                                                                                                  | 80.00          | \$54.41                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$90.15       |
| 5                                                                                                                  | 90.00          | \$61.21                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$96.95       |
| <b>Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)</b><br><b>Effective Date: 2/1/2027</b> |                |                         |         |         |         |                              |               |
| Step                                                                                                               | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1                                                                                                                  | 50.00          | \$34.71                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$70.45       |
| 2                                                                                                                  | 60.00          | \$41.65                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$77.39       |
| 3                                                                                                                  | 70.00          | \$48.59                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$84.33       |
| 4                                                                                                                  | 80.00          | \$55.53                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$91.27       |
| 5                                                                                                                  | 90.00          | \$62.47                 | \$12.84 | \$15.57 | \$7.33  | \$0.00                       | \$98.21       |
| <b>Apprentice to Journeyworker Ratio: 1:5</b>                                                                      |                |                         |         |         |         |                              |               |
| BULLDOZER/GRADER/SCRAPER                                                                                           | 6/1/2026       | \$58.70                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$92.35       |
| OPERATING ENGINEERS LOCAL 4                                                                                        | 12/1/2026      | \$60.14                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$93.79       |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                                         |                |                         |         |         |         |                              |               |
| CAISSON & UNDERPINNING BOTTOM MAN                                                                                  | 6/1/2026       | \$50.40                 | \$10.90 | \$9.75  | \$9.80  | \$0.00                       | \$80.85       |
| LABORERS                                                                                                           | 12/1/2026      | \$51.90                 | \$10.90 | \$9.75  | \$9.80  | \$0.00                       | \$82.35       |
| LABORERS - FOUNDATION AND MARINE                                                                                   |                |                         |         |         |         |                              |               |
| For apprentice rates see "Apprentice- LABORER"                                                                     |                |                         |         |         |         |                              |               |
| CAISSON & UNDERPINNING LABORER                                                                                     | 6/1/2026       | \$49.25                 | \$10.90 | \$9.75  | \$9.80  | \$0.00                       | \$79.70       |
| LABORERS                                                                                                           | 12/1/2026      | \$50.75                 | \$10.90 | \$9.75  | \$9.80  | \$0.00                       | \$81.20       |
| LABORERS - FOUNDATION AND MARINE                                                                                   |                |                         |         |         |         |                              |               |
| For apprentice rates see "Apprentice- LABORER"                                                                     |                |                         |         |         |         |                              |               |
| CAISSON & UNDERPINNING TOP MAN                                                                                     | 6/1/2026       | \$49.58                 | \$10.90 | \$9.75  | \$9.80  | \$0.00                       | \$80.03       |
| LABORERS                                                                                                           | 12/1/2026      | \$51.08                 | \$10.90 | \$9.75  | \$9.80  | \$0.00                       | \$81.53       |
| LABORERS - FOUNDATION AND MARINE                                                                                   |                |                         |         |         |         |                              |               |
| For apprentice rates see "Apprentice- LABORER"                                                                     |                |                         |         |         |         |                              |               |
| CARBIDE CORE DRILL OPERATOR                                                                                        | 6/1/2026       | \$41.91                 | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$71.67       |
| LABORERS                                                                                                           | 12/1/2026      | \$43.35                 | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$73.11       |
| LABORERS - ZONE 2                                                                                                  | 6/1/2027       | \$44.80                 | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$74.56       |
|                                                                                                                    | 12/1/2027      | \$46.25                 | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$76.01       |
|                                                                                                                    | 6/1/2028       | \$47.75                 | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$77.51       |
|                                                                                                                    | 12/1/2028      | \$49.25                 | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$79.01       |
| For apprentice rates see "Apprentice- LABORER"                                                                     |                |                         |         |         |         |                              |               |

## Construction

| Classification                             | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| CARPENTER                                  | 3/1/2026       | \$50.85   | \$11.08 | \$11.47 | \$8.50  | \$0.00                    | \$81.90    |
| CARPENTERS                                 | 9/1/2026       | \$52.10   | \$11.08 | \$11.47 | \$8.50  | \$0.00                    | \$83.15    |
| CARPENTERS -ZONE 2 (Eastern Massachusetts) | 3/1/2027       | \$53.35   | \$11.08 | \$11.47 | \$8.50  | \$0.00                    | \$84.40    |

| Apprentice: CARPENTER    |         |                      |         |         |         |                           |            |
|--------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 3/1/2026 |         |                      |         |         |         |                           |            |
| Step                     | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                        | 45.00   | \$22.88              | \$11.08 | \$0.00  | \$1.73  | \$0.00                    | \$35.69    |
| 2                        | 45.00   | \$22.88              | \$11.08 | \$0.00  | \$1.73  | \$0.00                    | \$35.69    |
| 3                        | 55.00   | \$27.97              | \$11.08 | \$0.00  | \$3.40  | \$0.00                    | \$42.45    |
| 4                        | 55.00   | \$27.97              | \$11.08 | \$0.00  | \$3.40  | \$0.00                    | \$42.45    |
| 5                        | 70.00   | \$35.60              | \$11.08 | \$11.41 | \$5.10  | \$0.00                    | \$63.19    |
| 6                        | 70.00   | \$35.60              | \$11.08 | \$11.41 | \$5.10  | \$0.00                    | \$63.19    |
| 7                        | 80.00   | \$40.68              | \$11.08 | \$11.44 | \$6.80  | \$0.00                    | \$70.00    |
| 8                        | 80.00   | \$40.68              | \$11.08 | \$11.44 | \$6.80  | \$0.00                    | \$70.00    |

| Apprentice: CARPENTER    |         |                      |         |         |         |                           |            |
|--------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 9/1/2026 |         |                      |         |         |         |                           |            |
| Step                     | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                        | 45.00   | \$23.45              | \$11.08 | \$0.00  | \$1.73  | \$0.00                    | \$36.26    |
| 2                        | 45.00   | \$23.45              | \$11.08 | \$0.00  | \$1.73  | \$0.00                    | \$36.26    |
| 3                        | 55.00   | \$28.66              | \$11.08 | \$0.00  | \$3.40  | \$0.00                    | \$43.14    |
| 4                        | 55.00   | \$28.66              | \$11.08 | \$0.00  | \$3.40  | \$0.00                    | \$43.14    |
| 5                        | 70.00   | \$36.47              | \$11.08 | \$11.41 | \$5.10  | \$0.00                    | \$64.06    |
| 6                        | 70.00   | \$36.47              | \$11.08 | \$11.41 | \$5.10  | \$0.00                    | \$64.06    |
| 7                        | 80.00   | \$41.68              | \$11.08 | \$11.44 | \$6.80  | \$0.00                    | \$71.00    |
| 8                        | 80.00   | \$41.68              | \$11.08 | \$11.44 | \$6.80  | \$0.00                    | \$71.00    |

Apprentice to Journeyworker Ratio: 1:5

|                      |           |         |        |        |        |        |         |
|----------------------|-----------|---------|--------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME | 10/1/2025 | \$27.37 | \$7.38 | \$4.47 | \$1.00 | \$0.00 | \$40.22 |
| CARPENTERS           | 10/1/2026 | \$28.47 | \$7.38 | \$4.47 | \$1.00 | \$0.00 | \$41.32 |

All Aspects of New Wood Frame Work

| Apprentice: CARPENTER WOOD FRAME |         |                      |        |         |         |                           |            |
|----------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 10/1/2025        |         |                      |        |         |         |                           |            |
| Step                             | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                | 60.00   | \$16.42              | \$7.38 | \$0.00  | \$0.00  | \$0.00                    | \$23.80    |
| 2                                | 60.00   | \$16.42              | \$7.38 | \$0.00  | \$0.00  | \$0.00                    | \$23.80    |
| 3                                | 65.00   | \$17.79              | \$7.38 | \$0.00  | \$1.00  | \$0.00                    | \$26.17    |
| 4                                | 70.00   | \$19.16              | \$7.38 | \$0.00  | \$1.00  | \$0.00                    | \$27.54    |
| 5                                | 75.00   | \$20.53              | \$7.38 | \$3.80  | \$1.00  | \$0.00                    | \$32.71    |
| 6                                | 80.00   | \$21.90              | \$7.38 | \$3.80  | \$1.00  | \$0.00                    | \$34.08    |

Construction

| Classification                          | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------------------|----------------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Apprentice: CARPENTER WOOD FRAME</b> |                |                      |        |         |         |                           |            |
| <b>Effective Date: 10/1/2025</b>        |                |                      |        |         |         |                           |            |
| Step                                    | Percent        | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 7                                       | 85.00          | \$23.26              | \$7.38 | \$3.80  | \$1.00  | \$0.00                    | \$35.44    |
| 8                                       | 90.00          | \$24.63              | \$7.38 | \$3.80  | \$1.00  | \$0.00                    | \$36.81    |

| <b>Apprentice: CARPENTER WOOD FRAME</b> |         |                      |        |         |         |                           |            |
|-----------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 10/1/2026</b>        |         |                      |        |         |         |                           |            |
| Step                                    | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                       | 60.00   | \$17.08              | \$7.38 | \$0.00  | \$0.00  | \$0.00                    | \$24.46    |
| 2                                       | 60.00   | \$17.08              | \$7.38 | \$0.00  | \$0.00  | \$0.00                    | \$24.46    |
| 3                                       | 65.00   | \$18.51              | \$7.38 | \$0.00  | \$1.00  | \$0.00                    | \$26.89    |
| 4                                       | 70.00   | \$19.93              | \$7.38 | \$0.00  | \$1.00  | \$0.00                    | \$28.31    |
| 5                                       | 75.00   | \$21.35              | \$7.38 | \$3.80  | \$1.00  | \$0.00                    | \$33.53    |
| 6                                       | 80.00   | \$22.78              | \$7.38 | \$3.80  | \$1.00  | \$0.00                    | \$34.96    |
| 7                                       | 85.00   | \$24.20              | \$7.38 | \$3.80  | \$1.00  | \$0.00                    | \$36.38    |
| 8                                       | 90.00   | \$25.62              | \$7.38 | \$3.80  | \$1.00  | \$0.00                    | \$37.80    |

Apprentice to Journeyworker Ratio: 1:5

|                                        |          |         |         |         |        |        |         |
|----------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| CEMENT MASONRY/PLASTERING              | 7/1/2026 | \$54.49 | \$13.35 | \$16.43 | \$7.78 | \$1.80 | \$93.85 |
| PLASTERERS AND CEMENT MASONS LOCAL 534 | 1/1/2027 | \$55.94 | \$13.35 | \$16.43 | \$7.78 | \$1.80 | \$95.30 |
| Plasterers and Cement Masons - Zone 1  | 7/1/2027 | \$57.29 | \$13.35 | \$16.43 | \$7.78 | \$1.80 | \$96.65 |
|                                        | 1/1/2028 | \$58.64 | \$13.35 | \$16.43 | \$7.78 | \$1.80 | \$98.00 |

| <b>Apprentice: CEMENT MASONRY/PLASTERING</b> |         |                      |         |         |         |                           |            |
|----------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 7/1/2026</b>              |         |                      |         |         |         |                           |            |
| Step                                         | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                            | 50.00   | \$27.25              | \$13.35 | \$16.43 | \$0.00  | \$0.00                    | \$57.03    |
| 2                                            | 60.00   | \$32.69              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$72.05    |
| 3                                            | 65.00   | \$35.42              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$74.78    |
| 4                                            | 70.00   | \$38.14              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$77.50    |
| 5                                            | 75.00   | \$40.87              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$80.23    |
| 6                                            | 80.00   | \$43.59              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$82.95    |
| 7                                            | 90.00   | \$49.04              | \$13.35 | \$0.00  | \$7.78  | \$0.00                    | \$70.17    |

| <b>Apprentice: CEMENT MASONRY/PLASTERING</b> |         |                      |         |         |         |                           |            |
|----------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2027</b>              |         |                      |         |         |         |                           |            |
| Step                                         | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                            | 50.00   | \$27.97              | \$13.35 | \$16.43 | \$0.00  | \$0.00                    | \$57.75    |
| 2                                            | 60.00   | \$33.56              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$72.92    |

Construction

| Classification                                                                  | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: CEMENT MASONRY/PLASTERING</b><br><b>Effective Date: 1/1/2027</b> |                |                      |         |         |         |                           |            |
| Step                                                                            | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 3                                                                               | 65.00          | \$36.36              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$75.72    |
| 4                                                                               | 70.00          | \$39.16              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$78.52    |
| 5                                                                               | 75.00          | \$41.96              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$81.32    |
| 6                                                                               | 80.00          | \$44.75              | \$13.35 | \$16.43 | \$7.78  | \$1.80                    | \$84.11    |
| 7                                                                               | 90.00          | \$50.35              | \$0.00  | \$16.43 | \$0.00  | \$0.00                    | \$66.78    |
| <b>Apprentice to Journeyworker Ratio: 1:5</b>                                   |                |                      |         |         |         |                           |            |
| CHAIN SAW OPERATOR                                                              | 6/1/2026       | \$41.91              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$71.67    |
| LABORERS                                                                        | 12/1/2026      | \$43.35              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$73.11    |
| LABORERS - ZONE 2                                                               | 6/1/2027       | \$44.80              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$74.56    |
|                                                                                 | 12/1/2027      | \$46.25              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$76.01    |
|                                                                                 | 6/1/2028       | \$47.75              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$77.51    |
|                                                                                 | 12/1/2028      | \$49.25              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$79.01    |
| For apprentice rates see "Apprentice- LABORER"                                  |                |                      |         |         |         |                           |            |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES                                     | 6/1/2026       | \$60.61              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$94.26    |
| OPERATING ENGINEERS LOCAL 4                                                     | 12/1/2026      | \$62.09              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$95.74    |
| OPERATING ENGINEERS LOCAL 4                                                     |                |                      |         |         |         |                           |            |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                      |                |                      |         |         |         |                           |            |
| COMPRESSOR OPERATOR                                                             | 6/1/2026       | \$37.63              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$71.28    |
| OPERATING ENGINEERS LOCAL 4                                                     | 12/1/2026      | \$38.58              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$72.23    |
| OPERATING ENGINEERS LOCAL 4                                                     |                |                      |         |         |         |                           |            |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                      |                |                      |         |         |         |                           |            |
| DELEADER (BRIDGE)                                                               | 1/1/2026       | \$59.56              | \$10.35 | \$12.00 | \$12.60 | \$0.00                    | \$94.51    |
| PAINTERS LOCAL 35                                                               |                |                      |         |         |         |                           |            |
| PAINTERS LOCAL 35 - ZONE 2                                                      |                |                      |         |         |         |                           |            |
| <b>Apprentice: DELEADER (BRIDGE)</b><br><b>Effective Date: 1/1/2026</b>         |                |                      |         |         |         |                           |            |
| Step                                                                            | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                               | 50.00          | \$29.78              | \$10.35 | \$0.00  | \$0.00  | \$0.00                    | \$40.13    |
| 2                                                                               | 55.00          | \$32.76              | \$10.35 | \$0.00  | \$6.93  | \$0.00                    | \$50.04    |
| 3                                                                               | 60.00          | \$35.74              | \$10.35 | \$0.00  | \$7.56  | \$0.00                    | \$53.65    |
| 4                                                                               | 65.00          | \$38.71              | \$10.35 | \$0.00  | \$8.19  | \$0.00                    | \$57.25    |
| 5                                                                               | 70.00          | \$41.69              | \$10.35 | \$12.00 | \$8.82  | \$0.00                    | \$72.86    |
| 6                                                                               | 75.00          | \$44.67              | \$10.35 | \$12.00 | \$9.45  | \$0.00                    | \$76.47    |
| 7                                                                               | 80.00          | \$47.65              | \$10.35 | \$12.00 | \$10.08 | \$0.00                    | \$80.08    |
| 8                                                                               | 90.00          | \$53.60              | \$10.35 | \$12.00 | \$11.34 | \$0.00                    | \$87.29    |
| <b>Apprentice to Journeyworker Ratio: 1:1</b>                                   |                |                      |         |         |         |                           |            |
| DEMO: ADZEMAN                                                                   | 6/1/2026       | \$49.30              | \$10.90 | \$9.75  | \$9.65  | \$0.00                    | \$79.60    |

