

HINGHAM SCHOOL COMMITTEE
March 27, 2023 at 6:00 PM
Central North Meeting Room, 2nd Floor
Town Hall , 210 Central Street, Hingham, MA 02043

or Remote via Zoom
Dial-in number: 1-929-205-6099
Meeting ID: 889 9344 4998
Passcode: 470367
Website: <https://zoom.us/join>

MEETING AGENDA

1. Call to Order

2. Executive Session

Adjourn to Executive Session pursuant to M.G.L. c. 30A, s. 21(a)(3)

To discuss strategy with respect to collective bargaining for HEA Unit A Teachers and Unit B Paraprofessionals as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares

To discuss strategy with respect to Administrative Assistants negotiations as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares

3. Return to Open Session at 7:00 PM

4. School Showcase: South Elementary School

5. Approval of minutes

5.1 Minutes of the School Committee meeting held on March 13, 2023

5.2 Minutes of the School Committee meeting with the Advisory Committee held on March 14, 2023

6. Questions and Comments

The Hingham School Committee encourages community engagement and welcomes questions and comments as agenda items are discussed at the meeting. In addition, we have set aside up to fifteen minutes at the beginning of this meeting for comments or questions that fall under the purview of the School Committee and are not already on tonight's agenda. If any guests wish to speak, please raise your hand, state your name and address, and address your comments to the Chairperson. Comments will be limited to 3 minutes per speaker and must relate to topics within the scope of responsibility of the School Committee. As established by the Massachusetts General Laws, the responsibilities of the School Committee are to (1) select and to evaluate the Superintendent, (2) review and approve budgets for public education in the district, and (3) establish educational goals and policies for the schools in the district. Speakers are encouraged to present their remarks in a respectful manner and to consider the privacy interests of others. The public comment period is not a time for debate or response to comments by the School Committee. The School Committee is not adopting or endorsing any of the comments made during the public comment period. In addition to this public comment period, the School Committee practice provides time for questions and comments from the public on new business items on the agenda.

7. Superintendent's Report
 - 7.1 Entry Plan Final Report
 - 7.2 Enrollment Update
 - 7.3 Budget Update

8. Communications
 - 8.1 Communications Received by the Superintendent
 - 8.2 Student Communications
 - 8.3 Other Communications

9. Unfinished Business
 - 9.1 To review the 2023-2024 School Calendar and act as appropriate

10. New Business
 - 10.1 To receive an update on winter sports and waiver for spring sports and act as appropriate
 - 10.2 To discuss out of state competitions for the Boys' Varsity Lacrosse Teams and act as appropriate
 - 10.3 To discuss out of state competition for the Boys' and Girls' High School Crew Team and act as appropriate
 - 10.4 To receive report from the Climate Action Committee and act as appropriate
 - 10.5 To discuss School Committee Policy ACAB- Sexual Harassment (first read)
 - 10.6 To discuss School Committee Policy AC-Non-Discrimination Policy Including Harassment and Retaliation (first read)
 - 10.7 To discuss School Committee Policy ACA-Non-Discrimination on the Basis of Sex (first read)
 - 10.8 To discuss School Committee Policy JICK- Harassment of Students (first read)
 - 10.9 To discuss the proposed contractor agreement between Hingham Public Schools and The Cape Island Corporation for the replacement of tennis courts at the High School and to grant the superintendent approval to sign the agreement on behalf of the School Committee

11. Subcommittee and Project Reports/ Warrants Signed

12. Other items as may not reasonably be known 48 hours in advance of the meeting

13. Adjourn

Next School Committee Meetings:

April 10, 2023 at 7:00 PM

April 24, 2023 6:30 PM Town Meeting at Hingham High School

May 8, 2023 at 7:00PM

This meeting is being offered remotely as an alternate means of public access pursuant to Chapter 107 of the Acts of 2022 and all other applicable laws temporarily amending certain provisions of the Open Meeting Law. You are hereby advised that this meeting and all communications during this meeting may be recorded by the Town of Hingham in accordance with the Open Meeting Law. If any participant wishes to record this meeting, please notify the chair at the start of the meeting in accordance with M.G.L. c. 30A, § 20(f) so that the chair may inform all other participants of said recording.

Be *respectful.*

Be *responsible.*

Be *ready to learn.*

Be *kinder than necessary.*



South School Showcase

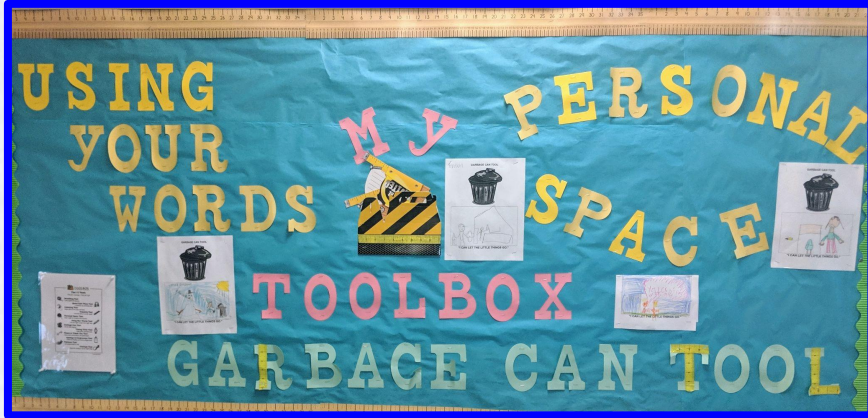
March 27, 2023



Once upon a time,
in a land faraway...
Wait, wait, wait!
That's not the story we're
here to tell today.



Our story today takes us on a
stroll down memory lane.
From our first days in
kindergarten,
all the way to 5th grade.



For our trip through the years,
we can definitely pack light.

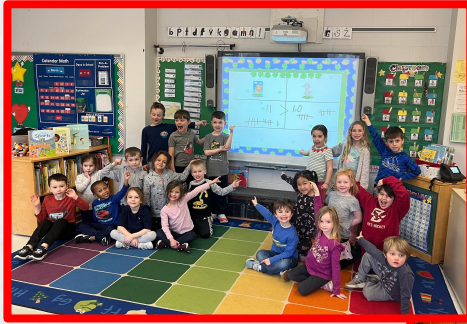
We just need our 12 tools
to get started just right.



	Breathing <i>I calm myself and check-in.</i>		Quiet/Safe Place <i>I remember my quiet/safe place.</i>
	Listening <i>I listen with my ears, eyes, and heart.</i>		Empathy <i>I care for myself. I care for others.</i>
	Personal Space <i>I have a right to my space and so do you.</i>		Using Our Words <i>I use the "right" words, in the "right" way, at the "right" time, for the "right" reason.</i>
	Garbage Can <i>I let the little things go.</i>		Taking Time <i>I take time-in and time-away.</i>
	Please & Thank You <i>I treat others with kindness and appreciation.</i>		Apology & Forgiveness <i>I admit my mistakes and work to forgive yours.</i>
	Patience <i>I am strong enough to wait.</i>		Courage <i>I have the courage to do the "right" thing.</i>
<i>Practices of a Peaceful Warrior</i>			

Our toolbox carries all 12,
always at our side.

These strategies and skills
help us navigate
our path in stride.



In kindergarten,
our learning started right away!
On our calendar, we carefully
counted, tallied, and graphed
all 180 days.



Our South school motto
buzzes in our
hearts and our ears,
We are kinder than necessary
to all far and near!



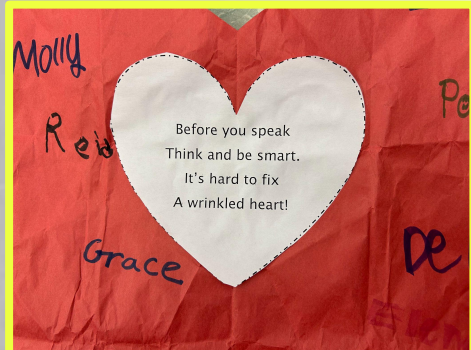
In first grade, we used our lives to inspire our writing at each week's start. We shared our experiences with language and art.



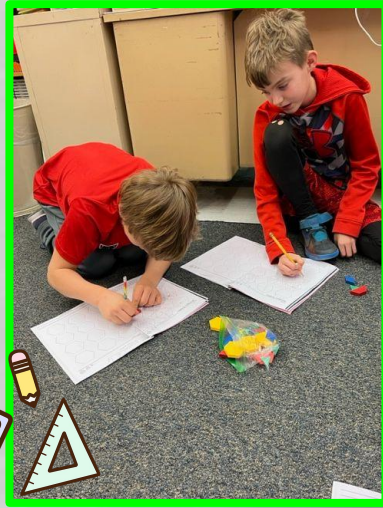
We have great power, even though we may be young, We are bucket fillers; our ability to spread kindness has only just begun.



In 2nd grade, we wowed with
the wonderful words we wove
Into powerful, polished pieces
of poetry and prose.



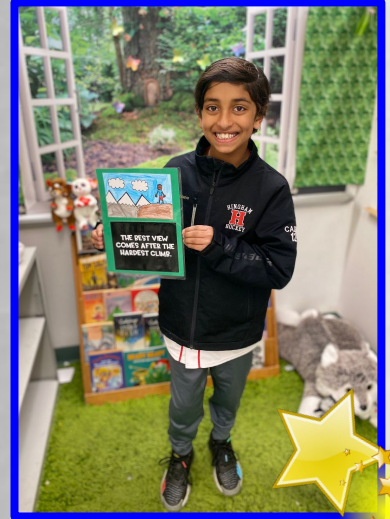
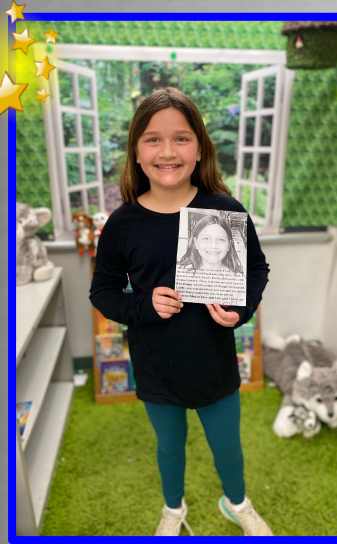
Buzz awards honor good
deeds, great and small.
In our school, we promise
to take care of each
other's hearts, one and all.



In third grade, we tackled geometry, multiplication, fractions and more! Stations and manipulatives help us learn and explore!



Our classroom is our school family where everyone belongs. We gather each morning to share, connect, and maybe even sing a song.



In 4th grade,
we rolled up our sleeves,
ready to learn more.

Science inspired us to create,
invent, build, and explore.

We tackle our challenges
with a growth mindset....

It's not that we can't
do something,
it's just not YET.



Fifth grade is upon us, in the
blink of an eye,
We watched in awe as history
came alive!



Responsibility and
privilege are words that
are connected side by side;
We've loved growing
into leaders to help
inspire and guide.