**Construction**

| <b>Classification</b>                                      | <b>Effective Date</b> | <b>Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental<br/>Unemployment</b> | <b>Total<br/>Rate</b> |
|------------------------------------------------------------|-----------------------|------------------|---------------|----------------|----------------|--------------------------------------|-----------------------|
| LABORERS                                                   | 12/7/2026             | \$50.80          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$81.10               |
| LABORERS - ZONE 2                                          | 6/7/2027              | \$52.40          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$82.70               |
|                                                            | 12/6/2027             | \$54.00          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$84.30               |
|                                                            | 6/5/2028              | \$55.68          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$85.98               |
|                                                            | 12/4/2028             | \$57.35          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$87.65               |
| For apprentice rates see "Apprentice- LABORER"             |                       |                  |               |                |                |                                      |                       |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR                       | 6/1/2026              | \$50.30          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$80.60               |
| LABORERS                                                   | 12/7/2026             | \$51.80          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$82.10               |
| LABORERS - ZONE 2                                          | 6/7/2027              | \$53.40          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$83.70               |
|                                                            | 12/6/2027             | \$55.00          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$85.30               |
|                                                            | 6/5/2028              | \$56.68          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$86.98               |
|                                                            | 12/4/2028             | \$58.35          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$88.65               |
| For apprentice rates see "Apprentice- LABORER"             |                       |                  |               |                |                |                                      |                       |
| DEMO: BURNERS                                              | 6/1/2026              | \$50.05          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$80.35               |
| LABORERS                                                   | 12/7/2026             | \$51.55          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$81.85               |
| LABORERS - ZONE 2                                          | 6/7/2027              | \$53.15          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$83.45               |
|                                                            | 12/6/2027             | \$54.75          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$85.05               |
|                                                            | 6/5/2028              | \$56.43          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$86.73               |
|                                                            | 12/4/2028             | \$58.10          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$88.40               |
| For apprentice rates see "Apprentice- LABORER"             |                       |                  |               |                |                |                                      |                       |
| DEMO: CONCRETE CUTTER/SAWYER                               | 6/1/2026              | \$50.30          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$80.60               |
| LABORERS                                                   | 12/7/2026             | \$51.80          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$82.10               |
| LABORERS - ZONE 2                                          | 6/7/2027              | \$53.40          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$83.70               |
|                                                            | 12/6/2027             | \$55.00          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$85.30               |
|                                                            | 6/5/2028              | \$56.68          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$86.98               |
|                                                            | 12/4/2028             | \$58.35          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$88.65               |
| For apprentice rates see "Apprentice- LABORER"             |                       |                  |               |                |                |                                      |                       |
| DEMO: JACKHAMMER OPERATOR                                  | 6/1/2026              | \$50.05          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$80.35               |
| LABORERS                                                   | 12/7/2026             | \$51.55          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$81.85               |
| LABORERS - ZONE 2                                          | 6/7/2027              | \$53.15          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$83.45               |
|                                                            | 12/6/2027             | \$54.75          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$85.05               |
|                                                            | 6/5/2028              | \$56.43          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$86.73               |
|                                                            | 12/4/2028             | \$58.10          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$88.40               |
| For apprentice rates see "Apprentice- LABORER"             |                       |                  |               |                |                |                                      |                       |
| DEMO: WRECKING LABORER                                     | 6/1/2026              | \$49.30          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$79.60               |
| LABORERS                                                   | 12/7/2026             | \$50.80          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$81.10               |
| LABORERS - ZONE 2                                          | 6/7/2027              | \$52.40          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$82.70               |
|                                                            | 12/6/2027             | \$54.00          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$84.30               |
|                                                            | 6/5/2028              | \$55.68          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$85.98               |
|                                                            | 12/4/2028             | \$57.35          | \$10.90       | \$9.75         | \$9.65         | \$0.00                               | \$87.65               |
| For apprentice rates see "Apprentice- LABORER"             |                       |                  |               |                |                |                                      |                       |
| DIRECTIONAL DRILL MACHINE OPERATOR                         | 6/1/2026              | \$58.70          | \$17.05       | \$13.35        | \$3.25         | \$0.00                               | \$92.35               |
| OPERATING ENGINEERS LOCAL 4                                | 12/1/2026             | \$60.14          | \$17.05       | \$13.35        | \$3.25         | \$0.00                               | \$93.79               |
| OPERATING ENGINEERS LOCAL 4                                |                       |                  |               |                |                |                                      |                       |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |                       |                  |               |                |                |                                      |                       |

**Construction**

| Classification                                                                                                                                  | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| DIVER                                                                                                                                           | 8/1/2024       | \$78.11   | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$112.48      |
| PILE DRIVER LOCAL 56                                                                                                                            |                |           |         |         |         |                              |               |
| PILE DRIVER LOCAL 56 (ZONE 2)                                                                                                                   |                |           |         |         |         |                              |               |
| as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate     |                |           |         |         |         |                              |               |
| DIVER TENDER                                                                                                                                    | 8/1/2024       | \$51.97   | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$86.34       |
| PILE DRIVER LOCAL 56                                                                                                                            |                |           |         |         |         |                              |               |
| PILE DRIVER LOCAL 56 (ZONE 2)                                                                                                                   |                |           |         |         |         |                              |               |
| as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate |                |           |         |         |         |                              |               |
| DIVER TENDER (EFFLUENT)                                                                                                                         | 8/1/2024       | \$83.69   | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$118.06      |
| PILE DRIVER LOCAL 56                                                                                                                            |                |           |         |         |         |                              |               |
| PILE DRIVER LOCAL 56 (ZONE 2)                                                                                                                   |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- PILE DRIVER"                                                                                              |                |           |         |         |         |                              |               |
| DIVER/SLURRY (EFFLUENT)                                                                                                                         | 8/1/2024       | \$117.16  | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$151.53      |
| PILE DRIVER LOCAL 56                                                                                                                            |                |           |         |         |         |                              |               |
| PILE DRIVER LOCAL 56 (ZONE 2)                                                                                                                   |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- PILE DRIVER"                                                                                              |                |           |         |         |         |                              |               |
| DRAWBRIDGE OPERATOR (Construction)                                                                                                              | 7/1/2020       | \$26.77   | \$6.67  | \$3.93  | \$0.00  | \$0.16                       | \$37.53       |
| DRAWBRIDGE - SEIU LOCAL 888                                                                                                                     |                |           |         |         |         |                              |               |
| DRAWBRIDGE - SEIU LOCAL 888                                                                                                                     |                |           |         |         |         |                              |               |
| ELECTRICIAN                                                                                                                                     | 9/7/2025       | \$48.16   | \$14.98 | \$14.30 | \$5.30  | \$0.00                       | \$82.74       |
| ELECTRICIANS LOCAL 96                                                                                                                           | 9/6/2026       | \$49.38   | \$15.96 | \$14.57 | \$5.43  | \$0.00                       | \$85.34       |
| ELECTRICIANS LOCAL 96                                                                                                                           |                |           |         |         |         |                              |               |

| Apprentice: ELECTRICIAN  |         |                         |         |         |         |                              |               |
|--------------------------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Effective Date: 9/7/2025 |         |                         |         |         |         |                              |               |
| Step                     | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1                        | 40.00   | \$19.26                 | \$14.98 | \$0.58  | \$0.00  | \$0.00                       | \$34.82       |
| 2                        | 45.00   | \$21.67                 | \$14.98 | \$0.65  | \$0.00  | \$0.00                       | \$37.30       |
| 3                        | 48.00   | \$23.12                 | \$14.98 | \$13.55 | \$2.54  | \$0.00                       | \$54.19       |
| 4                        | 55.00   | \$26.49                 | \$14.98 | \$13.65 | \$2.92  | \$0.00                       | \$58.04       |
| 5                        | 65.00   | \$31.30                 | \$14.98 | \$13.80 | \$3.45  | \$0.00                       | \$63.53       |
| 6                        | 80.00   | \$38.53                 | \$14.98 | \$14.02 | \$4.24  | \$0.00                       | \$71.77       |

| Apprentice: ELECTRICIAN  |         |                         |         |         |         |                              |               |
|--------------------------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Effective Date: 9/6/2026 |         |                         |         |         |         |                              |               |
| Step                     | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1                        | 40.00   | \$19.75                 | \$15.96 | \$0.59  | \$0.00  | \$0.00                       | \$36.30       |
| 2                        | 45.00   | \$22.22                 | \$15.96 | \$0.67  | \$0.00  | \$0.00                       | \$38.85       |
| 3                        | 48.00   | \$23.70                 | \$15.96 | \$13.80 | \$2.61  | \$0.00                       | \$56.07       |
| 4                        | 55.00   | \$27.16                 | \$15.96 | \$13.90 | \$2.99  | \$0.00                       | \$60.01       |
| 5                        | 65.00   | \$32.10                 | \$15.96 | \$14.05 | \$3.53  | \$0.00                       | \$65.64       |
| 6                        | 80.00   | \$39.50                 | \$15.96 | \$14.28 | \$4.35  | \$0.00                       | \$74.09       |

**Construction**

| Classification                         | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| Apprentice to Journeyworker Ratio: 2:3 |                |           |         |         |         |                              |               |
| ELEVATOR CONSTRUCTOR                   | 1/1/2026       | \$69.23   | \$16.38 | \$11.06 | \$10.70 | \$0.00                       | \$107.37      |
| ELEVATOR CONSTRUCTORS LOCAL 41         | 1/1/2027       | \$72.23   | \$16.48 | \$11.16 | \$11.00 | \$0.00                       | \$110.87      |
| ELEVATOR CONSTRUCTORS LOCAL 41         |                |           |         |         |         |                              |               |

**Apprentice: ELEVATOR CONSTRUCTOR****Effective Date: 1/1/2026**

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

**Apprentice: ELEVATOR CONSTRUCTOR****Effective Date: 1/1/2027**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$36.12                 | \$16.48 | \$0.00  | \$0.00  | \$0.00                       | \$52.60       |
| 2    | 55.00   | \$39.73                 | \$16.48 | \$11.16 | \$11.00 | \$0.00                       | \$78.37       |
| 3    | 65.00   | \$46.95                 | \$16.48 | \$11.16 | \$11.00 | \$0.00                       | \$85.59       |
| 4    | 70.00   | \$50.56                 | \$16.48 | \$11.16 | \$11.00 | \$0.00                       | \$89.20       |
| 5    | 80.00   | \$57.78                 | \$16.48 | \$11.16 | \$11.00 | \$0.00                       | \$96.42       |

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

|                                |          |         |         |         |         |        |         |
|--------------------------------|----------|---------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER    | 1/1/2026 | \$48.46 | \$16.38 | \$11.06 | \$10.70 | \$0.00 | \$86.60 |
| ELEVATOR CONSTRUCTORS LOCAL 41 | 1/1/2027 | \$50.56 | \$16.48 | \$11.16 | \$11.00 | \$0.00 | \$89.20 |
| ELEVATOR CONSTRUCTORS LOCAL 41 |          |         |         |         |         |        |         |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

|                                              |           |         |         |        |        |        |         |
|----------------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) | 6/1/2026  | \$41.91 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$71.77 |
| LABORERS                                     | 12/1/2026 | \$43.35 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$73.21 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)          |           |         |         |        |        |        |         |

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

|                                         |           |         |         |         |        |        |         |
|-----------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY | 5/1/2026  | \$54.40 | \$16.55 | \$13.35 | \$3.25 | \$0.00 | \$87.55 |
| OPERATING ENGINEERS LOCAL 4             | 11/1/2026 | \$55.69 | \$16.55 | \$13.35 | \$3.25 | \$0.00 | \$88.84 |
| OPERATING ENGINEERS LOCAL 4             | 5/1/2027  | \$57.12 | \$16.55 | \$13.35 | \$3.25 | \$0.00 | \$90.27 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                         |           |         |         |         |        |        |         |
|-----------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY | 5/1/2026  | \$56.02 | \$16.55 | \$13.35 | \$3.25 | \$0.00 | \$89.17 |
| OPERATING ENGINEERS LOCAL 4             | 11/1/2026 | \$57.32 | \$16.55 | \$13.35 | \$3.25 | \$0.00 | \$90.47 |
| OPERATING ENGINEERS LOCAL 4             | 5/1/2027  | \$58.77 | \$16.55 | \$13.35 | \$3.25 | \$0.00 | \$91.92 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                        |          |         |         |         |        |        |         |
|----------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY | 5/1/2026 | \$26.28 | \$16.55 | \$13.35 | \$3.25 | \$0.00 | \$59.43 |
|----------------------------------------|----------|---------|---------|---------|--------|--------|---------|