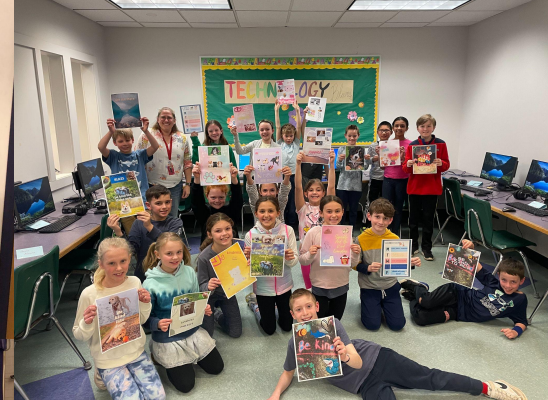
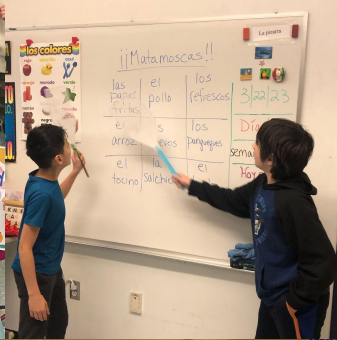


Our first six years in the Hingham Public Schools have made us love to learn and grow. We're thankful for this opportunity tonight for us to show....



That, at South School, It's so much more than JUST reading, writing, and math.

At South School we prepare the whole child for the path.



Be respectful.
Be responsible.
Be ready to learn.
Be kinder than necessary.



HINGHAM SCHOOL COMMITTEE

March 13, 2023

MEETING MINUTES

Called to Order at 6:00PM

School Committee members present: Chair Michelle Ayer, Vice-Chair Nes Correnti, Secretary Jen Benham, Tim Dempsey, Alyson Anderson

School Committee members absent: Kerry Ni and Matt Cosman

Central Office Members present: Superintendent Dr. Margaret Adams

This meeting incorporated the use of the OWL camera to broadcast the meeting via Zoom.

On a motion by Nes Correnti and seconded by Jen Benham

It was **voted** to adjourn to Executive Session pursuant to M.G.L. c. 30A, s. 21(a)(3) To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares

- To discuss Unit A negotiations
- To discuss Unit B negotiations

Michelle Ayer - aye

Jen Benham - aye

Nes Correnti - aye

Tim Dempsey - aye

Alyson Anderson - aye

Reconvene: 7:09 PM

School Committee Chair Michelle Ayer called the meeting to order at 7:00 PM, and began by reading the following statement for those participating by zoom:

This meeting is being offered remotely as an alternate means of public access pursuant to Chapter 107 of the Acts of 2022 and all other applicable laws temporarily amending certain provisions of the Open Meeting Law. You are hereby advised that this meeting and all communications during this meeting may be recorded by the Town of Hingham in accordance with the Open Meeting Law. If any participant wishes to record this meeting, please notify the chair at the start of the meeting in accordance with M.G.L. c. 30A, § 20(f) so that the chair may inform all other participants of said recording. Chair Ayer advised that the Harbor Media was recording the session. No other participants indicated that they would be recording the meeting.

School Committee members present: Chair Michelle Ayer, Vice-Chair Nes Correnti, Secretary Jen Benham, Tim Dempsey, Alyson Anderson

School Committee members participating remotely: Kerry Ni and Matt Cosman

This meeting incorporated the use of the OWL camera to broadcast the meeting via Zoom.

Central Office Members present: Superintendent Dr. Margaret Adams, Interim Assistant Superintendent Kathryn Roberts, and Director of Business and Support Services Aisha Oppong

Also present: Executive Assistant Sherry Robertson and Student Representative Nathan Tesler

Visitors present: Foster Elementary Principal Matt Scheufele, Erin McGrath, Charlotte Bessoud, several students and parents representing the Foster School Kindness Club, HEA Co-president Jacqueline Beaupre

School Showcase: Foster Elementary School

Foster Elementary School Principal Matt Scheufele was present as well as Foster School teachers Erin McGrath and Charlotte Bessoud who are the leaders of the Kindness Club. Ms. McGrath and Ms. Bessoud gave a presentation that included details of projects in which students in the club have participated in ways to spread kindness. First graders Audrey Driscoll, Louis McQuat, and Ella Nappi, along with fifth graders Logan Callicut, Louise Mahoney, and Sofia Nappi, spoke about their experiences in the Kindness Club. High School Students in the High School Service Club Samantha Harris, Mia Filardi and Nora Andrews spoke about the collaboration with the Kindness Club, describing their experiences as members and noted the importance of spreading kindness and being role models for the younger students. The Committee thanked the teachers and students for attending the meeting and sharing the positive work they are doing by spreading kindness within the schools, and the community.

Approval of minutes:

The Committee discussed the minutes of the February 27, 2023 meeting and Alyson Anderson made a suggested typo edit.

On a motion by Nes Correnti and seconded by Jen Benham

- It was **voted** to approve the minutes of the School Committee meeting held on February 27, 2023, as amended

Michelle Ayer - aye

Jen Benham - aye

Nes Correnti - aye

Tim Dempsey - aye

Kerry Ni - aye

Alyson Anderson - aye

Matt Cosman – aye

On a motion by Nes Correnti and seconded by Jen Benham

- It was **voted** to approve the minutes of the School Committee meeting with the Advisory Committee held on March 2, 2023

Michelle Ayer - aye

Jen Benham - aye
Nes Correnti - aye
Tim Dempsey - abstain
Kerry Ni - aye
Alyson Anderson - aye
Matt Cosman – aye

On a motion by Nes Correnti and seconded by Jen Benham

- It was **voted** to approve the minutes of the School Committee meeting held on March 9, 2023, with edit made by Kerry Ni, to include her as being present in the meeting minutes

Michelle Ayer - aye
Jen Benham - aye
Nes Correnti - aye
Tim Dempsey - aye
Kerry Ni - aye
Alyson Anderson - aye
Matt Cosman – aye

On a motion by Nes Correnti and seconded by Jen Benham

- It was **voted** to approve the minutes of the School Committee meeting with the Select Board held on March 9, 2023

Michelle Ayer - aye
Jen Benham - aye
Nes Correnti - aye
Tim Dempsey - aye
Kerry Ni - aye
Alyson Anderson - aye
Matt Cosman – aye

The Committee noted that there are no minutes for the meeting with the Advisory Committee held on March 9, 2023 as they did not call to order.

Questions and Comments

There were no questions at this time.

Superintendent's Report

South Shore Collaborative Update

Dr. Adams gave an update she received at the recent board meeting of the South Shore Educational Collaborative. She reported that they are discussing their FY24 budget, and noting the challenges found during FY23 with a waiting list of 16 students due to a shortage of staff. She stated that this impacts area districts when they are unable to take students, which then results in more costly placements.

Budget Update

Director of Business and Support Services Aisha Oppong explained that the town's total budget deficit number is a slightly smaller amount than originally anticipated, which would help avoid some cuts. The Schools portion of the budget deficit is now 3.9 million, which is approximately 65% of the town's total budget deficit number. She stated that the school committee and the Select Board have voted on a level service budget of 65,703,985, and this also includes some of the unmet needs. She stated that the Advisory Committee will be voting on the budget this week.

METCO Advocacy Day

Dr. Adams stated that the METCO Advocacy Day will be held at the State House on March 21st and representatives from Hingham Public Schools will be in attendance. She stated that this is an opportunity for members of the METCO community to meet with legislators to advocate for the program and to inform State legislators about its funding needs.

Student Communication

Student Advisory Committee Representative Nathan Tesler stated that the Student Advisory Committee will be meeting tomorrow and they will be discussing ways to engage in student outreach about the upcoming budget vote. He also congratulated the Drama Club which has won the first round of competition at a recent Drama Festival and that they will be having an upcoming performance of the show *The Caucasian Chalk Circle* at the High School this week on March 16th at 5:30 PM.

Unfinished Business

Memorandum of Understanding for FY24 Override Framework and FY24-28 Financial Management Plan

School Committee Chair Michelle Ayer explained that this is the second read of this MOU, but that some changes have been made since the first read. The Committee discussed the changes

On a motion by Nes Correnti and seconded by Jen Benham

- It was **voted** to enter into the Memorandum of Understanding, dated March 13, 2023 titled Town of Hingham FY24 Override Framework and FY24-28 Financial Management Plan subject to the full funding of the FY24 budget voted on by the School Committee on February 27, 2023 of \$65,703,985, and as such authorize the chair of the School committee to execute said plan, and authorize the Superintendent to manage the implementation of said plan on behalf of the School Committee, and accordance with the terms subject to the clarification of the reserve fund on page 4, and subject to adding in the language on page 5, to read: *The school and municipal departments will implement service reductions as of July 1, 2,023 specific actions will be at the direction of the town administrator and school superintendent at the direction of the school committee in accordance with mass general law in accordance with the budget, and accordance with the departmental budget approved by Annual Town Meeting 2023.*

Michelle Ayer - aye

Jen Benham - aye

Nes Correnti - aye

Tim Dempsey - aye

Kerry Ni - aye

Alyson Anderson - aye

Matt Cosman – aye

New Business

2023-2024 School Calendar

Dr. Adams explained that the proposed calendar for the 23-24 school year is very similar to this year's except for a change that moves a professional development from May to September so that staff can have that training in the beginning of the year. The Committee discussed the election cycle, specifically Primary Day in March of 2024, and whether school should be an early release on that day. The Committee agreed to discuss the calendar again at the next meeting on March 27th.

Other items as may not reasonably be known 48 hours in advance of the meeting

none

Subcommittee and Project Reports/Warrants Signed

- Kerry Ni reported that the Middle School Council will be meeting on March 27th, and that the Salary and Negotiations Subcommittee has 9 meetings scheduled in March, April, and May with Unit A which is the teachers, and Unit B which is the paraprofessionals continuing to work with them on developing successor contracts
- Alyson Anderson reported The Plymouth River School had a PTO meeting last week, at which the budget was discussed. She also reported that PRS has a School Council meeting coming up on the 28th, and that the Special Education task force had its first meeting on February 15th. She also stated that she and Jen Benham recently attended a Read Across America event at South Elementary School. She reported that the Climate Action Planning Committee will be attending the School Committee meeting on March 27th.
- Tim Dempsey reported that the Special Education Subcommittee will have their next meeting on April 5th. He also reported that the search for a new Executive Director or Student Services begins with initial interviews this week.
- Jen Benham reported she attended the South PTO meeting last week and there were a lot of questions about the budget. She also stated that there is a Policy Subcommittee meeting coming up on March 16th.
- Nes Correnti reported that there is a meeting of the Finance, Capital and Facilities subcommittee meeting this Wednesday, March 15th, and that there are signed warrants in the packet. She also reported that she attended the recent town forecast meetings.
- Michelle Ayer reported that the High School Council is meeting this Wednesday and the School Building Committee meeting is on this Thursday. She also reported that she had the opportunity to join Dr. Adams, Katie Roberts, and Aisha Oppong, and other superintendents at a breakfast that was hosted by Brockton Public Schools where they discussed the Student Opportunity Act and ways to get better funding. She also stated that she had an opportunity to talk with Cyndi Weekes Bradley, the district's equity consultant.

Kerry Ni requested that the Committee re-open the discussion of the minutes of the meeting of March 9, 2023, as she was not present due to not being able to access the Zoom.