**Construction**

| Classification              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| OPERATING ENGINEERS LOCAL 4 | 11/1/2026      | \$27.04   | \$16.55 | \$13.35 | \$3.25  | \$0.00                    | \$60.19    |
| OPERATING ENGINEERS LOCAL 4 | 5/1/2027       | \$27.89   | \$16.55 | \$13.35 | \$3.25  | \$0.00                    | \$61.04    |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                       |          |         |         |         |        |        |         |
|-----------------------|----------|---------|---------|---------|--------|--------|---------|
| FIRE ALARM INSTALLER  | 9/7/2025 | \$48.16 | \$14.98 | \$14.30 | \$5.30 | \$0.00 | \$82.74 |
| ELECTRICIANS LOCAL 96 | 9/6/2026 | \$49.38 | \$15.96 | \$14.57 | \$5.43 | \$0.00 | \$85.34 |
| ELECTRICIANS LOCAL 96 |          |         |         |         |        |        |         |

For apprentice rates see "Apprentice- ELECTRICIAN"

|                                         |          |         |         |         |        |        |         |
|-----------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| FIRE ALARM REPAIR / MAINT/COMMISSIONING | 9/7/2025 | \$48.16 | \$14.98 | \$14.30 | \$5.30 | \$0.00 | \$82.74 |
| ELECTRICIANS LOCAL 96                   | 9/6/2026 | \$49.38 | \$15.96 | \$14.57 | \$5.43 | \$0.00 | \$85.34 |
| ELECTRICIANS LOCAL 96                   |          |         |         |         |        |        |         |

For apprentice rates see "Apprentice- ELECTRICIAN"

|                             |           |         |         |         |        |        |         |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| FIREMAN (ASST. ENGINEER)    | 6/1/2026  | \$47.55 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$81.20 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2026 | \$48.73 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$82.38 |
| OPERATING ENGINEERS LOCAL 4 |           |         |         |         |        |        |         |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                      |           |         |         |        |        |        |         |
|--------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) | 6/1/2026  | \$29.21 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$59.07 |
| LABORERS                             | 12/1/2026 | \$29.21 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$59.07 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)  |           |         |         |        |        |        |         |

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

|                                  |          |         |         |         |        |        |         |
|----------------------------------|----------|---------|---------|---------|--------|--------|---------|
| FLOORCOVERER                     | 3/1/2024 | \$48.93 | \$10.33 | \$11.47 | \$8.80 | \$0.00 | \$79.53 |
| FLOORCOVERERS LOCAL 2168         |          |         |         |         |        |        |         |
| FLOORCOVERERS LOCAL 2168 ZONE II |          |         |         |         |        |        |         |

**Apprentice: FLOORCOVERER****Effective Date: 3/1/2024**

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$24.47              | \$10.33 | \$0.00  | \$1.76  | \$0.00                    | \$36.56    |
| 2    | 55.00   | \$26.91              | \$10.33 | \$0.00  | \$1.76  | \$0.00                    | \$39.00    |
| 3    | 60.00   | \$29.36              | \$10.33 | \$0.00  | \$3.52  | \$0.00                    | \$43.21    |
| 4    | 65.00   | \$31.80              | \$10.33 | \$0.00  | \$3.52  | \$0.00                    | \$45.65    |
| 5    | 70.00   | \$34.25              | \$10.33 | \$11.47 | \$5.28  | \$0.00                    | \$61.33    |
| 6    | 75.00   | \$36.70              | \$10.33 | \$11.47 | \$5.28  | \$0.00                    | \$63.78    |
| 7    | 80.00   | \$39.14              | \$10.33 | \$11.47 | \$7.04  | \$0.00                    | \$67.98    |
| 8    | 85.00   | \$41.59              | \$10.33 | \$11.47 | \$7.04  | \$0.00                    | \$70.43    |

**Apprentice Notes**

Steps are 750 hrs.

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

|                             |           |         |         |         |        |        |         |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| FORK LIFT/CHERRY PICKER     | 6/1/2026  | \$59.38 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$93.03 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2026 | \$60.83 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$94.48 |
| OPERATING ENGINEERS LOCAL 4 |           |         |         |         |        |        |         |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

**Construction**

| Classification                   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| GENERATOR/LIGHTING PLANT/HEATERS | 6/1/2026       | \$37.63   | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$71.28       |
| OPERATING ENGINEERS LOCAL 4      | 12/1/2026      | \$38.58   | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$72.23       |
| OPERATING ENGINEERS LOCAL 4      |                |           |         |         |         |                              |               |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                                    |          |         |         |         |         |        |         |
|----------------------------------------------------|----------|---------|---------|---------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | 1/1/2026 | \$49.06 | \$10.35 | \$12.00 | \$12.60 | \$0.00 | \$84.01 |
| GLAZIERS LOCAL 35                                  |          |         |         |         |         |        |         |
| GLAZIERS LOCAL 35 (ZONE 2)                         |          |         |         |         |         |        |         |

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

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$24.53                 | \$10.35 | \$0.00  | \$0.00  | \$0.00                       | \$34.88       |
| 2    | 55.00   | \$26.98                 | \$10.35 | \$0.00  | \$6.88  | \$0.00                       | \$44.21       |
| 3    | 60.00   | \$29.44                 | \$10.35 | \$0.00  | \$7.50  | \$0.00                       | \$47.29       |
| 4    | 65.00   | \$31.89                 | \$10.35 | \$0.00  | \$8.13  | \$0.00                       | \$50.37       |
| 5    | 70.00   | \$34.34                 | \$10.35 | \$12.00 | \$8.75  | \$0.00                       | \$65.44       |
| 6    | 75.00   | \$36.80                 | \$10.35 | \$12.00 | \$9.38  | \$0.00                       | \$68.53       |
| 7    | 80.00   | \$39.25                 | \$10.35 | \$12.00 | \$10.00 | \$0.00                       | \$71.60       |
| 8    | 90.00   | \$44.15                 | \$10.35 | \$12.00 | \$11.25 | \$0.00                       | \$77.75       |

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

|                                   |           |         |         |         |        |        |         |
|-----------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 6/1/2026  | \$59.38 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$93.03 |
| OPERATING ENGINEERS LOCAL 4       | 12/1/2026 | \$60.83 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$94.48 |
| OPERATING ENGINEERS LOCAL 4       |           |         |         |         |        |        |         |

**Apprentice: HOISTING ENGINEER/CRANES/GRADALLS****Effective Date: 6/1/2026**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 55.00   | \$32.66                 | \$0.00  | \$0.00  | \$0.00  | \$0.00                       | \$32.66       |
| 2    | 60.00   | \$35.63                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$69.28       |
| 3    | 65.00   | \$38.60                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$72.25       |
| 4    | 70.00   | \$41.57                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$75.22       |
| 5    | 75.00   | \$44.54                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$78.19       |
| 6    | 80.00   | \$47.50                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$81.15       |
| 7    | 85.00   | \$50.47                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$84.12       |
| 8    | 90.00   | \$53.44                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$87.09       |

**Apprentice: HOISTING ENGINEER/CRANES/GRADALLS****Effective Date: 12/1/2026**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 55.00   | \$33.46                 | \$0.00  | \$0.00  | \$0.00  | \$0.00                       | \$33.46       |
| 2    | 60.00   | \$36.50                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$70.15       |
| 3    | 65.00   | \$39.54                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$73.19       |

**Construction**

| Classification                                                            | Effective Date | Base Wage                       | Health        | Pension        | Annuity        | Supplemental<br>Unemployment         | Total<br>Rate         |
|---------------------------------------------------------------------------|----------------|---------------------------------|---------------|----------------|----------------|--------------------------------------|-----------------------|
| <b>Apprentice: HOISTING ENGINEER/CRANES/GRADALLS</b>                      |                |                                 |               |                |                |                                      |                       |
| <b>Effective Date: 12/1/2026</b>                                          |                |                                 |               |                |                |                                      |                       |
| <b>Step</b>                                                               | <b>Percent</b> | <b>Apprentice<br/>Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental<br/>Unemployment</b> | <b>Total<br/>Rate</b> |
| 4                                                                         | 70.00          | \$42.58                         | \$17.05       | \$13.35        | \$3.25         | \$0.00                               | \$76.23               |
| 5                                                                         | 75.00          | \$45.62                         | \$17.05       | \$13.35        | \$3.25         | \$0.00                               | \$79.27               |
| 6                                                                         | 80.00          | \$48.66                         | \$17.05       | \$13.35        | \$3.25         | \$0.00                               | \$82.31               |
| 7                                                                         | 85.00          | \$51.71                         | \$17.05       | \$13.35        | \$3.25         | \$0.00                               | \$85.36               |
| 8                                                                         | 90.00          | \$54.75                         | \$17.05       | \$13.35        | \$3.25         | \$0.00                               | \$88.40               |
| <b>Apprentice to Journeyworker Ratio: 1:6</b>                             |                |                                 |               |                |                |                                      |                       |
| HVAC (DUCTWORK)                                                           | 7/1/2026       | \$43.48                         | \$13.24       | \$11.01        | \$9.92         | \$2.13                               | \$79.78               |
| SHEETMETAL WORKERS LOCAL 63                                               | 1/1/2027       | \$43.48                         | \$13.54       | \$11.01        | \$11.12        | \$2.13                               | \$81.28               |
| SHEETMETAL WORKERS LOCAL 63                                               | 7/1/2027       | \$44.98                         | \$13.54       | \$11.01        | \$11.12        | \$2.13                               | \$82.78               |
|                                                                           | 1/1/2028       | \$46.48                         | \$13.54       | \$11.01        | \$11.12        | \$2.13                               | \$84.28               |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                 |                |                                 |               |                |                |                                      |                       |
| HVAC (ELECTRICAL CONTROLS)                                                | 9/7/2025       | \$48.16                         | \$14.98       | \$14.30        | \$5.30         | \$0.00                               | \$82.74               |
| ELECTRICIANS LOCAL 96                                                     | 9/6/2026       | \$49.38                         | \$15.96       | \$14.57        | \$5.43         | \$0.00                               | \$85.34               |
| ELECTRICIANS LOCAL 96                                                     |                |                                 |               |                |                |                                      |                       |
| For apprentice rates see "Apprentice- ELECTRICIAN"                        |                |                                 |               |                |                |                                      |                       |
| HVAC (TESTING AND BALANCING - AIR)                                        | 7/1/2026       | \$43.48                         | \$13.24       | \$11.01        | \$9.92         | \$2.13                               | \$79.78               |
| SHEETMETAL WORKERS LOCAL 63                                               | 1/1/2027       | \$43.48                         | \$13.54       | \$11.01        | \$11.12        | \$2.13                               | \$81.28               |
| SHEETMETAL WORKERS LOCAL 63                                               | 7/1/2027       | \$44.98                         | \$13.54       | \$11.01        | \$11.12        | \$2.13                               | \$82.78               |
|                                                                           | 1/1/2028       | \$46.48                         | \$13.54       | \$11.01        | \$11.12        | \$2.13                               | \$84.28               |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                 |                |                                 |               |                |                |                                      |                       |
| HVAC (TESTING AND BALANCING -WATER)                                       | 3/1/2026       | \$55.90                         | \$13.10       | \$9.71         | \$8.06         | \$0.00                               | \$86.77               |
| PLUMBERS LOCAL 4                                                          |                |                                 |               |                |                |                                      |                       |
| PLUMBERS LOCAL 4                                                          |                |                                 |               |                |                |                                      |                       |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" |                |                                 |               |                |                |                                      |                       |
| HVAC MECHANIC                                                             | 3/1/2026       | \$55.90                         | \$13.10       | \$9.71         | \$8.06         | \$0.00                               | \$86.77               |
| PLUMBERS LOCAL 4                                                          |                |                                 |               |                |                |                                      |                       |
| PLUMBERS LOCAL 4                                                          |                |                                 |               |                |                |                                      |                       |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" |                |                                 |               |                |                |                                      |                       |
| HYDRAULIC DRILLS                                                          | 6/1/2026       | \$42.41                         | \$10.90       | \$9.75         | \$9.11         | \$0.00                               | \$72.17               |
| LABORERS                                                                  | 12/1/2026      | \$43.85                         | \$10.90       | \$9.75         | \$9.11         | \$0.00                               | \$73.61               |
| LABORERS - ZONE 2                                                         | 6/1/2027       | \$45.30                         | \$10.90       | \$9.75         | \$9.11         | \$0.00                               | \$75.06               |
|                                                                           | 12/1/2027      | \$46.75                         | \$10.90       | \$9.75         | \$9.11         | \$0.00                               | \$76.51               |
|                                                                           | 6/1/2028       | \$48.25                         | \$10.90       | \$9.75         | \$9.11         | \$0.00                               | \$78.01               |
|                                                                           | 12/1/2028      | \$49.75                         | \$10.90       | \$9.75         | \$9.11         | \$0.00                               | \$79.51               |
| For apprentice rates see "Apprentice- LABORER"                            |                |                                 |               |                |                |                                      |                       |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY)                                        | 6/1/2026       | \$42.41                         | \$10.90       | \$9.75         | \$9.21         | \$0.00                               | \$72.27               |
| LABORERS                                                                  | 12/1/2026      | \$43.85                         | \$10.90       | \$9.75         | \$9.21         | \$0.00                               | \$73.71               |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                       |                |                                 |               |                |                |                                      |                       |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"        |                |                                 |               |                |                |                                      |                       |

**Construction**

| Classification                              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| INSULATOR (PIPES & TANKS)                   | 9/1/2025       | \$54.31   | \$14.75 | \$9.52  | \$10.09 | \$0.00                    | \$88.67    |
| HEAT & FROST INSULATORS LOCAL 6             | 9/1/2026       | \$57.38   | \$14.75 | \$9.52  | \$10.09 | \$0.00                    | \$91.74    |
| HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) |                |           |         |         |         |                           |            |

**Apprentice: INSULATOR (PIPES & TANKS)**

Effective Date: 9/1/2025

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$27.16              | \$14.75 | \$9.27  | \$5.05  | \$0.00                    | \$56.23    |
| 2    | 60.00   | \$32.59              | \$14.75 | \$9.32  | \$6.05  | \$0.00                    | \$62.71    |
| 3    | 70.00   | \$38.02              | \$14.75 | \$9.37  | \$7.06  | \$0.00                    | \$69.20    |
| 4    | 80.00   | \$43.45              | \$14.75 | \$9.42  | \$8.07  | \$0.00                    | \$75.69    |