On a motion by Nes Correnti and seconded by Jen Benham

- It was **voted** to approve the minutes of the School Committee meeting held on March 9, 2023, as initially presented

Michelle Ayer - aye
Jen Benham - aye
Nes Correnti - aye
Tim Dempsey - aye
Kerry Ni - aye
Alyson Anderson - aye
Matt Cosman – aye

On a motion by Nes Correnti and seconded by Jen Benham



- It was **voted** to adjourn at 8:19 PM



Michelle Ayer - aye
Jen Benham - aye
Nes Correnti - aye
Tim Dempsey - aye
Kerry Ni - aye
Alyson Anderson - aye
Matt Cosman – aye



Respectfully Submitted By: Jen Benham



 Item 11. Warrants

 03.13.2023 Agenda.pdf 



 5.1 Minutes of the School Committee meeting held on February 27, 2023.docx.pdf 



 5.2 Minutes of the School Committee with Advisory Committee held on March 2, 2023.pdf 



 5.3 Minutes of the School Committee held on March 9, 2023.pdf 

 5.4 Minutes of the School Committee joint meeting with Select Board held on March 9, 2023.pdf 



 FY24-28 Financial Management Plan 3.13.2023 FINAL.docx 



 Item 4 Kindness Club Presentation.pdf 


 Item 7 Annual Report 2023.pdf 

 Item 7.1 South Shore Educational Collaborative Update.pdf 

 Item 7.2 March 13, 2023- FY24 Budget Update Presentation.pdf 

 Item 7.3 METCO-Advocacy-Day-2023-1.pdf 

 Item 7.3 METCO-FY24-Funding-Request.pdf 

 Item 9.1 FY24-28 Financial Management Plan 3.9.2023.docx 

 Item 9.1 FY24-28 Financial Management Plan 3.13.2023.docx 

 Item 10.1 2023-2024 DRAFT Calendar.pdf 

Hingham Public Schools

Entry Plan Report



By Margaret Adams, Superintendent of Schools

March 27, 2023



Data Collection

Document Review

The document review process included the review of the following data sources:

- [MCAS Data](#)
- Initial Fall and Winter Literacy and Math Data for Grades K-5
- School Improvement Plans
- AP/SAT/ACT data
- Survey Data
- [Previous Budget Documents](#)
- [Town Annual Reports](#)
- [District Analysis Review Too \(DART\) reports](#)-Department of Elementary and Secondary Education (DESE)
- [Resource Allocation and District Action Reports \(RADAR\) reports](#) (DESE)

Observations

Planning Processes



Five Themes

1. Academic Excellence
2. Meeting the Needs of all Students
3. Equity
4. Communication and Collaboration
5. Operational Challenges





Academic Excellence

Strengths

- Dedications of staff.
- Community is deeply committed to the schools.
- Rich and varied offerings on the secondary campuses including electives.
- Rich and varied specialist offerings at the elementary level.
- Strong academic achievement as evidenced on MCAS and participation in advanced coursework.
- Commitment and strong roots of Multi-Tiered System of Supports.





Academic Excellence

Opportunities for Growth and Further Inquiry

- Increasing numbers of students identified as special education and 504s.
- Disproportionality exists for our students with disabilities and high needs in comparing their achievement to all students.
- Time for professional development is a need.
- Strong focus on academic excellence may impact our students' social emotional learning needs and not allow for the inclusion of other important attributes of the whole child.
- Student participation in the arts is declining.



Meeting the Needs of All Students

Strengths

- Strong academic program focused on developing core content and concepts across the disciplines.
- Strong dedicated staff support our young people in extraordinary ways.
- District has committed to implementing a Multi-tiered System of Support (MTSS)
- MTSS implementation has been supported with additional staffing including reading and math specialists and interventions.





Meeting the Needs of All Students

Opportunities for Growth and Further Inquiry

- Students' social emotional learning needs are increasing.
- Other disciplines beyond the core disciplines present a richness of other skills and learning habits that can develop lifelong passions for our students.
- Disproportionality exists among our students with special needs and high needs compared to all students.
- Some Tier II structures exist at the secondary level. Continuing to strengthen these is an important next step.
- A new District Curriculum Accommodation Plan built in conjunction with staff can support the strengthening the supports and scaffolds available to all students.



Equity

Strengths

- A district Equity and Inclusion Working Group has been established since 2019 and has been committed to the goals of equity.
- Several community groups actively lead the conversation round equity and including, including partnering with the schools in these efforts.
- Hingham has been a proud member of METCO since 1967. The inclusion of the students and their families enriches our community.
- MTSS structures continue to be strengthened each year.





Equity

Opportunities for Growth and Further Inquiry

- Changes in leadership have made it difficult to sustain the momentum of equity efforts.
- The need exists to continue to build trust among all students, staff, and families.
- Time for sustained professionals development in equity is needed.
- Expanding the training begun on restorative practices can provide a means for resolving conflict and building stronger relationships.
- The completion of the equity audit will support the district in identifying next steps for the district.
- Build capacity at the school level through the school Diversity and Equity Teams.
- Identifying a common ongoing tool to measure school climate and culture will help the district assess its progress towards equity.
- Develop strategies to outline



Communication and Collaboration

Strengths

- Recent efforts to support communication with the community via consistent formats and regular outreach are appreciated by many in the community.
- High civic engagement exists in the community, and all are interested in making the best decisions for the students, families, and staff.
- Many vibrant organizations exist in Hingham that are partner with the schools.





Communication and Collaboration

Opportunities for Growth and Further Inquiry

- Some in the community have expressed the harm and hurt that occurred during the pandemic.
- Changes in leadership at the district and school levels have made it difficult to maintain momentum.
- Support the increased use of Aspen for family communication and to automate processes.
- Strengthen professional development as means to support increased communication of district and strategic goals.
- Continue to seek opportunities to engage with other districts through state initiatives including in the areas of equity, MTSS, and professional development.



Operational Challenges

Strengths

- Purposeful planning by the schools has provided for a strong transportation services for students.
- Facilities staff care deeply for the buildings and have creatively developed solutions to maintenance concerns.
- A new state of the art elementary school to replace Foster Elementary is set for completion in the fall of 2024.
- Food Services Department is financially self-sustaining.





Operational Challenges

Opportunities for Growth and Further Inquiry

- Significant challenges in facilities warrant attention including major projects such as roof replacements and preventative maintenance. Funding for capital projects has not been sufficient to maintain the current needs of the school buildings.
- The town's budget has been sustained in past years by new growth. That new growth has slowed and presents the challenge of raising revenues through operational overrides in order to keep pace with increased costs.

Hingham Public Schools

Entry Plan Report



By Margaret Adams, Superintendent of Schools

March 27, 2023



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2. Meeting the Needs of all Students
3. Equity
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Meeting the Needs of All Students

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Meeting the Needs of All Students

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- Time for sustained professionals development in equity is needed.
- Expanding the training begun on restorative practices can provide a means for resolving conflict and building stronger relationships.
- The completion of the equity audit will support the district in identifying next steps for the district.
- Build capacity at the school level through the school Diversity and Equity Teams.
- Identifying a common ongoing tool to measure school climate and culture will help the district assess its progress towards equity.



Communication and Collaboration

Strengths

- Recent efforts to support communication with the community via consistent formats and regular outreach are appreciated by many in the community.
- High civic engagement exists in the community, and all are interested in making the best decisions for the students, families, and staff.
- Many vibrant organizations exist in Hingham that are partner with the schools.





Communication and Collaboration

Opportunities for Growth and Further Inquiry

- Some in the community have expressed the harm and hurt that occurred during the pandemic.
- Changes in leadership at the district and school levels have made it difficult to maintain momentum.
- Support the increased use of Aspen for family communication and to automate processes.
- Strengthen professional development as means to support increased communication of district and strategic goals.
- Continue to seek opportunities to engage with other districts through state initiatives including in the areas of equity, MTSS, and professional development.



Operational Challenges

Strengths

- Purposeful planning by the schools has provided for strong transportation services for students.
- Facilities staff care deeply for the buildings and have creatively developed solutions to maintenance concerns.
- A new state of the art elementary school to replace Foster Elementary is set for completion in the fall of 2024.
- Food Services Department is financially self-sustaining.





Operational Challenges

Opportunities for Growth and Further Inquiry

- Significant challenges in facilities warrant attention including major projects such as roof replacements and preventative maintenance. Funding for capital projects has not been sufficient to maintain the current needs of the school buildings.
- The town's budget has been sustained in past years by new growth. That new growth has slowed and presents the challenge of raising revenues through operational overrides in order to keep pace with increased costs.



Strategic Plan: Culture of Collaboration and Community

Create partnerships between home, school, and community through effective two-way communication to ensure an inclusive culture and a sense of belonging.

- The pandemic resulted in hurt and harm in the community. Healing this harm and creating a positive school climate are important.
- Changes in school and district leadership have resulted in a struggle to maintain momentum in the district.
- Consistent, reliable communication is a strong desire from all stakeholders.
- The website is challenging to navigate and has design limitations.



Strategic Plan: Culturally Responsive Teaching and Learning

Ensure student success through aligned, high-quality PreK-12+ curriculum, innovative research-based practices, and data-informed instruction.

- Arts programming is experiencing declining enrollments. Lots of opportunities for athletics may overshadow other opportunities available through the arts. However, recent efforts to elevate arts are having an impact.
- MCAS and local formative assessment data indicate disproportionality for our students with disabilities and high-needs students.
- Strengthening all tiers of MTSS is needed to ensure the district intervenes early to accelerate students' needs.
- Monitor the implementation of the district's increasing special education and 504 numbers.



Strategic Plan: Healthy, Equitable, and Inclusive Communities

Cultivate equitable and inclusive environments that promote a sense of belonging to allow for social, emotional, physical, and academic wellness.

- Meeting the social-emotional learning needs is a central part of a student's schooling experience.
- Broadening academic success to include creativity, collaboration, communication, and problem-solving is essential to developing the whole child.
- Identify a school culture and climate survey to serve as a benchmark for the district's equity goals.
- Strengthen the cultural proficiency of all staff through ongoing professional development.
- Create dynamic and responsive district and school-based Diversity and Equity Teams.



Strategic Plan: Capital and Finance

Allocate funding to provide effective, safe, and modern facilities to enhance the student experience.

- Inconsistent funding for capital needs has created a backlog of facility needs.
- Constraints of proposition 2 ½ to secure funding for the schools and town services every 4-5 years.





Strategic Plan: Human Resources and Leadership



Recruit, develop and empower a diverse staff to lead courageously in teaching and learning.

- Create a long-term strategy to recruit and retain diverse staff.
- Develop strong procedures and processes for the recruitment, retention, and onboarding of all staff.



March 1, 2023 ENROLLMENT

	PreK	Kindergarten	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total K-5
East	91	4 sections 20;20;20;20 Total= 80	4 sections 20;20;20;19 Total= 79	4 sections 17;16;17;17 Total= 67	4 sections 17;18;18;18 Total= 71	4 sections 20;19;18;18 Total= 75	3 sections 19;20;18 Total= 57	429
Foster	*	3 sections 20;21;21 Total = 62	3 sections 18;18;19 Total = 55	4 sections 17;16;18;17 Total= 68	4 sections 20;20;21;21 Total = 82	3 sections 21;21;22 Total= 64	4 sections 19;18;19;18 Total= 74	405
Plymouth River	*	3 sections 22;22;21 Total= 65	3 sections 19;18;19 Total= 56	3 sections 19;18;20 Total= 57	3 sections 24;23;21 Total= 68	3 sections 20;21;21 Total= 62	4 sections 18;19;18;20 Total= 75	383
South	*	4 sections 21;20;20;20 Total= 81	4 sections 23;22;23;23 Total= 91	4 sections 19;18;19;17 Total= 73	4 sections 20;20;19;21 Total= 80	4 sections 21;23;22;23 Total= 89	4 sections 23;23;22;21 Total= 89	503
Total - By Grade K-5	91	288	281	265	301	290	295	1720

Hingham Middle School	Grade 6	Grade 7	Grade 8	Total HMS
	289	288	258	835

Hingham High School	Grade 9	Grade 10	Grade 11	Grade 12	Post Grad	Total HHS
	284	272	279	321	1	1157

Group	Total
PreK	91
K-5	1720
6-8	835
9-12 (Plus Post Grad)	1157
Total	3803

Other:	
Out of District	47
Homeschool	11
Vo-tech/Agricultural	8

Hingham Public Schools

FY 24 Budget Update



**Presented by: Margaret Adams, Superintendent of Schools
Aisha Oppong, Director of Finance and Operations
Katie Roberts, Assistant Superintendent**



Shortfall

Description	Amount
Updated Town- Wide Shortfall based on forecasts (was \$6,221,696)	\$6,015,216
School's Allocated Portion of Shortfall (65% x Shortfall) (was \$4,044,102)	\$3,909,890
Total School's Shortfall	\$3,909,890



Hingham Public Schools' - Reduced Services Budget

Positions identified by the Administration but not voted by the School Committee	Amount
Elementary (20.8 FTEs)	\$1,416,788
Middle School (10.2 FTEs)	\$628,076
High School (11.1 FTEs)	\$816,635
Athletics	\$266,000
Central Office (2.0 FTEs)	\$94,788
Curriculum & Professional Development	\$94,500
Student Services (2 FTEs)	\$271,700
Technology	\$86,725
Transportation	\$234,678
Total (46.1 FTEs)	\$3,909,890

Hingham Public Schools

FY 24 Budget Presentation



Where are we in the process?



Where are we in the process?

Description

- School Committee, the Select Board and the Advisory have voted on a budget of \$65,703,985. Which includes the level services budget presented by the administration plus unmet needs it includes:
 - Technology (Chromebook costs) moving to the school's operating budget
 - A nurse coordinator
 - Professional Development of \$200,000 and
 - An additional reduction in the FDK fee to bring it to \$800 from a \$500 reduction
- An MOU - stating that school committee and municipal government will maintain expenditures at 3.5% for the next four years has been voted by the Advisory Committee, School Committee and the Select Board.
- The Total Override amount the Town is proposing is \$7,890,467 this includes:
 - Ensuring a Level Services Budget plus Unmet Needs for our Schools of \$4,611,764
 - Ensuring a Level Services Budget plus Unmet Needs for our Municipal Government of \$2,778,703
 - Additional Capital for the School Department & Municipal Government of \$500,000



Where are we in the process?

- **Override Outreach**
- **Town Halls to be held on:**
 - March 30, 2023 -7:00- 9:00 in person @ the The Town Hall
 - April 11, 2023 - 7:00 - 9:00 on zoom - zoom info is available at <https://www.hingham-ma.gov/1025/Town-of-Hingham-FY24-Override>
 - Or google Town of Hingham FY 24 Override to obtain information on the override including a tax calculator which calculates what the override costs to each household based on the street address
 - The school department's override ("SDOP") page includes links to budget presentations and other information on the override. There are videos on the SDOP explaining the impact of reductions on education in Hingham. Link: <https://hinghamschools.org/about/business-and-support-services/operational-override/>
- Town Meeting Scheduled for April 24th, 2023 from 7 PM. The budget vote will be Article 6.
 - Principal's are organizing to have a home-work free night
 - Babysitting will be available through the Recreation Center for a few hours.
- Ballot Vote is in person on April 29th, 2023
- Vote by Mail is now available:
 - Step 1 - Vote by mail applications - are available from the town clerk's office or online @ <https://www.hingham-ma.gov/956/Early-Voting-and-Absentee-Voting>
 - Step 2 - **Download/ Obtain** the application from the town clerk & then **Sign** the application
 - Step 3 - Return to the Town Clerk's Office - either mail to 210 Central St or drop off .



Hingham Public Schools

2023-2024 School Calendar



July 2023						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 2023						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	O	O	C	T		

September 2023 (19)						
Su	M	Tu	W	Th	F	S
					V	2
3	H	F	6	K	8	9
10	PK	12	13	14	15	16
17	18	19	EP	21	22	23
24	25	26	27	28	29	30

October 2023 (21)						
Su	M	Tu	W	Th	F	S
1	2	3	EP	5	6	7
8	H	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2023 (19)						
Su	M	Tu	W	Th	F	S
			EP	2	3	4
5	6	7	8	9	H	11
12	13	14	EEC	16	17	18
19	20	21	E	H	H	25
26	27	28	29	30		

December 2023 (16)						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	EP	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	H	V	V	V	V	30
31						

January 2024 (21)						
Su	M	Tu	W	Th	F	S
	H	2	EP	4	5	6
7	8	9	10	11	12	13
14	H	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2024 (16)						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	EEC ES	8	9	10
11	12	13	14	15	16	17
18	H	V	V	V	V	24
25	26	27	28	29		

March 2024 (20)						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	EP	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	H	30
31						

April 2024 (17)						
Su	M	Tu	W	Th	F	S
	1	2	EEC ES	4	5	6
7	8	9	10	11	12	13
14	H	V	V	V	V	20
21	22	23	24	25	26	27
28	29	30				

May 2024 (22)						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	EM	25
26	H	28	29	30	31	

June 2024 (12)						
Su	M	Tu	W	Th	F	S
						GR
2	3	4	EP	6	7	8
9	10	11	12	L	M	15
16	M	M	H	M	M	22
23	24	25	26	27	28	29
30						

Key

Note: Shaded days indicate either early release or no school days.

<p>C - Convocation – All Staff E - Early Release- All Grades EEC - Early Release - Elementary Conferences EM - Early Release for Middle School EP - Early Release - All Grades - Professional Development</p>	<p>ES - Early Release, Middle and High School F - First Day of School (Grades 1-12) GR - High School Graduation H - Holiday (Central Office closed) K – First Day of Kindergarten</p>	<p>L - Last Day of School- Day 180 (Early Release) M - Make Up Days (if needed) O - Orientation Day (new faculty) PK – First Day of Pre-K T - All Teachers, Support Staff Training V - Vacation</p>
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Hingham High School Athletic Department

Date: March 16, 2023
To: Dr. Margaret Adams, Superintendent of Schools, Hingham Public Schools
From: Mr. Jim Quatromoni, Director of Athletics, Hingham High School
Subject: Spring 2023 Waiver

The Massachusetts Interscholastic Athletic Association (MIAA) provides the opportunity to apply for various waivers through each school's District Athletic Committee (DAC). The DAC evaluates the information presented and rules on the waiver. The MIAA provides the DAC with the criterion that will be evaluated in determining the approval or denial of a waiver.

This spring, we were granted one waiver. The waiver is for 8th grade student-athletes to participate on the JV softball team. This is the fourth season that we have used 8th graders on our JV softball team. We anticipate five 8th graders participating this spring. That would be the lowest number in the four-year history of the waiver. Eight 8th graders participated last spring. Only two teams in our league offer freshman softball. The JV level is typically the lowest level offered in this area. Three other teams in our league have 8th grade waivers for softball.

The MIAA gives us the opportunity to apply for the 8th grade waiver in order to preserve high school student-athlete opportunities. This is a classic example of that. The (estimated) seven high school aged student-athletes that would be on a JV team, are likely not ready for varsity play and would face either not playing at all or being cut from the program completely. This waiver allows us to continue to provide the opportunities through a JV team.



**Hingham
Climate Action
Planning Committee**

Hingham Climate Action Plan

**Draft Review with the
School Committee**

27 March 2023



Agenda

- Where We Are (Plan Timeframe)
- What We Hope to Accomplish Today
- Plan Review
- Next Steps



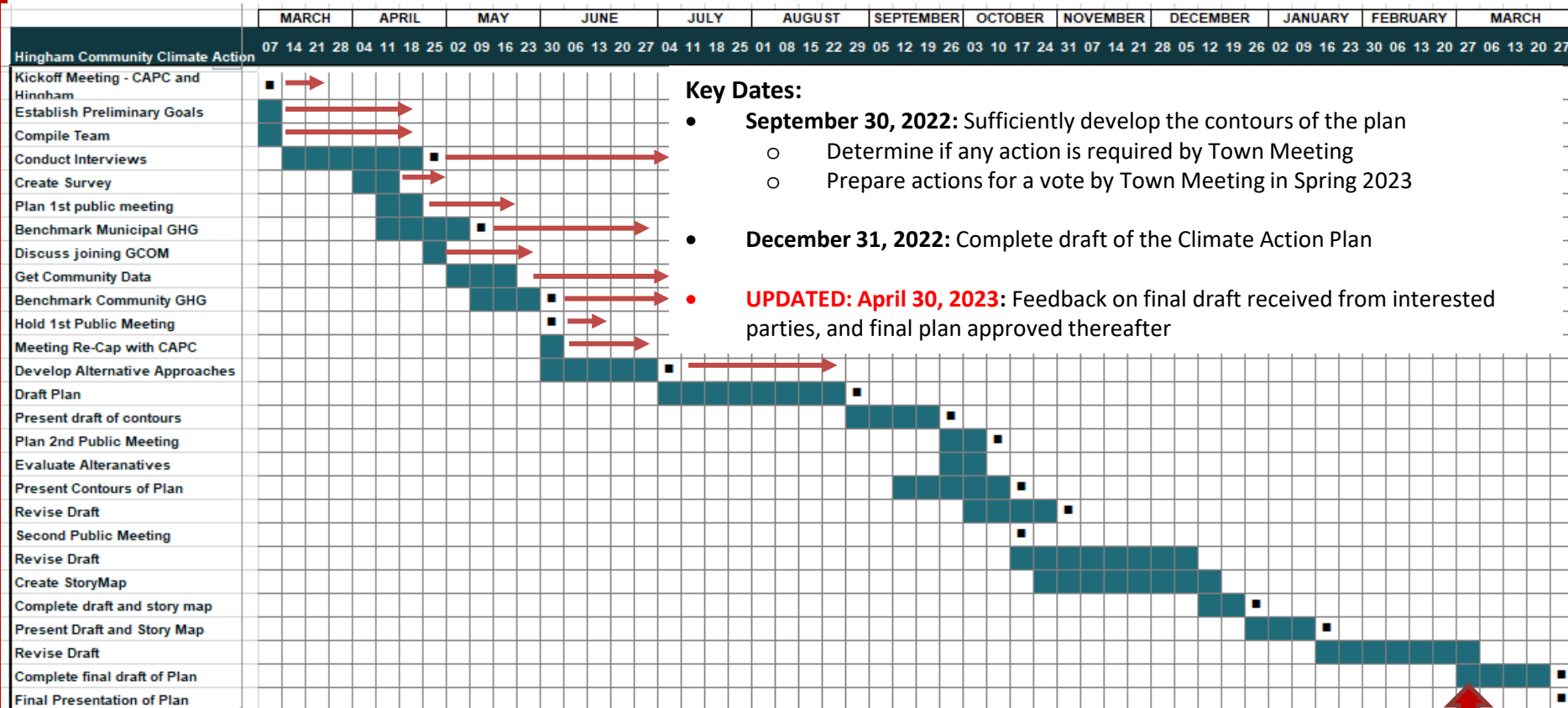
School Committee

WHERE WE ARE

Update on Climate Action Planning

We are expanding our timeline for additional review and feedback

Project Timeline



Key Dates:

- September 30, 2022:** Sufficiently develop the contours of the plan
 - Determine if any action is required by Town Meeting
 - Prepare actions for a vote by Town Meeting in Spring 2023
- December 31, 2022:** Complete draft of the Climate Action Plan
- UPDATED: April 30, 2023:** Feedback on final draft received from interested parties, and final plan approved thereafter