**Apprentice: INSULATOR (PIPES & TANKS)**

Effective Date: 9/1/2026

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$28.69              | \$14.75 | \$9.27  | \$5.05  | \$0.00                    | \$57.76    |
| 2    | 60.00   | \$34.43              | \$14.75 | \$9.32  | \$6.05  | \$0.00                    | \$64.55    |
| 3    | 70.00   | \$40.17              | \$14.75 | \$9.37  | \$7.06  | \$0.00                    | \$71.35    |
| 4    | 80.00   | \$45.90              | \$14.75 | \$9.42  | \$8.07  | \$0.00                    | \$78.14    |

Apprentice to Journeyworker Ratio: 1:4

|                                      |           |         |        |         |         |        |         |
|--------------------------------------|-----------|---------|--------|---------|---------|--------|---------|
| IRONWORKER/WELDER                    | 3/16/2026 | \$58.35 | \$9.25 | \$12.75 | \$15.00 | \$0.00 | \$95.35 |
| IRONWORKERS LOCAL 7                  |           |         |        |         |         |        |         |
| IRONWORKERS LOCAL 7 (WORCESTER AREA) |           |         |        |         |         |        |         |

**Apprentice: IRONWORKER/WELDER**

Effective Date: 3/16/2026

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 1    | 70.00   | \$40.85              | \$9.25 | \$12.75 | \$5.00  | \$0.00                    | \$67.85    |
| 2    | 80.00   | \$46.68              | \$9.25 | \$12.75 | \$5.00  | \$0.00                    | \$73.68    |
| 3    | 90.00   | \$52.52              | \$9.25 | \$12.75 | \$5.00  | \$0.00                    | \$79.52    |
| 4    | 0.00    | \$0.00               | \$0.00 | \$0.00  | \$0.00  | \$0.00                    | \$0.00     |
| 5    | 0.00    | \$0.00               | \$0.00 | \$0.00  | \$0.00  | \$0.00                    | \$0.00     |
| 6    | 0.00    | \$0.00               | \$0.00 | \$0.00  | \$0.00  | \$0.00                    | \$0.00     |

Apprentice to Journeyworker Ratio: 1:4

|                                      |           |         |         |        |        |        |         |
|--------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR | 6/1/2026  | \$41.91 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$71.67 |
| LABORERS                             | 12/1/2026 | \$43.35 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$73.11 |
| LABORERS - ZONE 2                    | 6/1/2027  | \$44.80 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$74.56 |
|                                      | 12/1/2027 | \$46.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$76.01 |
|                                      | 6/1/2028  | \$47.75 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$77.51 |
|                                      | 12/1/2028 | \$49.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

Construction

| Classification    | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| LABORER           | 6/1/2026       | \$41.66   | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$71.42    |
| LABORERS          | 12/1/2026      | \$43.10   | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$72.86    |
| LABORERS - ZONE 2 | 6/1/2027       | \$44.55   | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$74.31    |
|                   | 12/1/2027      | \$46.00   | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$75.76    |
|                   | 6/1/2028       | \$47.50   | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$77.26    |
|                   | 12/1/2028      | \$49.00   | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$78.76    |

| <b>Apprentice: LABORER</b>      |         |                      |         |         |         |                           |            |
|---------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 6/1/2026</b> |         |                      |         |         |         |                           |            |
| Step                            | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                               | 60.00   | \$25.00              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$54.76    |
| 2                               | 70.00   | \$29.16              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$58.92    |
| 3                               | 80.00   | \$33.33              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$63.09    |
| 4                               | 90.00   | \$37.49              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$67.25    |

| <b>Apprentice: LABORER</b>       |         |                      |         |         |         |                           |            |
|----------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 12/1/2026</b> |         |                      |         |         |         |                           |            |
| Step                             | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                | 60.00   | \$25.86              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$55.62    |
| 2                                | 70.00   | \$30.17              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$59.93    |
| 3                                | 80.00   | \$34.48              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$64.24    |
| 4                                | 90.00   | \$38.79              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$68.55    |

Apprentice to Journeyworker Ratio: 1:5

|                                     |           |         |         |        |        |        |         |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER (HEAVY & HIGHWAY)           | 6/1/2026  | \$41.66 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$71.52 |
| LABORERS                            | 12/1/2026 | \$43.10 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$72.96 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY) |           |         |         |        |        |        |         |

| <b>Apprentice: LABORER (HEAVY &amp; HIGHWAY)</b> |         |                      |         |         |         |                           |            |
|--------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 6/1/2026</b>                  |         |                      |         |         |         |                           |            |
| Step                                             | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                | 60.00   | \$25.00              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$54.86    |
| 2                                                | 70.00   | \$29.16              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$59.02    |
| 3                                                | 80.00   | \$33.33              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$63.19    |
| 4                                                | 90.00   | \$37.49              | \$10.90 | \$9.75  | \$9.10  | \$0.00                    | \$67.24    |

| <b>Apprentice: LABORER (HEAVY &amp; HIGHWAY)</b> |         |                      |         |         |         |                           |            |
|--------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 12/1/2026</b>                 |         |                      |         |         |         |                           |            |
| Step                                             | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                | 60.00   | \$25.86              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$55.72    |

**Construction**

| Classification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|------|---------|----------------------|--------|---------|---------|---------------------------|------------|---|-------|---------|---------|--------|--------|--------|---------|---|-------|---------|---------|--------|--------|--------|---------|---|-------|---------|---------|--------|--------|--------|---------|
| <div>Apprentice: LABORER (HEAVY &amp; HIGHWAY)</div> <div>Effective Date: 12/1/2026</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>2</td><td>70.00</td><td>\$30.17</td><td>\$10.90</td><td>\$9.75</td><td>\$9.21</td><td>\$0.00</td><td>\$60.03</td></tr><tr><td>3</td><td>80.00</td><td>\$34.48</td><td>\$10.90</td><td>\$9.75</td><td>\$9.21</td><td>\$0.00</td><td>\$64.34</td></tr><tr><td>4</td><td>90.00</td><td>\$38.79</td><td>\$10.90</td><td>\$9.75</td><td>\$9.21</td><td>\$0.00</td><td>\$68.65</td></tr></tbody></table> <div>Apprentice to Journeyworker Ratio: 1:5</div> |                |                      |         |         |         |                           |            | Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | 2 | 70.00 | \$30.17 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$60.03 | 3 | 80.00 | \$34.48 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$64.34 | 4 | 90.00 | \$38.79 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$68.65 |
| Step                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 70.00          | \$30.17              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$60.03    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 80.00          | \$34.48              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$64.34    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 90.00          | \$38.79              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$68.65    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORER: CARPENTER TENDER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 6/1/2026       | \$41.66              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$71.42    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 12/1/2026      | \$43.10              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$72.86    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS - ZONE 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 6/1/2027       | \$44.55              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$74.31    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 12/1/2027      | \$46.00              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$75.76    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 6/1/2028       | \$47.50              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$77.26    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 12/1/2028      | \$49.00              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$78.76    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORER: CEMENT FINISHER TENDER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 6/1/2026       | \$41.66              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$71.42    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 12/1/2026      | \$43.10              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$72.86    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS - ZONE 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 6/1/2027       | \$44.55              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$74.31    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 12/1/2027      | \$46.00              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$75.76    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 6/1/2028       | \$47.50              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$77.26    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 12/1/2028      | \$49.00              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$78.76    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 6/1/2026       | \$41.75              | \$10.90 | \$9.75  | \$9.65  | \$0.00                    | \$72.05    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 12/7/2026      | \$43.19              | \$10.90 | \$9.75  | \$9.65  | \$0.00                    | \$73.49    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS - ZONE 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 6/7/2027       | \$44.64              | \$10.90 | \$9.75  | \$9.65  | \$0.00                    | \$74.94    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 12/6/2027      | \$46.09              | \$10.90 | \$9.75  | \$9.65  | \$0.00                    | \$76.39    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 6/5/2028       | \$47.59              | \$10.90 | \$9.75  | \$9.65  | \$0.00                    | \$77.89    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 12/4/2028      | \$49.09              | \$10.90 | \$9.75  | \$9.65  | \$0.00                    | \$79.39    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORER: MASON TENDER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 6/1/2026       | \$41.91              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$71.67    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 12/1/2026      | \$43.35              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$73.11    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS - ZONE 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 6/1/2027       | \$44.80              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$74.56    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 12/1/2027      | \$46.25              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$76.01    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 6/1/2028       | \$47.75              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$77.51    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 12/1/2028      | \$49.25              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$79.01    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORER: MASON TENDER (HEAVY & HIGHWAY)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 6/1/2026       | \$41.91              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$71.77    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 12/1/2026      | \$43.35              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$73.21    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORER: MULTI-TRADE TENDER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 6/1/2026       | \$41.66              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$71.42    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 12/1/2026      | \$43.10              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$72.86    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |
| LABORERS - ZONE 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 6/1/2027       | \$44.55              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$74.31    |      |         |                      |        |         |         |                           |            |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |   |       |         |         |        |        |        |         |

**Construction**

| Classification | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|                | 12/1/2027      | \$46.00   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$75.76       |
|                | 6/1/2028       | \$47.50   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$77.26       |
|                | 12/1/2028      | \$49.00   | \$10.90 | \$9.75  | \$9.11  | \$0.00                       | \$78.76       |

For apprentice rates see "Apprentice- LABORER"

|                       |           |         |         |        |        |        |         |
|-----------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER: TREE REMOVER | 6/1/2026  | \$41.66 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$71.42 |
| LABORERS              | 12/1/2026 | \$43.10 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$72.86 |
| LABORERS - ZONE 2     | 6/1/2027  | \$44.55 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$74.31 |
|                       | 12/1/2027 | \$46.00 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$75.76 |
|                       | 6/1/2028  | \$47.50 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$77.26 |
|                       | 12/1/2028 | \$49.00 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$78.76 |

This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"

|                     |           |         |         |        |        |        |         |
|---------------------|-----------|---------|---------|--------|--------|--------|---------|
| LASER BEAM OPERATOR | 6/1/2026  | \$41.91 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$71.67 |
| LABORERS            | 12/1/2026 | \$43.35 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$73.11 |
| LABORERS - ZONE 2   | 6/1/2027  | \$44.80 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$74.56 |
|                     | 12/1/2027 | \$46.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$76.01 |
|                     | 6/1/2028  | \$47.75 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$77.51 |
|                     | 12/1/2028 | \$49.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

|                                       |           |         |         |        |        |        |         |
|---------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) | 6/1/2026  | \$41.91 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$71.77 |
| LABORERS                              | 12/1/2026 | \$43.35 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$73.21 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)   |           |         |         |        |        |        |         |

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

|                                     |          |         |         |         |        |        |         |
|-------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| MARBLE & TILE FINISHERS             | 8/1/2026 | \$53.84 | \$12.84 | \$15.57 | \$5.78 | \$0.00 | \$88.03 |
| BRICKLAYERS LOCAL 3                 | 2/1/2027 | \$54.96 | \$12.84 | \$15.57 | \$5.78 | \$0.00 | \$89.15 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE |          |         |         |         |        |        |         |

**Apprentice: MARBLE & TILE FINISHERS****Effective Date: 8/1/2026**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$26.92                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$61.11       |
| 2    | 60.00   | \$32.30                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$66.49       |
| 3    | 70.00   | \$37.69                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$71.88       |
| 4    | 80.00   | \$43.07                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$77.26       |
| 5    | 90.00   | \$48.46                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$82.65       |

**Apprentice: MARBLE & TILE FINISHERS****Effective Date: 2/1/2027**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$27.48                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$61.67       |
| 2    | 60.00   | \$32.98                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$67.17       |
| 3    | 70.00   | \$38.47                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$72.66       |

## Construction

| Classification                                                                                     | Effective Date | Base Wage               | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------------------------------------------------------------------------------------------|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| <b>Apprentice: MARBLE &amp; TILE FINISHERS</b><br><b>Effective Date: 2/1/2027</b>                  |                |                         |         |         |         |                              |               |
| Step                                                                                               | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 4                                                                                                  | 80.00          | \$43.97                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$78.16       |
| 5                                                                                                  | 90.00          | \$49.46                 | \$12.84 | \$15.57 | \$5.78  | \$0.00                       | \$83.65       |
| <b>Apprentice to Journeyworker Ratio: 1:5</b>                                                      |                |                         |         |         |         |                              |               |
| MARBLE MASONS,TILELAYERS & TERRAZZO MECH                                                           | 8/1/2026       | \$70.17                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$106.57      |
| BRICKLAYERS LOCAL 3                                                                                | 2/1/2027       | \$71.57                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$107.97      |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE                                                                |                |                         |         |         |         |                              |               |
| <b>Apprentice: MARBLE MASONS,TILELAYERS &amp; TERRAZZO MECH</b><br><b>Effective Date: 8/1/2026</b> |                |                         |         |         |         |                              |               |
| Step                                                                                               | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1                                                                                                  | 50.00          | \$35.09                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$71.49       |
| 2                                                                                                  | 60.00          | \$42.10                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$78.50       |
| 3                                                                                                  | 70.00          | \$49.12                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$85.52       |
| 4                                                                                                  | 80.00          | \$56.14                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$92.54       |
| 5                                                                                                  | 90.00          | \$63.15                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$99.55       |
| <b>Apprentice: MARBLE MASONS,TILELAYERS &amp; TERRAZZO MECH</b><br><b>Effective Date: 2/1/2027</b> |                |                         |         |         |         |                              |               |
| Step                                                                                               | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1                                                                                                  | 50.00          | \$35.79                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$72.19       |
| 2                                                                                                  | 60.00          | \$42.94                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$79.34       |
| 3                                                                                                  | 70.00          | \$50.10                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$86.50       |
| 4                                                                                                  | 80.00          | \$57.26                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$93.66       |
| 5                                                                                                  | 90.00          | \$64.41                 | \$12.84 | \$15.57 | \$7.99  | \$0.00                       | \$100.81      |
| <b>Apprentice to Journeyworker Ratio: 1:5</b>                                                      |                |                         |         |         |         |                              |               |
| MECH. SWEEPER OPERATOR (ON CONST. SITES)                                                           | 6/1/2026       | \$58.70                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$92.35       |
| OPERATING ENGINEERS LOCAL 4                                                                        | 12/1/2026      | \$60.14                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$93.79       |
| OPERATING ENGINEERS LOCAL 4                                                                        |                |                         |         |         |         |                              |               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                         |                |                         |         |         |         |                              |               |
| MECHANICS MAINTENANCE                                                                              | 6/1/2026       | \$58.70                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$92.35       |
| OPERATING ENGINEERS LOCAL 4                                                                        | 12/1/2026      | \$60.14                 | \$17.05 | \$13.35 | \$3.25  | \$0.00                       | \$93.79       |
| OPERATING ENGINEERS LOCAL 4                                                                        |                |                         |         |         |         |                              |               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                         |                |                         |         |         |         |                              |               |
| MILLWRIGHT (Zone 3)                                                                                | 1/5/2026       | \$45.20                 | \$10.58 | \$11.47 | \$9.75  | \$0.00                       | \$77.00       |
| MILLWRIGHTS LOCAL 1121                                                                             |                |                         |         |         |         |                              |               |
| MILLWRIGHTS LOCAL 1121 - Zone 3                                                                    |                |                         |         |         |         |                              |               |