We are here

The Climate Action Planning Committee is on track for meeting its key deadlines



School Committee

WHAT WE HOPE TO ACCOMPLISH TODAY

Goals

- Provide you an overview of the scope and key considerations of the Climate Action Plan
- Identify areas where you would have obligations under the Plan
- Seek your input on the Plan

School Committee

PLAN REVIEW

Plan Contents

- Intro & Acknowledgements
- Executive Summary
- Contours
 - Electricity Supply
 - Buildings
 - Transportation
 - Waste
 - Community
 - Natural Resources
- Implementation Considerations
- Tracking & Metrics
- Action Items
- Carbon Emissions Inventory

Where to Focus Your Time

- Contours (Sections 4-8)
 - Buildings
 - Transportation
 - Waste
 - Community
 - Natural Resources
- Implementation Considerations (Section 9)
- Action Items for School Committee Consideration (Appendix A)

Key Recommendations

Buildings



Energy Efficiency

- Increase awareness and opportunities to reduce energy consumption
- Lead/join regional effort to compile list of contractors
- Promote programs such as Electrify Hingham, PACE financing and Mass Save

Technology and Design

- Promote/accommodate efficient heat pumps
- Educate Hingham residents on efficient alternatives with Electrify Hingham
- Institute new incentive opportunities for technological advancement

Large Users

- Establish commercial team to work with largest users to improve efficiency
- Encourage installation of automation and distributed energy resources
- Develop demand-side management program

Building Code

- Adopt the Massachusetts Opt-in specialized stretch code
- Identify/address opportunities for historical homes/districts
- Consider future limitations on new fossil fuel hookups

Key Recommendations

Transportation



Electric Charging

- Promote EV education, access ad incentives
- Expand public access charging network around Hingham
- Establish separate EV charging rate to reflect time of use

Electric Vehicles and Alternatives

- Convert municipal and commercial fleet to electric options
- Track vehicles registered in Hingham to monitor trends
- Encourage carpooling/ride sharing opportunities

Public Transit

- Support state efforts on decarbonizing MBTA trains/ferries
- Study a potential Hingham/regional electric trolley service
- Consider personalized rapid-transit and renewable mobility options

Key Recommendations

Waste



Solid Waste

- Adopt PAYT/SMART Program
- Ensure private haulers act consistent with public rules
- Eliminate single-use plastic and divert bulk waste

Recycling

- Extend transfer station hours with dedicated personnel
- Add recycling bins in public spaces and buildings, with staff to manage
- Increase water filling stations in public places

Composting

- Establish town-wide composting for businesses/residents
- Facilitate at-home and centralized composting and educate
- Explore anaerobic digester and waste to energy alternatives

Key Recommendations

Community



Community Outreach

- Install full-time Sustainability Director in place as needed
- Sponsor education/marketing campaign on going net zero
- Provide Climate Action Plan and dashboard to all citizens

Public Pathways

- Install bike lanes and racks throughout Town
- Encourage pedestrian pathways and zones throughout Town
- Facilitate public transportation through public ways, TODs

Air Quality

- Aggressively monitor/remedy natural gas leaks
- Support stronger gas leak reduction targets
- Support state efforts to decarbonize natural gas pipelines

Key Recommendations

Natural Resources



Carbon Sink Development

- Educate residents and businesses to enhance/create carbon sinks
- Encourage land development in a way to decrease carbon output and increase carbon absorption
- Protect and restore wetlands with updated bylaws and regs

Land Conservation / Management

- Engage in tree maintenance and planting program
- Preserve/Conserve open space, land, forests and grasslands
- Expand protected green spaces that serve as carbon sinks
- Promote zero carbon emissions landscaping tools

Water Conservation / Management

- Reduce nitrogen fertilizers used on Town properties
- Protect carbon sinks through water use reduction
- Promote water conservation and generate usage targets

Recreation

- Reduce carbon emissions in recreational areas (land and sea)
- Enable electric motor alternatives at recreational areas
- Promote carbon-negative materials

Key Recommendations

Implementation



- Implementation Overview for the School Committee
 - Specific Considerations: Examples
 - Energy conservation and fossil-free heating/cooling systems
 - Building and covered parking solar options
 - Electric vehicle fleet for transportation and electric tools for grounds maintenance
 - Reduce / eliminate plastic from cafeterias moving to compostable products
 - Both educate on and increase opportunities for recycling; reduce food waste
 - Continued Plan Engagement
 - Designated representative on Climate Action Commission, if approved
 - Incorporation of CAP components in School planning
- Overall Implementation Considerations
 - Plan is a living document and must continually be evaluated and refreshed
 - Community-wide buy-in is a must
 - Pursuit of grant opportunities is vital
 - The plan must serve as a public educational tool and provide for continued outreach
 - The Plan recommends feasible actions now, and must then contemplate reevaluation in the mid- and long-term to account for evolving technologies, needs, and opportunities

School Committee

NEXT STEPS

Next Steps

- Review Climate Action Plan sections which are relevant to the Schools
- Provide feedback to the CAPC by April 30, 2023
- CAPC targeting approval of the Final Plan in early June 2023

Next Steps

Thank you!

Public input is key to our success!

ACAB- SEXUAL HARASSMENT

The Hingham School Committee and Hingham Public Schools are committed to maintaining an education and work environment for all school community members. that is free from all forms of harassment, including sexual harassment. The members of the school community include the School Committee, employees, administration, faculty, staff, students, volunteers in the schools, and parties contracted to perform work for the Hingham Public Schools.

Sexual harassment is unwelcome conduct of a sexual nature. The definition includes unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity it also, includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment includes conduct by an employee conditioning an educational benefit or service upon a person's participation in unwelcome sexual conduct, often called quid pro quo harassment and, sexual assault as the Federal Clery Act defines that crime. Sexual violence is a form of sexual harassment. Sexual violence, as the Office of Civil Rights (OCR) uses the term, refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse and sexual coercion. Massachusetts General Laws Ch. 119, Section 51 A, requires that public schools report cases of suspected child abuse, immediately orally and file a report within 48 hours detailing the suspected abuse to the Department of Children and Families. For the category of sexual violence, in addition to Section 51A referrals these offences and any other serious matters shall be referred to local law enforcement. Schools must treat seriously all reports of sexual harassment that meet the definition of sexual harassment and the conditions of actual notice and jurisdiction as noted above. Holding a school liable under Title IX can occur only when the school knows of sexual harassment allegations and responds in a way that is deliberately indifferent (clearly unreasonable in light of known circumstance).

While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct, which if unwelcome, may constitute sexual harassment, depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:

- Unwelcome sexual advances—whether they involve physical touching or not;
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life; comment on an individual's body, comment about an individual's sexual activity, deficiencies, or prowess;
- Displaying sexually suggestive objects, pictures, cartoons;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- Inquiries into one's sexual experiences; and,
- Discussion of one's sexual activities.

The legal definition of sexual harassment is broad and in addition to the above examples, other sexually oriented conduct, whether it is intended or not, that is unwelcome and has the effect of creating an environment that is hostile, offensive, intimidating, to male, female, or gender non-conforming students or employees may also constitute sexual harassment.

Because the District takes allegations of harassment, including sexual harassment, seriously, we will respond promptly to complaints of harassment including sexual harassment, and following an investigation where it is determined that such inappropriate conduct has occurred, we will act promptly to eliminate the conduct and impose corrective action as is necessary, including disciplinary action where appropriate.

Please note that while this policy sets forth our goals of promoting an environment that is free of harassment including sexual harassment, the policy is not designed or intended to limit our authority to discipline or take remedial action for conduct which we deem unacceptable, regardless of whether that conduct satisfies the definition of harassment or sexual harassment.

Retaliation against a complainant, because they have filed a harassment or sexual harassment complaint or assisted or participated in a harassment or sexual harassment investigation or proceeding, is also prohibited. A student or employee who is found to have retaliated against another in violation of this policy will be subject to disciplinary action up to and including student suspension and expulsion or employee termination.

The complainant does not have to be the person at whom the unwelcome sexual conduct is directed. The complainant, regardless of gender, may be a witness to and personally offended by such conduct.

NOTICE OF SEXUAL HARASSMENT

The regulations require a school district to respond when the district has actual notice of sexual harassment. School districts have actual notice when an allegation is made known to any school employee. Schools must treat seriously all reports of sexual harassment that meet the definition of harassment and the conditions of actual notice and jurisdiction as noted whether or not the complainant files a formal complaint. Holding a school liable under Title IX can occur only when the school knows of sexual harassment allegations and responds in a way that is deliberately indifferent (clearly unreasonable in light of known circumstances). Schools are required to investigate every formal complaint and respond meaningfully to every known report of sexual harassment.

The regulation highlights the importance of supportive measures designed to preserve or restore access to the school's education program or activity, with or without a formal complaint. Where there has been a finding of responsibility, the regulation would require remedies designed to restore or preserve access to the school's education program or activity.

DUE PROCESS PROTECTIONS

Due process protections include the following:

- 1) A presumption of innocence throughout the grievance process, with the burden of proof on the school;
- 2) A prohibition of the single investigator model, instead requiring a decision-maker separate from the Title IX Coordinator or investigator;
- 3) The clear and convincing evidence or preponderance of the evidence, subject to limitations;

- 4) The opportunity to test the credibility of parties and witnesses through cross examination, subject to “rape shield” protections;
- 5) Written notice of allegations and an equal opportunity to review the evidence;
- 6) Title IX Coordinators, investigators, and decision-makers must be free from bias or conflict of interest;
- 7) Equal opportunity for parties to appeal, where schools offer appeals;
- 8) Upon filing a formal complaint the school must give written notice to the parties containing sufficient details to permit a party to prepare for any initial interview and proceed with a factual investigation. For K-12 schools a hearing is optional but the parties must be allowed to submit written questions to challenge each other’s credibility before the decision-maker makes a determination. After the investigation, a written determination must be sent to both parties explaining each allegation, whether the respondent is responsible or not responsible, including the facts and evidence on which the conclusion was based by applying either the preponderance of the evidence or the clear and convincing standard; however, a school can use the lower preponderance standards only if it uses that standard for conduct code violations that do not involve sexual harassment but carry the same maximum disciplinary sanction. As long as the process is voluntary for all parties, after being fully informed and written consent is provided by both parties, a school may facilitate informal resolution of a sexual complaint.

The district may establish an informal investigation process that may, upon the request of the complainant be followed by a formal process.

The Superintendent in consultation with the Title IX Coordinator shall designate the principal of each school in the district, or their designee (or some other appropriate employee(s)) as the initial entity to receive the sexual harassment complaint. Also, in a matter of sexual harassment, the district shall require that the Title IX Coordinator be informed, as soon as possible, of the filing of the complaint. Nothing in this policy shall prevent any person from reporting the prohibited conduct to someone other than those above designated complaint recipients. The investigating officer may receive the complaint orally or in writing, and the investigation shall be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances and in compliance with applicable law. The investigation will be prompt, thorough, and impartial, and will include, at least, a private interview with the person filing the complaint and with witnesses. Also, the alleged harasser will be interviewed. When the investigation is completed, the complaint recipient will, to the extent appropriate, inform the person filing the complaint and the person alleged to have committed the conduct of the results of that investigation.

RECORD KEEPING REQUIREMENTS

Schools must create and maintain records documenting every Title IX sexual harassment complaint. This could include mediation, restorative justice, or other models of alternative dispute resolution. Schools must keep records regarding the school’s response to every report of sexual harassment of which it becomes aware even if no formal complaint was filed, including documentation of supportive matters offered and implemented for the complainant.

This policy, or a summary thereof that contain the essential policy elements shall be distributed by the Hingham School District to its students and employees and each parent or guardian shall sign that they have received and understand the policy.

The appropriate parties to receive a complaint are as follows:

- Anyone having questions or concerns about Title IX with respect to the staff of the HPS should contact:

Susan D'Amato
School Department
220 Central Street
781-741-1500

- Anyone having questions or concerns about Title IX with respect to a student of HPS should contact:

Kathryn Roberts
School Department
220 Central Street
781-741-1500

Please note that the following entities have specified time limits for filing a claim.

The Complainant may also file a complaint with:

- The Mass. Commission Against Discrimination, 1 Ashburton Place, Room 601
Boston, MA 02108.
Phone: 617-994-6000.
- Office for Civil Rights (U.S. Department of Education)
5 Post Office Square, 8th Floor
Boston, MA 02109.
Phone: 617-289-0111.
- The United States Equal Employment Opportunity Commission,
John F. Kennedy Bldg.
475 Government Center
Boston, MA 02203.

LEGAL REF.: M.G.L. 151B:3A
Title IX of the Education Amendments of 1972
BESE 603 CMR 26:00
34 CFR 106.44 (a), (a)-(b)
34 CFR 106.45 (a)-(b) (1)
34 CFR 106.45 (b)(2)-(b)(3,4,5,6,7) as revised through June 2020

Note: A summary of the attached Policy, as adopted, must be sent to parents/guardians, students, employees, unions, and prospective employees of the school district including Title IX Coordinator(s), investigator(s) and the decision-maker. The above referenced employees must attend training sessions on the implementation of the Policy.

SOURCE: MASC December 2021

AC-NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION

The Hingham School Committee and Hingham Public Schools are committed to maintaining an education and work environment for all school community members. that is free from all forms of discrimination, including harassment and retaliation. The members of the school community include the School Committee, employees, administration, faculty, staff, students, volunteers in the schools, and parties contracted to perform work for the Hingham Public Schools.

Hingham Public Schools does not exclude from participation, deny the benefits of HPS from or otherwise discriminate against, individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, foster care status, ancestry, ethnic background, national origin, or any other category protected by state or federal law in the administration of its educational and employment policies, or in its programs and activities.

This commitment to the community is affirmed by the following statements. The School Committee commits to:

1. Promoting the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encouraging positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Working toward a more integrated society and enlisting the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Using all appropriate communication and action techniques to air and address the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school district, the potential benefits or adverse consequences that those decisions might have on human relations.
6. Initiating a process of reviewing policies and practices of the school district in order to achieve to the greatest extent possible the objectives of this statement.

The Hingham Public School District requires all members of the school community to conduct themselves in accordance with this policy.

Any person in the District, including staff, parents, volunteers, students, and visitors is personally responsible for:

- Ensuring that their conduct does not harass any student or other staff or applicant for employment, or other individual in the workplace or school;
- Parents/Guardians and volunteers are personally responsible for ensuring that their conduct does not harass any student, or other individual in the workplace or school.

Cooperating in the investigation of informal reports or formal complaints of alleged harassment by providing any information they possess concerning the matters being investigated; and

ACA - NONDISCRIMINATION ON THE BASIS OF SEX

The School Committee, in accordance with Title IX of the Education Amendments of 1972, declares that the HPS District does not and will not discriminate on the basis of sex in the educational programs and activities of the public schools. This policy will extend not only to students with regard to educational opportunities, but also to staff with regard to employment opportunities.

The Committee will ensure fair and equitable educational and employment opportunities, without regard to sex, to all of its students and staff.

The Committee will designate an individual to act as the school district's Title IX compliance officer. All students and staff will be notified of the name and office address and telephone number of the compliance officer.

LEGAL REFS.: Title IX of the Education Amendments of 1972

45 CFR, Part 86, (Federal Register, 6/4/75)

M.G.L. [76:5](#); [76:16](#) (Chapter 622 of the Acts of 1971)

BESE 603 CMR [26:00](#)

CROSS REF.: [AC](#), Nondiscrimination

This policy was approved by the Hingham School Committee on 5/10/21

JICK- HARASSMENT OF STUDENTS

Harassment of students by other students, employees, vendors and other third parties will not be tolerated in the Hingham Public Schools. The alleged harassment must involve conduct that occurred within the school's own program or activity, such as whether the harassment occurred at a location or under circumstances where the school owned, or substantially controlled the premises, exercised oversight, supervision or discipline over the location or participants, or funded, sponsored, promoted or endorsed the event where the alleged harassment occurred, against a person in the United States. This policy is in effect while students are on school grounds, School District property or property within the jurisdiction of the School District, school buses, or attending or engaging in school sponsored activities.

Harassment prohibited by the District includes, but is not limited to, harassment on the basis race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, foster care status, ancestry, ethnic background, national origin, or any other category protected by state or federal law. Students whose behavior is found to be in violation of this policy will be subject to disciplinary action up to and including suspension or expulsion pursuant to disciplinary codes. Employees who have been found to violate this policy will be subject to discipline up to and including, termination of employment, subject to contractual disciplinary obligations.

Employee-to-Student Harassment means conduct of a written, verbal or physical nature that is designed to embarrass distress, agitate, disturb or trouble students when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of a student's participation in school programs or activities; or
- Submission to or rejection of such conduct by a student is used as the basis for decisions affecting the student.

Student- to-Student Harassment means conduct of a written, verbal, or physical nature that is designed to embarrass, distress, agitate, disturb or trouble students, when:

- Such conduct has the purpose or effect of unreasonably interfering with a student's performance or creating an intimidating or hostile learning environment.

Harassment as described above may include, but is not limited to:

- Written, verbal, or physical (including texting, blogging, or other technological methods) harassment or abuse;
- Repeated remarks of a demeaning nature;
- Implied or explicit threats concerning one's grades, achievements, or other school matter.
- Demeaning jokes, stories, or activities directed at the student.

By law, what constitutes harassment is determined from the perspective of a reasonable person with the characteristic on which the harassment is based. Individuals should consider how their words and actions might reasonably be viewed by others.

The District will promptly and reasonably investigate allegations of harassment through designation of Title IX Coordinator or building based employees, who may include principals or their designees. The superintendent will recommend, in consultation with the principals, opportunities to the designated

recipients for appropriate training. Where it is determined that discrimination or harassment has occurred, the District will act promptly to eliminate the conduct and will impose developmentally appropriate disciplinary, restorative and/or corrective action.

The District will respond promptly and reasonably investigate allegations of sexual harassment through designation of the Title IX Coordinator or building based employees to any reports or complaints of discrimination, including harassment and retaliation, or other violations of civil rights, pursuant to our detailed response protocol. Where it is determined that discrimination or harassment has occurred, the District will act promptly to eliminate the conduct and will impose developmentally- appropriate disciplinary, restorative, and/or corrective action.

LEGAL REF.: M.G.L. 151B:3A
Title IX of the Education Amendments of 1972
BESE 603 CMR 26:00
34 CFR 106.44 (a), (a)-(b)
34 CFR 106.45 (a)-(b) (1)
34 CFR 106.45 (b)(2)-(b)(3,4,5,6,7) as revised through June 2020

CROSS REF.: AC, Non-Discrimination Policy Including Harassment and Retaliation

Hingham Public Schools



AGREEMENT Replacement of Hingham High School's Tennis Courts M.G.L. c. 30, § 39M (IFB)

This Agreement (hereafter "Agreement") is made this 27 day of March, 2023 by and between the Town of Hingham, Massachusetts, acting by and through Hingham Public Schools and its School Committee, (the "Owner"), of 220 Central Street, Hingham, MA 02043 and **The Cape and Island Corporation**, a Massachusetts Corporation, of 28 Commerce Park Rd., Pocasset, MA 02559 ("Contractor").

Whereas, the Owner in collaboration with the Town of Hingham issued an invitation for bids ("IFB") pursuant to M.G.L. c. 30, § 39M and all other applicable laws; and

Whereas, the Contractor submitted a Bid in response to said IFB and the Owner has accepted said Bid and selected the Contractor to provide the Owner with the requested labor, work and/or materials;

Now, therefore, for good and valuable consideration the parties hereby agree as follows.

Labor, Work and Materials

The Contractor agrees to provide the requested labor, work and/or materials only for that portion of the work associated with the High School Tennis Courts to the Owner as described in the IFB attached hereto and incorporated herein as "Exhibit A" and as described in the Contractor's Bid provided in response to said IFB attached hereto and incorporated herein as "Exhibit B" as and when requested by the Owner.

In addition to any express manufacturer warranty associated with any materials provided hereunder, all materials provided hereunder are subject to the implied warranty of merchantability and the implied warranty for a particular purpose. The Contractor shall be responsible for the transportation and delivery of all materials and the costs associated therewith.

All labor and work provided by the Contractor hereunder shall be performed with the degree of care and skill consistent with the standards applicable to persons performing said labor and work under similar

conditions and circumstances in the same or nearby locality. The Contractor shall erect and maintain as required by existing conditions and performance of the Contract, reasonable safeguards for safety and protection including posting safety regulations and notifying owners and users of adjacent sites and utilities.

All materials delivered to the Owner shall become property of the Owner and all documents of any kind delivered to the Owner as part of work provided hereunder shall become property of the Owner and shall be subject to the public records law to the extent applicable.

Payment

The Owner shall compensate the Contractor for said labor, work and materials in accordance with the Contractor's Bid attached hereto as "Exhibit B" which amount shall not exceed **\$867,487** for the term of this Agreement only for that portion of the work associated with the Hingham High School Tennis Courts. The Contractor shall invoice the Owner for said labor, work and materials upon delivery when the project is 100% completed to the satisfaction of Hingham Public Schools. The Contractor shall perform and deliver all labor, work and materials hereunder as an independent contractor and payment for such labor, work and materials shall be made without deductions. The Contractor shall be responsible for all withholding taxes, other taxes, contributions to social security and any other deductions which may be required by state or federal law with respect to the labor, work and materials provided hereunder.

Nothing in this Agreement shall create any benefit, right or contractual relationship with any third party including any subcontractors of the Contractor. The Contractor shall be solely liable for all payments to all third parties or subcontractors and shall fully indemnify and hold harmless the Owner from any and all claims made against the Owner by Contractor's third parties or subcontractors.

The Owner's liability for payments hereunder are subject to an appropriation of sufficient funds and the total payments under this Agreement shall not exceed said appropriation.

The acceptance of final payment by the Contractor hereunder shall constitute a waiver of any and all claims against the Owner by the Contractor arising under this Agreement.

Owner's Right To Stop the Work Or Carry Out the Work

If the Contractor fails to correct Work which is not in accordance with the requirements of the Contract Documents or fails to carry out Work in accordance with the Contract Documents, the Owner, by written order signed, may order the Contractor to stop the Work, or portion thereof, until the cause of such order has been eliminated.

If the Contractor defaults or neglects to carry out the Work in accordance with the Contract Documents and fails within a seven-day period after receipt of written notice from the Owner to commence and continue correction of such default or neglect with diligence and promptness, the Owner

may after such seven-day period give the Contractor a second written notice to correct such deficiencies within a second seven-day period. If the Contractor within such seven-day period after receipt of such second notice fails to commence and continue to correct any deficiencies, the Owner may, without prejudice to other remedies the Owner may have, correct such deficiencies. In such case and appropriate Change Order shall be issued deducting from payments then or thereafter due the Contractor the cost of correcting such deficiencies. If payments then or thereafter due the Contractor are not sufficient to cover such amounts, the Contractor shall promptly pay the difference to the Owner.