## Construction

| Classification                                                                          | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: MILLWRIGHT (Zone 3)</b><br><b>Effective Date: 1/5/2026</b>               |                |                      |         |         |         |                           |            |
| Step                                                                                    | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                                       | 55.00          | \$24.86              | \$10.58 | \$0.00  | \$5.36  | \$0.00                    | \$40.80    |
| 2                                                                                       | 65.00          | \$29.38              | \$10.58 | \$0.00  | \$6.34  | \$0.00                    | \$46.30    |
| 3                                                                                       | 75.00          | \$33.90              | \$10.58 | \$11.47 | \$7.31  | \$0.00                    | \$63.26    |
| 4                                                                                       | 85.00          | \$38.42              | \$10.58 | \$11.47 | \$8.29  | \$0.00                    | \$68.76    |
| <b>Apprentice Notes</b><br>Step 1&2 Appr. indentured after 1/6/2020 receive no pension, |                |                      |         |         |         |                           |            |
| <b>Apprentice to Journeyworker Ratio: 1:4</b>                                           |                |                      |         |         |         |                           |            |
| MORTAR MIXER                                                                            | 6/1/2026       | \$41.91              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$71.67    |
| LABORERS                                                                                | 12/1/2026      | \$43.35              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$73.11    |
| LABORERS - ZONE 2                                                                       | 6/1/2027       | \$44.80              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$74.56    |
|                                                                                         | 12/1/2027      | \$46.25              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$76.01    |
|                                                                                         | 6/1/2028       | \$47.75              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$77.51    |
|                                                                                         | 12/1/2028      | \$49.25              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$79.01    |
| For apprentice rates see "Apprentice- LABORER"                                          |                |                      |         |         |         |                           |            |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS)                                                | 6/1/2026       | \$25.07              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$58.72    |
| OPERATING ENGINEERS LOCAL 4                                                             | 12/1/2026      | \$25.74              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$59.39    |
| OPERATING ENGINEERS LOCAL 4                                                             |                |                      |         |         |         |                           |            |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |                      |         |         |         |                           |            |
| OILER (TRUCK CRANES, GRADALLS)                                                          | 6/1/2026       | \$31.17              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$64.82    |
| OPERATING ENGINEERS LOCAL 4                                                             | 12/1/2026      | \$31.97              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$65.62    |
| OPERATING ENGINEERS LOCAL 4                                                             |                |                      |         |         |         |                           |            |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |                      |         |         |         |                           |            |
| OTHER POWER DRIVEN EQUIPMENT - CLASS II                                                 | 6/1/2026       | \$58.70              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$92.35    |
| OPERATING ENGINEERS LOCAL 4                                                             | 12/1/2026      | \$60.14              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$93.79    |
| OPERATING ENGINEERS LOCAL 4                                                             |                |                      |         |         |         |                           |            |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |                      |         |         |         |                           |            |
| PAINTER (BRIDGES/TANKS)                                                                 | 1/1/2026       | \$59.56              | \$10.35 | \$12.00 | \$12.50 | \$0.00                    | \$94.41    |
| PAINTERS LOCAL 35                                                                       |                |                      |         |         |         |                           |            |
| PAINTERS LOCAL 35 - ZONE 2                                                              |                |                      |         |         |         |                           |            |

| <b>Apprentice: PAINTER (BRIDGES/TANKS)</b><br><b>Effective Date: 1/1/2026</b> |         |                      |         |         |         |                           |            |
|-------------------------------------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Step                                                                          | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                             | 50.00   | \$29.78              | \$10.35 | \$0.00  | \$0.00  | \$0.00                    | \$40.13    |
| 2                                                                             | 55.00   | \$32.76              | \$10.35 | \$0.00  | \$6.93  | \$0.00                    | \$50.04    |
| 3                                                                             | 60.00   | \$35.74              | \$10.35 | \$0.00  | \$7.56  | \$0.00                    | \$53.65    |

Construction

| Classification                             | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: PAINTER (BRIDGES/TANKS)</b> |                |                      |         |         |         |                           |            |
| <b>Effective Date: 1/1/2026</b>            |                |                      |         |         |         |                           |            |
| Step                                       | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 4                                          | 65.00          | \$38.71              | \$10.35 | \$0.00  | \$8.19  | \$0.00                    | \$57.25    |
| 5                                          | 70.00          | \$41.69              | \$10.35 | \$12.00 | \$8.82  | \$0.00                    | \$72.86    |
| 6                                          | 75.00          | \$44.67              | \$10.35 | \$12.00 | \$9.45  | \$0.00                    | \$76.47    |
| 7                                          | 80.00          | \$47.65              | \$10.35 | \$12.00 | \$10.08 | \$0.00                    | \$80.08    |
| 8                                          | 90.00          | \$53.60              | \$10.35 | \$12.00 | \$11.34 | \$0.00                    | \$87.29    |

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

PAINTER (SPRAY OR SANDBLAST, NEW) \* 1/1/2026 \$50.46 \$10.35 \$12.00 \$12.60 \$0.00 \$85.41

\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used.

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 2

| <b>Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *</b> |         |                      |         |         |         |                           |            |
|--------------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2026</b>                        |         |                      |         |         |         |                           |            |
| Step                                                   | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                      | 50.00   | \$25.23              | \$10.35 | \$0.00  | \$0.00  | \$0.00                    | \$35.58    |
| 2                                                      | 55.00   | \$27.75              | \$10.35 | \$0.00  | \$6.93  | \$0.00                    | \$45.03    |
| 3                                                      | 60.00   | \$30.28              | \$10.35 | \$0.00  | \$7.56  | \$0.00                    | \$48.19    |
| 4                                                      | 65.00   | \$32.80              | \$10.35 | \$0.00  | \$8.19  | \$0.00                    | \$51.34    |
| 5                                                      | 70.00   | \$35.32              | \$10.35 | \$12.00 | \$8.82  | \$0.00                    | \$66.49    |
| 6                                                      | 75.00   | \$37.85              | \$10.35 | \$12.00 | \$9.45  | \$0.00                    | \$69.65    |
| 7                                                      | 80.00   | \$40.37              | \$10.35 | \$12.00 | \$10.08 | \$0.00                    | \$72.80    |
| 8                                                      | 90.00   | \$45.41              | \$10.35 | \$12.00 | \$11.34 | \$0.00                    | \$79.10    |

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

PAINTER (SPRAY OR SANDBLAST, REPAINT) 1/1/2026 \$48.52 \$10.35 \$12.00 \$12.60 \$0.00 \$83.47

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 2

| <b>Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)</b> |         |                      |         |         |         |                           |            |
|----------------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2026</b>                          |         |                      |         |         |         |                           |            |
| Step                                                     | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                        | 50.00   | \$24.26              | \$10.35 | \$0.00  | \$0.00  | \$0.00                    | \$34.61    |
| 2                                                        | 55.00   | \$26.69              | \$10.35 | \$0.00  | \$6.93  | \$0.00                    | \$43.97    |
| 3                                                        | 60.00   | \$29.11              | \$10.35 | \$0.00  | \$7.56  | \$0.00                    | \$47.02    |
| 4                                                        | 65.00   | \$31.54              | \$10.35 | \$0.00  | \$8.19  | \$0.00                    | \$50.08    |
| 5                                                        | 70.00   | \$33.96              | \$10.35 | \$12.00 | \$8.82  | \$0.00                    | \$65.13    |
| 6                                                        | 75.00   | \$36.39              | \$10.35 | \$12.00 | \$9.45  | \$0.00                    | \$68.19    |
| 7                                                        | 80.00   | \$38.82              | \$10.35 | \$12.00 | \$10.08 | \$0.00                    | \$71.25    |

## Construction

| Classification                                                                                                                                       | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)</b><br><b>Effective Date: 1/1/2026</b>                                                          |                |                      |         |         |         |                           |            |
| Step                                                                                                                                                 | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 8                                                                                                                                                    | 90.00          | \$43.67              | \$10.35 | \$12.00 | \$11.34 | \$0.00                    | \$77.36    |
| <b>Apprentice to Journeyworker Ratio: 1:1</b>                                                                                                        |                |                      |         |         |         |                           |            |
| PAINTER / TAPER (BRUSH, NEW) *                                                                                                                       | 1/1/2026       | \$49.06              | \$10.35 | \$12.00 | \$12.60 | \$0.00                    | \$84.01    |
| * If 30% or more of surfaces to be painted are new construction,<br>NEW paint rate shall be used.<br>PAINTERS LOCAL 35<br>PAINTERS LOCAL 35 - ZONE 2 |                |                      |         |         |         |                           |            |
| <b>Apprentice: PAINTER / TAPER (BRUSH, NEW) *</b><br><b>Effective Date: 1/1/2026</b>                                                                 |                |                      |         |         |         |                           |            |
| Step                                                                                                                                                 | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                                                                                                    | 50.00          | \$24.53              | \$10.35 | \$0.00  | \$0.00  | \$0.00                    | \$34.88    |
| 2                                                                                                                                                    | 55.00          | \$26.98              | \$10.35 | \$0.00  | \$6.93  | \$0.00                    | \$44.26    |
| 3                                                                                                                                                    | 60.00          | \$29.44              | \$10.35 | \$0.00  | \$7.56  | \$0.00                    | \$47.35    |
| 4                                                                                                                                                    | 65.00          | \$31.89              | \$10.35 | \$0.00  | \$8.19  | \$0.00                    | \$50.43    |
| 5                                                                                                                                                    | 70.00          | \$34.34              | \$10.35 | \$12.00 | \$8.82  | \$0.00                    | \$65.51    |
| 6                                                                                                                                                    | 75.00          | \$36.80              | \$10.35 | \$12.00 | \$9.45  | \$0.00                    | \$68.60    |
| 7                                                                                                                                                    | 80.00          | \$39.25              | \$10.35 | \$12.00 | \$10.08 | \$0.00                    | \$71.68    |
| 8                                                                                                                                                    | 90.00          | \$44.15              | \$10.35 | \$12.00 | \$11.34 | \$0.00                    | \$77.84    |
| <b>Apprentice to Journeyworker Ratio: 1:1</b>                                                                                                        |                |                      |         |         |         |                           |            |
| PAINTER / TAPER (BRUSH, REPAINT)                                                                                                                     | 1/1/2026       | \$47.12              | \$10.35 | \$12.00 | \$12.60 | \$0.00                    | \$82.07    |
| PAINTERS LOCAL 35<br>PAINTERS LOCAL 35 - ZONE 2                                                                                                      |                |                      |         |         |         |                           |            |
| <b>Apprentice: PAINTER / TAPER (BRUSH, REPAINT)</b><br><b>Effective Date: 1/1/2026</b>                                                               |                |                      |         |         |         |                           |            |
| Step                                                                                                                                                 | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                                                                                                    | 50.00          | \$23.56              | \$10.35 | \$0.00  | \$0.00  | \$0.00                    | \$33.91    |
| 2                                                                                                                                                    | 55.00          | \$25.92              | \$10.35 | \$0.00  | \$6.93  | \$0.00                    | \$43.20    |
| 3                                                                                                                                                    | 60.00          | \$28.27              | \$10.35 | \$0.00  | \$7.56  | \$0.00                    | \$46.18    |
| 4                                                                                                                                                    | 65.00          | \$30.63              | \$10.35 | \$0.00  | \$8.19  | \$0.00                    | \$49.17    |
| 5                                                                                                                                                    | 70.00          | \$32.98              | \$10.35 | \$12.00 | \$8.82  | \$0.00                    | \$64.15    |
| 6                                                                                                                                                    | 75.00          | \$35.34              | \$10.35 | \$12.00 | \$9.45  | \$0.00                    | \$67.14    |
| 7                                                                                                                                                    | 80.00          | \$37.70              | \$10.35 | \$12.00 | \$10.08 | \$0.00                    | \$70.13    |
| 8                                                                                                                                                    | 90.00          | \$42.41              | \$10.35 | \$12.00 | \$11.34 | \$0.00                    | \$76.10    |
| <b>Apprentice to Journeyworker Ratio: 1:1</b>                                                                                                        |                |                      |         |         |         |                           |            |
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)                                                                                                             | 6/1/2026       | \$41.66              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$71.52    |

**Construction**

| Classification                                                     | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| LABORERS                                                           | 12/1/2026      | \$43.10   | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$72.96    |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                |                |           |         |         |         |                           |            |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                           |            |

|                                       |           |         |         |         |        |        |         |
|---------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER          | 6/1/2026  | \$41.78 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79.73 |
| TEAMSTERS JOINT COUNCIL NO. 10        | 12/1/2026 | \$41.78 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$81.47 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 1/1/2027  | \$41.78 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82.07 |

|                                                    |          |         |         |         |         |        |         |
|----------------------------------------------------|----------|---------|---------|---------|---------|--------|---------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)  | 8/1/2024 | \$51.97 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$86.34 |
| PILE DRIVER LOCAL 56                               |          |         |         |         |         |        |         |
| PILE DRIVER LOCAL 56 (ZONE 2)                      |          |         |         |         |         |        |         |
| For apprentice rates see "Apprentice- PILE DRIVER" |          |         |         |         |         |        |         |

|                               |          |         |         |         |         |        |         |
|-------------------------------|----------|---------|---------|---------|---------|--------|---------|
| PILE DRIVER                   | 8/1/2024 | \$51.97 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$86.34 |
| PILE DRIVER LOCAL 56          |          |         |         |         |         |        |         |
| PILE DRIVER LOCAL 56 (ZONE 2) |          |         |         |         |         |        |         |