Term

The term of this Agreement shall commence upon the date of this Agreement and shall continue until the completion of providing labor, work and materials hereunder which shall be **May 1, 2024** or until the earlier termination of this Agreement as provided herein.

The Owner may terminate this Agreement at any time for convenience and without cause upon thirty (30) days prior written notice to the Contractor.

In the case of any default on the part of the Contractor with respect to any of the terms of this Agreement, the Owner shall give written notice thereof, and if said default is not cured within such time as the Owner shall specify in writing, the Owner shall have the right to terminate this Agreement for cause.

Upon the expiration and/or termination of this Agreement the Contractor shall cease any further providing of labor, work and materials hereunder and shall submit a final invoice for supplies delivered and/or work performed as of said expiration and/or termination date to the Owner for payment. All express and implied warranties and all indemnification provisions shall survive the termination and/or expiration of this Agreement.

Insurance/Indemnity

During the term of this Agreement the Contractor shall, at its expense, obtain and maintain Worker's Compensation Insurance, Motor Vehicle Insurance, General Liability Insurance and Professional Liability/Errors and Omissions Insurance (for professional services contracts only) in amounts acceptable to the Owner. The Contractor shall provide the Owner with a certificate(s) of said insurance naming the Owner as an additional insured.

Contractor shall indemnify and hold harmless the Owner from and against any and all claims, damages, losses, and expenses, including attorney's fees, arising out of the providing of labor, work and materials under this Agreement, when such claims, damages, losses, and expenses are caused, in whole or in part, by the wrongful or negligent acts or omissions of Contractor or its employees, officers, agents, subcontractors or representatives.

Notices

All notices shall be delivered by hand or sent by registered or certified mail, postage prepaid or by so-called "express" mail (such as Federal Express or U.S. Postal Service Express Mail) to the following addresses:

Owner:

Hingham Public Schools
Margaret Adams, Superintendent
220 Central Street
Hingham, MA 02043

Contractor:

Address listed above

Assignment

The Contractor shall not assign any of its rights or obligations under this Agreement without the prior written consent of the Owner.

Waiver/Alteration/Modification

No waiver, alteration, or modification of any of the provisions of this Agreement shall be binding unless in writing and signed by both parties.

Certification as to Non-Collusion

The Contractor certifies under penalties of perjury that the above referenced Bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

Certification as to Payment of State Taxes

The Contractor certifies, pursuant to M.G.L. c. 62C, § 49A, that under the penalties of perjury that the Contractor complied, is complying, and will comply during the terms of this Agreement with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting of child support.

Certification as to Conflict of Interest Laws

The Contractor certifies that the execution of this Agreement and the providing of labor, work and materials hereunder by the Contractor and any third party or subcontractor is and shall be in full compliance with the applicable conflict of interest laws including M.G.L. c. 268A and that there are no existing conflicts of interest which would prohibit the Contractor from providing labor, work and materials hereunder.

Compliance with Laws

The Contractor shall comply with all federal, state and local laws, regulations, bylaws and rules applicable to this Agreement and shall obtain all necessary bonds, licenses, permits and approvals applicable to this Agreement.

All of the applicable provisions of M.G.L. c. 30 and/or c. 149 are incorporated herein by reference including prevailing wage rates.

Certifications

The Contractor certifies that it is qualified and certified to provide the labor, work and materials hereunder and that the person executing this Agreement on behalf of the Contractor is duly authorized to execute this Agreement.

Disbarment

The Contractor certifies that the said Contractor is not presently debarred, suspended or otherwise prohibited from doing public construction work in the Commonwealth of Massachusetts. Contractor shall immediately notify Owner if at any time during the term of this Agreement it becomes debarred, suspended or otherwise prohibited from doing public construction work in the Commonwealth of Massachusetts.

Exhibits/Headings

To the extent any conflict arises between the main body of this Agreement and any of the exhibits attached hereto, the main body of this Agreement shall control. The headings contained in this Agreement and in any of the exhibits hereto are for reference purposes only and shall not affect in any way the meaning or interpretation of this Agreement.

Counterparts and Electronic Signatures

This Agreement may be executed in counterparts, each of which shall be deemed an original and both of which shall constitute one and the same Agreement. In addition, this Agreement may be executed by electronic signature, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original signature. Without limitation, "electronic signature" shall include electronically scanned and transmitted versions (e.g., via pdf) of an original signature delivered electronically as if the original had been received.

Governing Law

This Agreement is to be construed as a Massachusetts contract, is to take effect as a sealed instrument, and sets forth the entire Agreement between the parties and is binding upon and enures to the benefit of the parties hereto and their respective successors and/or assigns and all parties hereby submit to the jurisdiction and venue of the courts of the Commonwealth of Massachusetts located in Plymouth or Suffolk County for all purposes with respect to enforcement of this Agreement and all parties waive any objection to such jurisdiction and venue. If any court of competent jurisdiction holds any portion of this Agreement to be illegal, invalid, or unenforceable, the Owner and Contractor agree that any such order shall not affect any other remaining term, clause, phrase, paragraph, section, or provision and all shall remain in full force and effect.

In witness whereof, the Owner and the Contractor have caused this Agreement to be executed as a sealed instrument this 27th day of March, 2023.

Hingham Public Schools:

Contractor: The Cape and Island Corporation

By: _____

By: _____

Name: Margaret Adams

Name _____

Title: Superintendent

Title: _____

The undersigned hereby certifies that the Town of Hingham followed the applicable procurement laws and that the supplies and/or services procured under this Agreement are for the benefit of the Town of Hingham and the Owner.



Name: Kathleen K. Reilly

Title: Town of Hingham's Procurement and Contracts Manager

In accordance with M.G.L. c. 44, § 31C, this is to certify that an appropriation in the amount of this contract is available therefor and that the Owner is authorized to execute the contract and approve all requisitions and change orders.

Name: Aisha Oppong

Title: Director of Business and Support Services

“Exhibit A” copy of IFB

“Exhibit B” copy of Contractor's Bid Response

“Exhibit C” copy of Prevailing Wage Schedule

Exhibit A
Copy of IFB
(See Attached)

Exhibit B
Contractor Bid Response
(See Attached)

BID FORM

PROJECT IDENTIFICATION: Hingham – Replacement of HS Tennis Courts and Town Street Hockey Court

CONTRACT IDENTIFICATION AND NUMBER: 01-2023

THIS BID IS SUBMITTED TO: Hingham Town Administrator’s Office
(Name and Address of Owner) Town of Hingham
Hingham Town Hall
210 Central Street
Hingham, MA 02043
Attn: Kathy Reilly

- 1. The undersigned BIDDER proposes and agrees, if this Bid is accepted, to enter into an agreement with OWNER in the form included in the Contract Documents to perform and furnish all Work as specified or indicated in the Contract Documents for the Bid Price and within the Bid Times indicated in this Bid and in accordance with the other terms and conditions of the Contract Documents.
- 2. BIDDER accepts all of the terms and conditions of the Advertisement or Notice to Bidders and Instructions to Bidders, including without limitation those dealing with the disposition of Bid security. This Bid will remain subject to acceptance for forty-five (45) days after the day of Bid opening. BIDDER will sign and deliver the required number of counterparts of the Agreement with the Bonds and other documents required by the Bidding Requirements within fifteen days after the date of OWNER’s Notice of Award.
- 3. In submitting this Bid, BIDDER represents as more fully set forth in the Agreement, that:
 - a. BIDDER has examined and carefully studied the Bidding Documents and the following Addenda receipt of all which is hereby acknowledged: (List Addenda by Addendum Number and Date)

Addendum 1	2/10/2023
Addendum 2	2/27/2023

- b. BIDDER has visited the site and become familiar with and is satisfied as to the general, local, and site conditions that may affect cost, progress, performance, and furnishing of the Work.
- c. BIDDER is familiar with and is satisfied as to all federal, state, and local Laws and Regulations that may affect cost, progress, performance, and furnishing of the Work.
- d. BIDDER has carefully studied all reports of explorations and tests of subsurface conditions at or contiguous to the site and all drawings of physical conditions in or relating to existing surface or subsurface structures at or contiguous to the site (except underground facilities) which have been identified in the Supplementary Conditions as provided in paragraph 4.2.1 of the General Conditions. BIDDER accepts the determination set forth in paragraph SC-4.2 of the Supplementary Conditions of the extent of the “technical data” contained in such reports and drawings upon which BIDDER is entitled to rely as provided in paragraph 4.2 of the General Conditions. BIDDER acknowledges that such reports and drawings are not Contract Documents and may not be complete for BIDDER’s purposes. BIDDER acknowledges that OWNER and ENGINEER do not assume

responsibility for the accuracy or completeness of information and data shown or indicated in the Bidding Documents with respect to underground facilities at or contiguous to the site. BIDDER has obtained and carefully studied (or assumes responsibility for having done so) all such additional or supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and underground facilities) at or contiguous to the site or otherwise which may affect cost progress, performance or furnishing of the Work or which relate to any aspect of the means, methods, techniques, sequences, and procedures of construction to be employed by BIDDER and safety precautions and programs incident thereto. BIDDER does not consider that any additional examinations, investigations, explorations, tests, studies or data are necessary for the determination of this Bid for performance and furnishing of the Work in accordance with the times, price, and other terms and conditions of the Contract Documents.

- e. BIDDER is aware of the general nature of Work to be performed by OWNER and others at the site that relates to Work for which this Bid is submitted as indicated in the Contract Documents.
 - f. BIDDER has correlated the information known to BIDDER, information and observation obtained from visits to the site, reports and drawings identified in the Contract Documents and all additional examinations, investigations, explorations, tests, studies, and data with the Contract Documents.
 - g. BIDDER has given ENGINEER written notice of all conflicts, errors, ambiguities or discrepancies that BIDDER has discovered in the Contract Documents and the written resolution thereof by ENGINEER is acceptable to BIDDER, and the Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performing and furnishing the Work for which this Bid is submitted.
 - h. This Bid is genuine and not made in the interest of or on behalf of any undisclosed person, firm, or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization, or corporation; BIDDER has not directly or indirectly induced or solicited any other BIDDER to submit a false or sham Bid; BIDDER has not solicited or induced any person, firm or corporation to refrain from bidding; and BIDDER has not sought by collusion to obtain for itself any advantage over any other BIDDER or over OWNER.
 - i. (Any other representation required by Laws and Regulations.)
 - j.
4. BIDDER will complete the Work in accordance with the Contract Documents for the following price(s):

LUMP SUM BID PRICE one million one hundred fifty four thousand one hundred twelve (\$ 1,154,112) 00
 (use words) (figures)

HS Tennis Courts	<u>eight hundred sixty seven thousand four hundred eighty seven</u>	<u>(\$ 867,487) 00</u>
Cronin Field Street Hockey Court	<u>two hundred eighty six thousand six hundred twenty five</u>	<u>(\$ 286,625) 00</u>

All specific cash allowances are included in price(s) set forth above and have been computed in accordance with paragraph 11.8 of the General Conditions.

- 5. BIDDER agrees that the Work will be substantially completed and completed and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before the dates or within the number of calendar days indicated in the Agreement.
- 6. High School Tennis Courts work will be substantially complete on or before October 1, 2023 and completed

and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before November 1, 2023.

Cronin Field Street Hockey Rink work will be substantially Complete on or before May 1, 2024 and completed and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before June 1, 2024.

BIDDER accepts the provisions of the Agreement as to liquidated damages in the event of failure to complete the Work within the times specified in the Agreement.