**Apprentice: PILE DRIVER****Effective Date: 8/1/2024**

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 45.00   | \$23.39              | \$10.08 | \$0.00  | \$2.53  | \$0.00                    | \$36.00    |
| 2    | 55.00   | \$28.58              | \$10.08 | \$0.00  | \$5.07  | \$0.00                    | \$43.73    |
| 3    | 70.00   | \$36.38              | \$10.08 | \$11.62 | \$7.60  | \$0.00                    | \$65.68    |
| 4    | 80.00   | \$41.58              | \$10.08 | \$11.62 | \$10.14 | \$0.00                    | \$73.42    |

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

|                   |           |         |         |        |        |        |         |
|-------------------|-----------|---------|---------|--------|--------|--------|---------|
| PIPELAYER         | 6/1/2026  | \$41.91 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$71.67 |
| LABORERS          | 12/1/2026 | \$43.35 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$73.11 |
| LABORERS - ZONE 2 | 6/1/2027  | \$44.80 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$74.56 |
|                   | 12/1/2027 | \$46.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$76.01 |
|                   | 6/1/2028  | \$47.75 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$77.51 |
|                   | 12/1/2028 | \$49.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

|                                     |           |         |         |        |        |        |         |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| PIPELAYER (HEAVY & HIGHWAY)         | 6/1/2026  | \$41.91 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$71.77 |
| LABORERS                            | 12/1/2026 | \$43.35 | \$10.90 | \$9.75 | \$9.21 | \$0.00 | \$73.21 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY) |           |         |         |        |        |        |         |

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

|                      |          |         |         |        |        |        |         |
|----------------------|----------|---------|---------|--------|--------|--------|---------|
| PLUMBER & PIPEFITTER | 3/1/2026 | \$55.90 | \$13.10 | \$9.71 | \$8.06 | \$0.00 | \$86.77 |
| PLUMBERS LOCAL 4     |          |         |         |        |        |        |         |
| PLUMBERS LOCAL 4     |          |         |         |        |        |        |         |

**Apprentice: PLUMBER & PIPEFITTER****Effective Date: 3/1/2026**

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

**Construction**

| Classification                                                                 | Effective Date | Base Wage                   | Health        | Pension        | Annuity        | Supplemental Unemployment        | Total Rate        |
|--------------------------------------------------------------------------------|----------------|-----------------------------|---------------|----------------|----------------|----------------------------------|-------------------|
| <b>Apprentice: PLUMBER &amp; PIPEFITTER</b><br><b>Effective Date: 3/1/2026</b> |                |                             |               |                |                |                                  |                   |
|                                                                                |                | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental Unemployment</b> | <b>Total Rate</b> |
| 1                                                                              | 40.00          | \$22.36                     | \$13.10       | \$0.00         | \$0.00         | \$0.00                           | \$35.46           |
| 2                                                                              | 50.00          | \$27.95                     | \$13.10       | \$0.00         | \$0.00         | \$0.00                           | \$41.05           |
| 3                                                                              | 60.00          | \$33.54                     | \$13.10       | \$0.00         | \$0.00         | \$0.00                           | \$46.64           |
| 4                                                                              | 70.00          | \$39.13                     | \$13.10       | \$0.00         | \$8.06         | \$0.00                           | \$60.29           |
| 5                                                                              | 80.00          | \$44.72                     | \$13.10       | \$0.00         | \$8.06         | \$0.00                           | \$65.88           |
| <b>Apprentice to Journeyworker Ratio: 1:3</b>                                  |                |                             |               |                |                |                                  |                   |
| PNEUMATIC CONTROLS (TEMP.)                                                     | 3/1/2026       | \$55.90                     | \$13.10       | \$9.71         | \$8.06         | \$0.00                           | \$86.77           |
| PLUMBERS LOCAL 4                                                               |                |                             |               |                |                |                                  |                   |
| PLUMBERS LOCAL 4                                                               |                |                             |               |                |                |                                  |                   |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"      |                |                             |               |                |                |                                  |                   |
| PNEUMATIC DRILL/TOOL OPERATOR                                                  | 6/1/2026       | \$41.91                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$71.67           |
| LABORERS                                                                       | 12/1/2026      | \$43.35                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$73.11           |
| LABORERS - ZONE 2                                                              | 6/1/2027       | \$44.80                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$74.56           |
|                                                                                | 12/1/2027      | \$46.25                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$76.01           |
|                                                                                | 6/1/2028       | \$47.75                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$77.51           |
|                                                                                | 12/1/2028      | \$49.25                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$79.01           |
| For apprentice rates see "Apprentice- LABORER"                                 |                |                             |               |                |                |                                  |                   |
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)                                | 6/1/2026       | \$41.91                     | \$10.90       | \$9.75         | \$9.21         | \$0.00                           | \$71.77           |
| LABORERS                                                                       | 12/1/2026      | \$43.35                     | \$10.90       | \$9.75         | \$9.21         | \$0.00                           | \$73.21           |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                            |                |                             |               |                |                |                                  |                   |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"             |                |                             |               |                |                |                                  |                   |
| POWDERMAN & BLASTER                                                            | 6/1/2026       | \$42.66                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$72.42           |
| LABORERS                                                                       | 12/1/2026      | \$44.10                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$73.86           |
| LABORERS - ZONE 2                                                              | 6/1/2027       | \$45.55                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$75.31           |
|                                                                                | 12/1/2027      | \$47.00                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$76.76           |
|                                                                                | 6/1/2028       | \$48.50                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$78.26           |
|                                                                                | 12/1/2028      | \$50.00                     | \$10.90       | \$9.75         | \$9.11         | \$0.00                           | \$79.76           |
| For apprentice rates see "Apprentice- LABORER"                                 |                |                             |               |                |                |                                  |                   |
| POWDERMAN & BLASTER (HEAVY & HIGHWAY)                                          | 6/1/2026       | \$42.66                     | \$10.90       | \$9.75         | \$9.21         | \$0.00                           | \$72.52           |
| LABORERS                                                                       | 12/1/2026      | \$44.10                     | \$10.90       | \$9.75         | \$9.21         | \$0.00                           | \$73.96           |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                            |                |                             |               |                |                |                                  |                   |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"             |                |                             |               |                |                |                                  |                   |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE                                         | 6/1/2026       | \$59.38                     | \$17.05       | \$13.35        | \$3.25         | \$0.00                           | \$93.03           |
| OPERATING ENGINEERS LOCAL 4                                                    | 12/1/2026      | \$60.83                     | \$17.05       | \$13.35        | \$3.25         | \$0.00                           | \$94.48           |
| OPERATING ENGINEERS LOCAL 4                                                    |                |                             |               |                |                |                                  |                   |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                     |                |                             |               |                |                |                                  |                   |
| PUMP OPERATOR (CONCRETE)                                                       | 6/1/2026       | \$58.70                     | \$17.05       | \$13.35        | \$3.25         | \$0.00                           | \$92.35           |
| OPERATING ENGINEERS LOCAL 4                                                    | 12/1/2026      | \$60.14                     | \$17.05       | \$13.35        | \$3.25         | \$0.00                           | \$93.79           |
| OPERATING ENGINEERS LOCAL 4                                                    |                |                             |               |                |                |                                  |                   |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                     |                |                             |               |                |                |                                  |                   |

**Construction**

| Classification                    | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| PUMP OPERATOR (DEWATERING, OTHER) | 6/1/2026       | \$37.63   | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$71.28    |
| OPERATING ENGINEERS LOCAL 4       | 12/1/2026      | \$38.58   | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$72.23    |
| OPERATING ENGINEERS LOCAL 4       |                |           |         |         |         |                           |            |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                                                                       |          |         |         |        |        |        |         |
|---------------------------------------------------------------------------------------|----------|---------|---------|--------|--------|--------|---------|
| READY-MIX CONCRETE DRIVER<br>TEAMSTERS 170<br>TEAMSTERS 170 - Dauphinais (Bellingham) | 1/1/2025 | \$27.60 | \$11.26 | \$6.15 | \$0.00 | \$0.00 | \$45.01 |
|---------------------------------------------------------------------------------------|----------|---------|---------|--------|--------|--------|---------|

|                             |           |         |         |         |        |        |         |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| RECLAIMERS                  | 6/1/2026  | \$58.70 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$92.35 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2026 | \$60.14 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$93.79 |
| OPERATING ENGINEERS LOCAL 4 |           |         |         |         |        |        |         |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                  |           |         |         |        |        |        |         |
|----------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| RIDE-ON MOTORIZED BUGGY OPERATOR | 6/1/2026  | \$41.91 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$71.67 |
| LABORERS                         | 12/1/2026 | \$43.35 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$73.11 |
| LABORERS - ZONE 2                | 6/1/2027  | \$44.80 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$74.56 |
|                                  | 12/1/2027 | \$46.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$76.01 |
|                                  | 6/1/2028  | \$47.75 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$77.51 |
|                                  | 12/1/2028 | \$49.25 | \$10.90 | \$9.75 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

|                                  |           |         |         |         |        |        |         |
|----------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE | 6/1/2026  | \$58.70 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$92.35 |
| OPERATING ENGINEERS LOCAL 4      | 12/1/2026 | \$60.14 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$93.79 |
| OPERATING ENGINEERS LOCAL 4      |           |         |         |         |        |        |         |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                                       |          |         |         |         |        |        |         |
|-------------------------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) | 2/1/2026 | \$53.53 | \$14.53 | \$12.67 | \$9.03 | \$0.00 | \$89.76 |
| ROOFERS LOCAL 33                                      |          |         |         |         |        |        |         |
| ROOFERS LOCAL 33                                      |          |         |         |         |        |        |         |

| Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) |         |                      |         |         |         |                           |            |
|-------------------------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 2/1/2026                                          |         |                      |         |         |         |                           |            |
| Step                                                              | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                 | 50.00   | \$26.77              | \$14.53 | \$6.52  | \$9.03  | \$0.00                    | \$56.85    |
| 2                                                                 | 60.00   | \$32.12              | \$14.53 | \$12.67 | \$9.03  | \$0.00                    | \$68.35    |
| 3                                                                 | 65.00   | \$34.79              | \$14.53 | \$12.67 | \$9.03  | \$0.00                    | \$71.02    |
| 4                                                                 | 75.00   | \$40.15              | \$14.53 | \$12.67 | \$9.03  | \$0.00                    | \$76.38    |
| 5                                                                 | 85.00   | \$45.50              | \$14.53 | \$12.67 | \$9.03  | \$0.00                    | \$81.73    |

**Apprentice Notes**

\*\* 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1

Apprentice to Journeyworker Ratio: 1:5

|                                        |          |         |         |         |        |        |         |
|----------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE | 2/1/2026 | \$53.78 | \$14.53 | \$12.67 | \$9.03 | \$0.00 | \$90.01 |
| ROOFERS LOCAL 33                       |          |         |         |         |        |        |         |
| ROOFERS LOCAL 33                       |          |         |         |         |        |        |         |

For apprentice rates see "Apprentice- ROOFER"

Construction

| Classification              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| SHEETMETAL WORKER           | 7/1/2026       | \$43.48   | \$13.24 | \$11.01 | \$9.92  | \$2.13                    | \$79.78    |
| SHEETMETAL WORKERS LOCAL 63 | 1/1/2027       | \$43.48   | \$13.54 | \$11.01 | \$11.12 | \$2.13                    | \$81.28    |
| SHEETMETAL WORKERS LOCAL 63 | 7/1/2027       | \$44.98   | \$13.54 | \$11.01 | \$11.12 | \$2.13                    | \$82.78    |
|                             | 1/1/2028       | \$46.48   | \$13.54 | \$11.01 | \$11.12 | \$2.13                    | \$84.28    |

| Apprentice: SHEETMETAL WORKER |         |                      |         |         |         |                           |            |
|-------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 7/1/2026      |         |                      |         |         |         |                           |            |
| Step                          | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                             | 45.00   | \$19.57              | \$5.96  | \$4.95  | \$0.00  | \$0.85                    | \$31.33    |
| 2                             | 50.00   | \$21.74              | \$6.62  | \$5.51  | \$0.00  | \$0.94                    | \$34.81    |
| 3                             | 55.00   | \$23.91              | \$7.28  | \$9.91  | \$0.00  | \$1.15                    | \$42.25    |
| 4                             | 60.00   | \$26.09              | \$7.94  | \$9.91  | \$0.00  | \$1.23                    | \$45.17    |
| 5                             | 65.00   | \$28.26              | \$8.60  | \$9.91  | \$0.00  | \$1.31                    | \$48.08    |
| 6                             | 70.00   | \$30.44              | \$9.27  | \$9.91  | \$0.00  | \$1.39                    | \$51.01    |
| 7                             | 75.00   | \$32.61              | \$9.93  | \$9.91  | \$0.00  | \$1.47                    | \$53.92    |
| 8                             | 80.00   | \$34.78              | \$10.59 | \$9.91  | \$9.92  | \$1.78                    | \$66.98    |
| 9                             | 85.00   | \$36.96              | \$11.25 | \$9.91  | \$9.92  | \$1.86                    | \$69.90    |
| 10                            | 90.00   | \$39.13              | \$11.92 | \$9.91  | \$9.92  | \$1.94                    | \$72.82    |

| Apprentice: SHEETMETAL WORKER |         |                      |         |         |         |                           |            |
|-------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 1/1/2027      |         |                      |         |         |         |                           |            |
| Step                          | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                             | 45.00   | \$19.57              | \$6.09  | \$4.95  | \$0.00  | \$0.85                    | \$31.46    |
| 2                             | 50.00   | \$21.74              | \$6.77  | \$5.51  | \$0.00  | \$0.94                    | \$34.96    |
| 3                             | 55.00   | \$23.91              | \$7.45  | \$9.91  | \$0.00  | \$1.15                    | \$42.42    |
| 4                             | 60.00   | \$26.09              | \$8.36  | \$9.91  | \$0.00  | \$1.23                    | \$45.59    |
| 5                             | 65.00   | \$28.26              | \$8.86  | \$9.91  | \$0.00  | \$1.31                    | \$48.34    |
| 6                             | 70.00   | \$30.44              | \$9.48  | \$9.91  | \$0.00  | \$1.39                    | \$51.22    |
| 7                             | 75.00   | \$32.61              | \$10.15 | \$9.91  | \$0.00  | \$1.47                    | \$54.14    |
| 8                             | 80.00   | \$34.78              | \$10.83 | \$9.91  | \$11.12 | \$1.78                    | \$68.42    |
| 9                             | 85.00   | \$36.96              | \$11.51 | \$9.91  | \$11.12 | \$1.86                    | \$71.36    |
| 10                            | 90.00   | \$39.13              | \$12.18 | \$9.91  | \$11.12 | \$1.94                    | \$74.28    |

Apprentice to Journeyworker Ratio: 1:3

|                                          |           |         |         |         |        |        |         |
|------------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS | 6/1/2026  | \$42.24 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$80.19 |
| TEAMSTERS JOINT COUNCIL NO. 10           | 12/1/2026 | \$42.24 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$81.93 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B    | 1/1/2027  | \$42.24 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82.53 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS | 6/1/2026  | \$42.53 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$80.48 |
| TEAMSTERS JOINT COUNCIL NO. 10           | 12/1/2026 | \$42.53 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$82.22 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B    | 1/1/2027  | \$42.53 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82.82 |
| SPRINKLER FITTER                         | 7/1/2026  | \$56.54 | \$13.60 | \$7.45  | \$9.41 | \$0.00 | \$87.00 |
| SPRINKLER FITTERS LOCAL 669              | 10/1/2026 | \$56.54 | \$13.60 | \$7.45  | \$9.41 | \$0.00 | \$87.00 |
| SPRINKLER FITTERS LOCAL 669              | 1/1/2027  | \$56.54 | \$14.55 | \$7.50  | \$9.41 | \$0.00 | \$88.00 |

**Construction**

| Classification | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
|                | 4/1/2027       | \$59.83   | \$14.55 | \$7.50  | \$9.41  | \$0.00                    | \$91.29    |
|                | 7/1/2027       | \$59.83   | \$14.55 | \$7.50  | \$9.41  | \$0.00                    | \$91.29    |
|                | 10/1/2027      | \$59.83   | \$14.55 | \$7.50  | \$9.41  | \$0.00                    | \$91.29    |
|                | 1/1/2028       | \$59.83   | \$15.50 | \$7.55  | \$9.41  | \$0.00                    | \$92.29    |

| Apprentice: SPRINKLER FITTER |         |                      |         |         |         |                           |            |
|------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 7/1/2026     |         |                      |         |         |         |                           |            |
| Step                         | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                            | 43.00   | \$28.36              | \$9.64  | \$0.00  | \$0.00  | \$0.00                    | \$38.00    |
| 2                            | 48.00   | \$31.66              | \$9.64  | \$0.00  | \$0.00  | \$0.00                    | \$41.30    |
| 3                            | 52.00   | \$34.29              | \$13.60 | \$7.45  | \$1.15  | \$0.00                    | \$56.49    |
| 4                            | 56.00   | \$36.93              | \$13.60 | \$7.45  | \$1.15  | \$0.00                    | \$59.13    |
| 5                            | 59.00   | \$38.91              | \$13.60 | \$7.45  | \$1.40  | \$0.00                    | \$61.36    |
| 6                            | 64.00   | \$42.21              | \$13.60 | \$7.45  | \$1.40  | \$0.00                    | \$64.66    |
| 7                            | 68.00   | \$44.85              | \$13.60 | \$7.45  | \$1.40  | \$0.00                    | \$67.30    |
| 8                            | 72.00   | \$47.48              | \$13.60 | \$7.45  | \$1.40  | \$0.00                    | \$69.93    |
| 9                            | 76.00   | \$50.12              | \$13.60 | \$7.45  | \$1.40  | \$0.00                    | \$72.57    |
| 10                           | 80.00   | \$52.76              | \$13.60 | \$7.45  | \$1.40  | \$0.00                    | \$75.21    |

| Apprentice: SPRINKLER FITTER |         |                      |        |         |         |                           |            |
|------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 10/1/2026    |         |                      |        |         |         |                           |            |
| Step                         | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                            | 43.00   | \$28.36              | \$0.00 | \$0.00  | \$0.00  | \$0.00                    | \$28.36    |
| 2                            | 48.00   | \$31.66              | \$0.00 | \$0.00  | \$0.00  | \$0.00                    | \$31.66    |
| 3                            | 52.00   | \$34.29              | \$0.00 | \$0.00  | \$1.15  | \$0.00                    | \$35.44    |
| 4                            | 56.00   | \$36.93              | \$0.00 | \$0.00  | \$1.15  | \$0.00                    | \$38.08    |
| 5                            | 59.00   | \$38.91              | \$0.00 | \$0.00  | \$1.40  | \$0.00                    | \$40.31    |
| 6                            | 64.00   | \$42.21              | \$0.00 | \$0.00  | \$1.40  | \$0.00                    | \$43.61    |
| 7                            | 68.00   | \$44.85              | \$0.00 | \$0.00  | \$1.40  | \$0.00                    | \$46.25    |
| 8                            | 72.00   | \$47.48              | \$0.00 | \$0.00  | \$1.40  | \$0.00                    | \$48.88    |
| 9                            | 76.00   | \$50.12              | \$0.00 | \$0.00  | \$1.40  | \$0.00                    | \$51.52    |
| 10                           | 80.00   | \$52.76              | \$0.00 | \$0.00  | \$1.40  | \$0.00                    | \$54.16    |

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

|                                                            |           |         |         |         |        |        |         |
|------------------------------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| STEAM BOILER OPERATOR                                      | 6/1/2026  | \$58.70 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$92.35 |
| OPERATING ENGINEERS LOCAL 4                                | 12/1/2026 | \$60.14 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$93.79 |
| OPERATING ENGINEERS LOCAL 4                                |           |         |         |         |        |        |         |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |           |         |         |         |        |        |         |

|                                                            |           |         |         |         |        |        |         |
|------------------------------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN                   | 6/1/2026  | \$58.70 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$92.35 |
| OPERATING ENGINEERS LOCAL 4                                | 12/1/2026 | \$60.14 | \$17.05 | \$13.35 | \$3.25 | \$0.00 | \$93.79 |
| OPERATING ENGINEERS LOCAL 4                                |           |         |         |         |        |        |         |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |           |         |         |         |        |        |         |

|                                     |          |         |         |         |        |        |          |
|-------------------------------------|----------|---------|---------|---------|--------|--------|----------|
| TERRAZZO FINISHERS                  | 8/1/2026 | \$69.09 | \$12.84 | \$15.57 | \$8.02 | \$0.00 | \$105.52 |
| BRICKLAYERS LOCAL 3                 | 2/1/2027 | \$70.49 | \$12.84 | \$15.57 | \$8.02 | \$0.00 | \$106.92 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE |          |         |         |         |        |        |          |

Construction

| Classification                                                           | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: TERRAZZO FINISHERS</b><br><b>Effective Date: 8/1/2026</b> |                |                      |         |         |         |                           |            |
| Step                                                                     | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                        | 50.00          | \$34.55              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$70.98    |
| 2                                                                        | 60.00          | \$41.45              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$77.88    |
| 3                                                                        | 70.00          | \$48.36              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$84.79    |
| 4                                                                        | 80.00          | \$55.27              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$91.70    |
| 5                                                                        | 90.00          | \$62.18              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$98.61    |
| <b>Apprentice: TERRAZZO FINISHERS</b><br><b>Effective Date: 2/1/2027</b> |                |                      |         |         |         |                           |            |
| Step                                                                     | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                        | 50.00          | \$35.25              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$71.68    |
| 2                                                                        | 60.00          | \$42.29              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$78.72    |
| 3                                                                        | 70.00          | \$49.34              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$85.77    |
| 4                                                                        | 80.00          | \$56.39              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$92.82    |
| 5                                                                        | 90.00          | \$63.44              | \$12.84 | \$15.57 | \$8.02  | \$0.00                    | \$99.87    |
| <b>Apprentice to Journeyworker Ratio: 1:5</b>                            |                |                      |         |         |         |                           |            |
| TEST BORING DRILLER                                                      | 6/1/2026       | \$53.25              | \$10.90 | \$9.75  | \$9.80  | \$0.00                    | \$83.70    |
| LABORERS                                                                 | 12/1/2026      | \$54.75              | \$10.90 | \$9.75  | \$9.80  | \$0.00                    | \$85.20    |
| For apprentice rates see "Apprentice- LABORER"                           |                |                      |         |         |         |                           |            |
| TEST BORING DRILLER HELPER                                               | 6/1/2026       | \$49.37              | \$10.90 | \$9.75  | \$9.80  | \$0.00                    | \$79.82    |
| LABORERS                                                                 | 12/1/2026      | \$50.87              | \$10.90 | \$9.75  | \$9.80  | \$0.00                    | \$81.32    |
| For apprentice rates see "Apprentice- LABORER"                           |                |                      |         |         |         |                           |            |
| TEST BORING LABORER                                                      | 6/1/2026       | \$49.25              | \$10.90 | \$9.75  | \$9.80  | \$0.00                    | \$79.70    |
| LABORERS                                                                 | 12/1/2026      | \$50.75              | \$10.90 | \$9.75  | \$9.80  | \$0.00                    | \$81.20    |
| For apprentice rates see "Apprentice- LABORER"                           |                |                      |         |         |         |                           |            |
| TRACTORS/PORTABLE STEAM GENERATORS                                       | 6/1/2026       | \$58.70              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$92.35    |
| OPERATING ENGINEERS LOCAL 4                                              | 12/1/2026      | \$60.14              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$93.79    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"               |                |                      |         |         |         |                           |            |
| TRAILERS FOR EARTH MOVING EQUIPMENT                                      | 6/1/2026       | \$42.82              | \$16.17 | \$21.78 | \$0.00  | \$0.00                    | \$80.77    |
| TEAMSTERS JOINT COUNCIL NO. 10                                           | 12/1/2026      | \$42.82              | \$16.17 | \$23.52 | \$0.00  | \$0.00                    | \$82.51    |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                                    | 1/1/2027       | \$42.82              | \$16.77 | \$23.52 | \$0.00  | \$0.00                    | \$83.11    |
| TUNNEL WORK - COMPRESSED AIR                                             | 6/1/2026       | \$61.48              | \$10.90 | \$9.75  | \$10.25 | \$0.00                    | \$92.38    |
| LABORERS                                                                 | 12/1/2026      | \$62.98              | \$10.90 | \$9.75  | \$10.25 | \$0.00                    | \$93.88    |
| LABORERS (COMPRESSED AIR)                                                |                |                      |         |         |         |                           |            |

**Construction**

| Classification                                     | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER"     |                |           |         |         |         |                           |            |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS | 6/1/2026       | \$63.48   | \$10.90 | \$9.75  | \$10.25 | \$0.00                    | \$94.38    |
| LABORERS (COMPRESSED AIR)                          | 12/1/2026      | \$64.98   | \$10.90 | \$9.75  | \$10.25 | \$0.00                    | \$95.88    |
| For apprentice rates see "Apprentice- LABORER"     |                |           |         |         |         |                           |            |
| TUNNEL WORK - FREE AIR LABORERS                    | 6/1/2026       | \$53.55   | \$10.90 | \$9.75  | \$10.25 | \$0.00                    | \$84.45    |
| LABORERS (FREE AIR TUNNEL)                         | 12/1/2026      | \$55.05   | \$10.90 | \$9.75  | \$10.25 | \$0.00                    | \$85.95    |
| For apprentice rates see "Apprentice- LABORER"     |                |           |         |         |         |                           |            |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS       | 6/1/2026       | \$55.55   | \$10.90 | \$9.75  | \$10.25 | \$0.00                    | \$86.45    |
| LABORERS (FREE AIR TUNNEL)                         | 12/1/2026      | \$57.05   | \$10.90 | \$9.75  | \$10.25 | \$0.00                    | \$87.95    |
| For apprentice rates see "Apprentice- LABORER"     |                |           |         |         |         |                           |            |
| VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10            | 6/1/2026       | \$42.24   | \$16.17 | \$21.78 | \$0.00  | \$0.00                    | \$80.19    |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B              | 12/1/2026      | \$42.24   | \$16.17 | \$23.52 | \$0.00  | \$0.00                    | \$81.93    |
|                                                    | 1/1/2027       | \$42.24   | \$16.77 | \$23.52 | \$0.00  | \$0.00                    | \$82.53    |
|                                                    |                |           |         |         |         |                           |            |
| VOICE-DATA-VIDEO TECHNICIAN                        | 9/7/2025       | \$36.12   | \$14.98 | \$13.94 | \$3.97  | \$0.00                    | \$69.01    |
| ELECTRICIANS LOCAL 96                              | 9/6/2026       | \$37.04   | \$15.96 | \$14.20 | \$4.07  | \$0.00                    | \$71.27    |
| ELECTRICIANS LOCAL 96                              |                |           |         |         |         |                           |            |

**Apprentice: VOICE-DATA-VIDEO TECHNICIAN****Effective Date: 9/7/2025**

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$18.06              | \$14.98 | \$0.54  | \$3.97  | \$0.00                    | \$37.55    |
| 2    | 55.00   | \$19.87              | \$14.98 | \$0.60  | \$3.97  | \$0.00                    | \$39.42    |
| 3    | 60.00   | \$21.67              | \$14.98 | \$13.51 | \$3.97  | \$0.00                    | \$54.13    |
| 4    | 65.00   | \$23.48              | \$14.98 | \$13.56 | \$3.97  | \$0.00                    | \$55.99    |
| 5    | 70.00   | \$25.28              | \$14.98 | \$13.62 | \$3.97  | \$0.00                    | \$57.85    |
| 6    | 75.00   | \$27.09              | \$14.98 | \$13.67 | \$3.97  | \$0.00                    | \$59.71    |
| 7    | 80.00   | \$28.90              | \$14.98 | \$13.73 | \$3.97  | \$0.00                    | \$61.58    |
| 8    | 85.00   | \$30.70              | \$14.98 | \$13.78 | \$3.97  | \$0.00                    | \$63.43    |

**Apprentice: VOICE-DATA-VIDEO TECHNICIAN****Effective Date: 9/6/2026**

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$18.52              | \$15.96 | \$0.56  | \$4.07  | \$0.00                    | \$39.11    |
| 2    | 55.00   | \$20.37              | \$15.96 | \$0.61  | \$4.07  | \$0.00                    | \$41.01    |
| 3    | 60.00   | \$22.22              | \$15.96 | \$13.76 | \$4.07  | \$0.00                    | \$56.01    |
| 4    | 65.00   | \$24.08              | \$15.96 | \$13.81 | \$4.07  | \$0.00                    | \$57.92    |
| 5    | 70.00   | \$25.93              | \$15.96 | \$13.87 | \$4.07  | \$0.00                    | \$59.83    |
| 6    | 75.00   | \$27.78              | \$15.96 | \$13.92 | \$4.07  | \$0.00                    | \$61.73    |
| 7    | 80.00   | \$29.63              | \$15.96 | \$13.98 | \$4.07  | \$0.00                    | \$63.64    |

Construction

| Classification                                                                                                                                                                                                                                                                                                                                                                                                              | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|------|---------|----------------------|--------|---------|---------|---------------------------|------------|---|-------|---------|---------|---------|--------|--------|---------|
| <div> <b>Apprentice: VOICE-DATA-VIDEO TECHNICIAN</b><br/> <b>Effective Date: 9/6/2026</b> </div> <table> <tr> <th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr> <tr> <td>8</td><td>85.00</td><td>\$31.48</td><td>\$15.96</td><td>\$14.03</td><td>\$4.07</td><td>\$0.00</td><td>\$65.54</td></tr> </table> |                |                      |         |         |         |                           |            | Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | 8 | 85.00 | \$31.48 | \$15.96 | \$14.03 | \$4.07 | \$0.00 | \$65.54 |
| Step                                                                                                                                                                                                                                                                                                                                                                                                                        | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| 8                                                                                                                                                                                                                                                                                                                                                                                                                           | 85.00          | \$31.48              | \$15.96 | \$14.03 | \$4.07  | \$0.00                    | \$65.54    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| Apprentice to Journeyworker Ratio: 1:1                                                                                                                                                                                                                                                                                                                                                                                      |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| WAGON DRILL OPERATOR                                                                                                                                                                                                                                                                                                                                                                                                        | 6/1/2026       | \$41.91              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$71.67    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                    | 12/1/2026      | \$43.35              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$73.11    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| LABORERS - ZONE 2                                                                                                                                                                                                                                                                                                                                                                                                           | 6/1/2027       | \$44.80              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$74.56    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                             | 12/1/2027      | \$46.25              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$76.01    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                             | 6/1/2028       | \$47.75              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$77.51    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                             | 12/1/2028      | \$49.25              | \$10.90 | \$9.75  | \$9.11  | \$0.00                    | \$79.01    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                                                                                                                                                                                              |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY)                                                                                                                                                                                                                                                                                                                                                                                      | 6/1/2026       | \$41.91              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$71.77    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                    | 12/1/2026      | \$43.35              | \$10.90 | \$9.75  | \$9.21  | \$0.00                    | \$73.21    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                                                                                                                                                                                                                                                                                                                                                                         |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                                                                                                                                                                                                                                                                                                                                          |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| WASTE WATER PUMP OPERATOR                                                                                                                                                                                                                                                                                                                                                                                                   | 6/1/2026       | \$59.38              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$93.03    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| OPERATING ENGINEERS LOCAL 4                                                                                                                                                                                                                                                                                                                                                                                                 | 12/1/2026      | \$60.83              | \$17.05 | \$13.35 | \$3.25  | \$0.00                    | \$94.48    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| OPERATING ENGINEERS LOCAL 4                                                                                                                                                                                                                                                                                                                                                                                                 |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                                                                                                                                                                                                                                                                                                                                                  |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| WATER METER INSTALLER                                                                                                                                                                                                                                                                                                                                                                                                       | 3/1/2026       | \$55.90              | \$13.10 | \$9.71  | \$8.06  | \$0.00                    | \$86.77    |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| PLUMBERS LOCAL 4                                                                                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| PLUMBERS LOCAL 4                                                                                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"                                                                                                                                                                                                                                                                                                                                            |                |                      |         |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |         |         |        |        |         |

**Additional Apprentice Information**

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.

## **CORI COMPLIANCE / GENDER IDENTITY & EXPRESSION**

Vendors entering into contracts with the City of Worcester must affirm that their policies regarding CORI information are consistent with the CORI hiring standards set by the City of Worcester. The City's CORI hiring policy may be downloaded from City of Worcester website [www.worcesterma.gov](http://www.worcesterma.gov). Questions pertaining to the City's CORI hiring policy are to be directed to the Equal Employment Opportunity Officer, Executive Office of Human Resources at [hr@worcesterma.gov](mailto:hr@worcesterma.gov)

### **CERTIFICATION**

#### **All Vendors must check one of the three lines below.**

1.        \_\_\_\_\_ CORI checks are not performed on any Applicants.
2.        \_\_\_\_\_ CORI checks are performed on some or all Applicants. The Vendor, by affixing a signature below, affirms under penalties of perjury that its CORI policy is consistent with the standards set forth with the CORI hiring standards set by the City of Worcester.
3.        \_\_\_\_\_ CORI checks are performed on some or all Applicants. The Vendor's CORI policy is not consistent with the standards set forth with the CORI hiring standards set by the City of Worcester. (a copy of the Vendor's written CORI policy must accompany this form).

\_\_\_\_\_  
(Typed or printed name of person  
signing quotation, bid or proposal)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name of Business

A Vendor with a CORI policy that does NOT conform to the City standards must check Line 3. Vendors who check Line 3 will not be permitted to enter into contracts with the City, absent a waiver granted by the City. For any waiver to be granted, a written request should accompany bid submission explaining in detail why the vendor fails or refuses to comply with the City's CORI hiring standards.

#### **Gender Identity Standards Applicable to Vendors**

The city will do business only with vendors that have adopted and employ Gender Identity policies, practices and standards that are consistent with city standards.

The city may review all vendors' Gender Identity policies and practices for consistency with city standards.

By signing this bid, vendor confirms that their Gender Identity policies, practices and standards are consistent with those of the City of Worcester. For further information please refer to the Ordinance Relative to Gender Identity and Expression found at [www.worcesterma.gov](http://www.worcesterma.gov) or call the LGBTQ Liaison/Director of Human Rights & Disabilities at 508-799-8486.

**VENDOR/SERVICE PROVIDER CERTIFICATION**

TO BE AWARDED A VENDOR/SERVICE CONTRACT, ALL PARTS OF THIS FORM THAT APPLY TO YOUR BID MUST BE COMPLETED AND SUBMITTED WITH YOUR BID.

Bidder is a Minority Business Enterprise (MBE) - see reverse for definition Yes\_\_\_\_\_ No\_\_\_\_\_

Bidder is a Woman Business Enterprise (WBE) - see reverse for definition Yes\_\_\_\_\_ No\_\_\_\_\_

IF SUBCONTRACTING any portion of the service covered by this bid, the successful bidder shall demonstrate a good faith effort to seek and use TEN PERCENT (10%) Minority and FIFTEEN PERCENT (15%) Women-owned Businesses.

A. YOUR INTENT TO SUBCONTRACT. CHECK (✓) THE APPROPRIATE BOX:

☐

No work will be subcontracted. Complete Section "C" only.

☐

Some work will be subcontracted. Complete Section "B" and "C"

B. LIST SUBCONTRACTORS Engaged to do any portion of this Bid.

Check (✓) the appropriate box and give complete information.

☐

MBE

☐

WBE

☐

OTHER

\_\_\_\_\_

Firm Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

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

Work subcontracted: \_\_\_\_\_ Dollar Value \$ \_\_\_\_\_

Check (✓) the appropriate box and give complete information.

☐

MBE

☐

WBE

☐

OTHER

\_\_\_\_\_

Firm Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

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

Work subcontracted: \_\_\_\_\_ Dollar Value \$ \_\_\_\_\_

C. ITEM/SERVICE BID ON: \_\_\_\_\_ BID NO.: \_\_\_\_\_

Firm Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

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

**For purposes of the City's classification and reporting program, the following definitions apply:**

**Minority Business Enterprise (MBE)** – a for profit enterprise, regardless of size, physically located in the United States or its trust territories, which is owned, operated and controlled by minority group members. “Minority group members” are U.S. citizens who are African-American, Latin American, Native American, Asian-Pacific American and Asian-Indian American. “Ownership” by minority individuals means the business is at least 51% owned by such individuals or, in the case of a publicly owned business, at least 51% of the stock is owned by one or more such individuals. Further, those minority group members control the management and daily business operations.

**Women Business Enterprise (WBE)** – a for profit enterprise, regardless of size, physically located in the United States or its trust territories, which is owned, operated and controlled by women group members. “Ownership” by women means the business is at least 51% owned by women or, in the case of a publicly owned business, at least 51% of the stock is owned by one or more women. Further, those women group members control the management and daily business operations.

STATE LAW MANDATES THAT TO DO BUSINESS WITH THE CITY OF WORCESTER the Massachusetts Revenue Enforcement and Protection Program of 1983 requires that the following be supplied with your bid:

DATE: \_\_\_\_\_

Pursuant to Mass. G.L. Ch. 62C, Section 49A, I certify under the penalties of perjury that I, to my best knowledge and belief, have filed all Massachusetts State Tax Returns and paid all Massachusetts State and City Taxes required under law.

COMPANY NAME: \_\_\_\_\_

STREET ADDRESS: \_\_\_\_\_

CITY OR TOWN: \_\_\_\_\_

STATE: \_\_\_\_\_

ZIP CODE: \_\_\_\_\_

TELEPHONE NO.: \_\_\_\_\_

FAX NO. \_\_\_\_\_

SOCIAL SECURITY OR FEDERAL IDENTIFICATION NO.: \_\_\_\_\_

AUTHORIZED SIGNATURE: \_\_\_\_\_

**FAILURE TO COMPLETE THIS FORM MAY RESULT IN REJECTION OF BID AND/OR REMOVAL FROM CITY BID LIST.**

#### **RIGHT TO KNOW**

Any vendor who receives an order or orders resulting from this invitation agrees to submit a Material Safety Data Sheet (MSDS) for each toxic or hazardous substance or mixture containing such substance, pursuant to M.G.L. C111f 228, 9 and 10 and the regulations contained in 441 CMR SS21.06 when deliveries are made. The vendor agrees to deliver all containers properly labeled pursuant to M.G.L. C111F S7 and the regulation contained in 441 CMR S21-05. Failure to submit a MSDS and/or labels on each container will place the vendor in noncompliance with the purchase order and/or contract. Failure to furnish MSDS's and/or labels on each container may result in Civil or Criminal penalties, including bid debarment and action to prevent the vendor from selling said substances, or mixtures containing said substances within the Commonwealth. All vendors furnishing substances or mixtures subject to Chapter 1.1F or M.G.L. are cautioned to obtain and read the law and rules and Regulations referenced above. Copies can be obtained from the State House Book Store, Secretary of State, State House, Room 117, Boston, MA (617) 727-2834 for \$2.00 plus \$.65 postage. In addition, copy of "Right to Know" law is available in Purchasing Department for review.

## **WAGE THEFT PREVENTION CERTIFICATION**

By the Revised Ordinances, Chapter 2, Section 39, the city of Worcester has established requirements for certain contracts in an effort to prevent wage theft. Prospective contractors must provide the following certification and disclosures with their bids/proposals. The City will not award a contract without receipt of this completed certification.

**INSTRUCTIONS:** A prospective contractor shall **(a)** check Box 1 *OR* Box 2, as applicable, **(b)** check Boxes 3-5, **(c)** sign this form certifying compliance with the Wage Theft Prevention Ordinance, and **(d)** submit the completed form with its bid/proposal. For multi-year contracts, the successful bidder/proposer shall submit the completed form annually to the Purchasing Director.

Pursuant to the Wage Theft Prevention Ordinance, successful bidders/proposals shall post in conspicuous places the Mass. Wage and Hour Laws notice informing employees of the protections of G.L. c. 149, Sec. 151, and the Fair Labor Standards Act (FLSA). The notice may be found at <http://www.mass.gov/ago/docs/workplace/wage/wagehourposter.pdf>

ALL BIDDERS/PROPOSERS MUST CERTIFY THAT [check either Box 1 or Box 2, as applicable]

1. ☐ Neither this vendor/contractor nor any prospective subcontractor has been subject to a federal or state criminal or civil judgment, administrative citation, final administrative determination, order or debarment resulting from a violation of G.L. c. 149, G.L. c. 151, or FLSA, within three (3) years prior to the date of this bid/proposal submission.

**OR**

2. ☐ This vendor/contractor, or a prospective subcontractor, has been subject to a federal or state criminal or civil judgment, administrative citation, final administrative determination, or debarment resulting from a violation of G.L. c. 149, G.L. c. 151, or FLSA, within three (3) years prior to the date of this bid/proposal submission. The firm shall provide a copy of the same with the bid/proposal.

ALL BIDDERS/PROPOSERS MUST CERTIFY EACH OF THE FOLLOWING

3. ☐ Within five (5) days of receiving notice, the vendor/contractor shall report and provide a copy of any federal or state criminal or civil judgment, administrative citation, final administrative determination, order or debarment resulting from a violation of G.L. c. 149, G.L. c. 151, or FLSA imposed on this firm or on any prospective subcontractor while any bid/proposal to the City is pending and, if awarded a contract, during the term of the contract provide the same to the Purchasing Director.

4. ☐ A vendor/contractor awarded a contract that has disclosed under paragraph 3 above shall, upon request, furnish monthly certified payrolls for the City contract as the Purchasing Director instructs and shall, at the discretion of the Purchasing Director, obtain a wage/payment bond or other suitable insurance as required by the Wage Theft Prevention Ordinance. Vendors/contractors subject to a state or federal debarment for violation of the above laws or prohibited from contracting with the Commonwealth are prohibited from contracting with the City, and upon a finding or order of debarment or prohibition, the City may terminate the contract.

5. ☐ The contractor shall post notices provided by the City in conspicuous places informing employees of the protections of the Wage Theft Prevention Ordinance, and applicable local, state and federal law.

The undersigned certifies under the pains and penalties of perjury that the contractor is in compliance and agrees to remain in compliance with the provisions of the Wage Theft Prevention Ordinance for the term of its contract with the City.

**Signed:** \_\_\_\_\_

|                               |                     |             |
|-------------------------------|---------------------|-------------|
| <b>Print Name &amp; Title</b> | <b>Company Name</b> | <b>Date</b> |
|-------------------------------|---------------------|-------------|