7. The following documents are attached to and made a condition of this Bid:

- a. Resolution of Board of Directors
- b. Non-Collusion Form
- c. Required 5% Bid Security
- d. Required BIDDER's Qualification Statement with supporting data.
- e. (Add other documents as pertinent.)

8. Communications concerning this Bid shall be addressed to:

The following Bidder address:

Cape and Island Corp.
28 Commerce Park Rd
Pocasset, MA 02559

9. Terms used in this Bid which are defined in the General Conditions or Instructions will have the meanings indicated in the General Conditions or Instructions.

SUBMITTED on February 27 2023 .

State Contractor License No. N/A

If BIDDER is:

An Individual

By _____ (SEAL)
(Individual's Name)

doing business as _____
Business address: _____

Phone No.: _____

A Partnership

By _____ (SEAL)
(Firm Name)


_____ (general partner)
Business address: _____

Phone No.: _____

A Corporation

By Cape and Island Corp (SEAL)
(Corporation Name)
Massachusetts
(state of incorporation)

By Eric Loftus (SEAL)
(name of person authorized to sign)
Vice President / Secretary
(Title)

(Corporate Seal)
Attest 
(Secretary)

Business address: 28 Commuoc Park Rd
Pocasset MA 02559
Phone No.: 508 759 5636

Date of Qualification to do business is 1980

A Joint Venture

By _____ (SEAL)
(Name)

_____ (Address)

By _____ (SEAL)
(Name)

_____ (Address)

Phone Number and Address for receipt of official communications

(Each joint venturer must sign. the manner of signing for each individual, partnership and corporation that is a party to the joint venture should be in the manner indicated above).

**CERTIFIED COPY OF RESOLUTION OF
BOARD OF DIRECTORS OF**

Cape and Island Corp.
(NAME OF CORPORATION)

“RESOLVED that Eric Loftus, Vice President
(Person Authorized to Sign) (Title)

of Cape and Island Corp. authorized to sign and submit the Bid of this corporation for
(NAME OF CORPORATION)

the following Project:

Hingham - Replacement of HS Tennis Courts and Town Street Hockey Court

and to include in such bid the certificate as to non-collusion, and for any inaccuracies or misstatements in such certificate this corporate Bidder shall be liable under the penalties of perjury.

The foregoing is a true and correct copy of the resolution adopted by

Cape and Island Corp.
(NAME OF CORPORATION)

at a meeting of its Board of Directors held on the 27th day of February 2023.

By 
Title Vice President

(SEAL)

The above form must be completed if the Bidder is a corporation.

AFFIDAVIT - WORKER'S COMPENSATION

State of MA


SS:

County of Barnstable

Eric Loftus

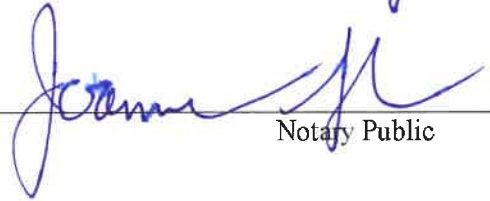
of Cape and Island Corp.

being duly sworn, deposes and says that he now carries or that he has applied for a Worker's Compensation Policy to cover the operations, as set forth in the preceding contract, and to comply with the provisions thereof.

Signed: 

Subscribed and sworn to before me

this 28th day of February, 2023.


Notary Public





POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint IAN H BOONE of SOUTH EASTON, Massachusetts, their true and lawful Attorney-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this 17th day of January, 2019.



State of Connecticut

City of Hartford ss.

By: [Signature] Robert L. Raney, Senior Vice President

On this the 17th day of January, 2019, before me personally appeared Robert L. Raney, who acknowledged himself to be the Senior Vice President of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of said Companies by himself as a duly authorized officer.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

My Commission expires the 30th day of June, 2021



[Signature] Anna P. Nowik, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, Kevin E. Hughes, the undersigned, Assistant Secretary of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect.

Dated this 24th day of February, 2023



[Signature] Kevin E. Hughes, Assistant Secretary

To verify the authenticity of this Power of Attorney, please call us at 1-800-421-3880. Please refer to the above-named Attorney-in-Fact and the details of the bond to which this Power of Attorney is attached.

BID BOND

**TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA
Hartford, Connecticut 06183**


KNOW ALL MEN BY THESE PRESENTS,

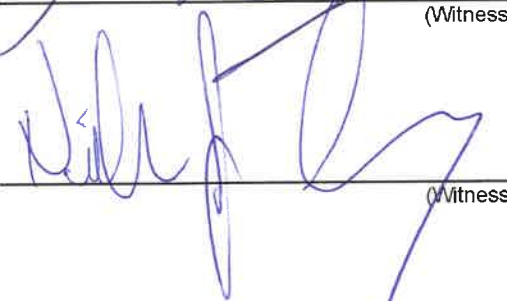
That we, The Cape & Island Corporation as Principal, hereinafter called the Principal, and TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA, of Hartford, Connecticut, a corporation duly organized under the laws of the State of Connecticut, as Surety, hereinafter called the Surety, are held and firmly bound unto the Town of Hingham and Hingham Public Schools as Obligee, hereinafter called the Obligee, in the sum of \$60,000.00, for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for Replacement of High School Tennis Courts and Cronin Field Street Hockey Court.


NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 24th day of February 2023.



(Witness)


(Witness)



(Principal) (Seal)
Vice President / Secretary

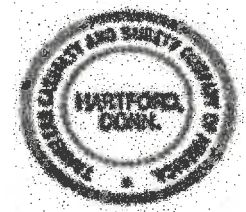
(Title)

TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA

do Renee
By _____
(Attorney-in-Fact)

- 1. Copy to Surety
- 2. Dated Power of Attorney attached to Original

Printed in cooperation with the American Institute of Architects (AIA) by Travelers Casualty and Surety Company of America. The language in this document conforms exactly to the language used in AIA Document A310, February 1970 edition.





Cape and Island Tennis & Track has been an industry leader for almost 50 years and is the most award winning company at what they build in the nation. They have been heavily involved with the leadership of the American Sports Builders Association, the industry's governing body, and have held positions with the United States Tennis Association.

The company holds an industry leading 46 ASBA Distinguished Facility Awards, is the only company to have been named Racquet Sports Magazine's Court Builder of the year twice (2002 and 2020), introduced post tensioned concrete courts to New England in 1988, and holds the longest warranty in the country against structural cracking at 25 years.

Recent Tennis Post Tensioned Concrete References –

Brandeis University

Construction of 6 Tennis Courts – Post Tensioned Concrete
Tom Rand (781) 736 3632

Professional Engineer
Meg Buczynski, Activitas
(781) 326-2600

Contract Amount: \$488,530.00 – no change

Darien High School

Construction of 6 Tennis Courts – Post Tensioned Concrete
Mike Lynch - 293-656-7418

Contract Amount: \$455,800.00 – no change

Stonehill College

Construction of 6 Tennis Courts – Post Tensioned Concrete
Dean O’Keefe - 508-565-1667

Contract Amount - \$544,480 – no change

Work Currently Under Contract:

Nye Park Tennis and Pickleball
North Falmouth, MA
Contract Amount \$648,000.00
Percentage left to complete: 50%

Queeche Club Tennis and Pickleball
Queechee VT
Contract Amount: \$394,000.00
Percentage left to complete: 10%

Designer References:

Michael S. Moonan
Senior Landscape Architect
Sports Business Line
CHA
Cell: (401)787-0878
Office: (401) 648-3860

Megan Buczynski, P.E., LEED AP
Principal Civil Engineer | Activitas Inc.
70 Milton Street
Dedham, Massachusetts 02026-4310
Licensed PE in MA, NH, ME, RI, PA

(d) (781) 355-7040
(o) (781) 326-2600
(m)(781) 375-8663
(e) meb@activitas.com
(w) www.activitas.com

Josh Atkinson, RLA, ASLA
Landscape Architect
Stantec's Sport Group
226 Causeway Street, Suite 601
Boston MA 02114
Phone: (617) 654-6003
josh.atkinson@stantec.com

Other References:

Massachusetts Institute of Technology

Construction of 12 Tennis Courts – Post Tensioned Concrete
Patrick Maguire, Activitas – Designer
(781) 326-2600

Loomis Chafee School - ASBA Outstanding Facility Award

Construction of 12 Tennis Courts – Post Tensioned Concrete
Sue Cabot – Athletic Director
860 687 6308

Watkinson School

Construction of 4 Tennis Courts – Post Tensioned Concrete
Jon O'Lear – Facilities Director
(860) 236-5618

Simmons College

Construction of 6 Tennis Courts – Post Tensioned Concrete
Patrick Maguire, Activitas – Designer
(781) 326-2600

Springfield College – Appleton Tennis Courts

2014 ASBA National Outdoor Facility of the Year
Construction of 8 Post Tensioned Concrete Courts
Director of Athletics
(413) 748 3335

Assumption College

Construction of 6 Post Tensioned Concrete Tennis Courts
Todd Dederian, Facilities
(508) 767 7392

Nichols College

Construction of 6 Post Tensioned Concrete Tennis Courts
Robert Levine, Vice President Facilities Management
(508) 213 2217

Moses Brown School

Construction of 6 Tennis Courts – Post Tensioned Concrete
Jeff Maidment, Athletic Director
401-831-7350

Wheeler School

Construction of 6 Tennis Courts – Post Tensioned Concrete
Gary Esposito, Business Manager
(401) 421-8100

Dublin School – ASBA Outstanding Facility Award

Construction of 4 Tennis Courts – Post Tensioned Concrete
Brad Bates, Head of School
603-563-8584

Babson University – ASBA Outstanding Facility Award

Construction of 8 Tennis Courts – Post Tensioned Concrete
Meg Buczynski, Activitas - Designer
(781) 326-2600

St. Paul's School

Construction of 4 Tennis Courts – Post Tensioned Concrete
Derek Russell, Facilities and Engineering
(603) 229-4685

**BIDDERS QUALIFICATION
QUESTIONNAIRE**

The undersigned guarantees the accuracy of all statements and answers herein contained. (Please print in ink).

1. How many years has your firm been in business as a Contractor?

51 _____ years

2. List projects of this nature that you have completed in the last three (3) years, and give the name, address and telephone number of a reference from each. Also give the completion date, the original contract bid price and the completed cost of each project listed (use additional sheet if necessary).

see attached

3. List projects presently under construction by your firm the dollar volume of the contract and the percentage completion of the contract.

see attached

4. Have you ever failed to complete work awarded to you; if so, state where and why.

no

5. Do you plan to sublet any part of this work? If so, give details.

Removal or milling of existing courts
Placement of concrete when pouring

6. What equipment do you own that is available for this work?

Laser graders, skid steers, flat bed trucks, paint
mixers, dump trucks

7. What equipment do you plan to rent or purchase for this work?

none

8. Have you ever performed work under the direction of a Professional Engineer or Registered Architect? If so, list up to three (3) such firms giving the name of the firm, its address, telephone number and the name of the project. (List most recent projects).

see attached

9. Give the name, address and telephone number of an individual who represents each of the following and whom the Owner may contact to investigate your financial responsibility: a surety, a bank, and a major material supplier.

Ian Boone - Hackwell Boone Insurance - 508 238 0181
Marius Dehelean - TD Bank - 508 776 1467
Paul Spangberg - ICP Group - 978 623 9980

10. Provide a financial statement for your company. This should include a balance and income statement for your most recent fiscal year. A certified audit is preferred but not required. Use an insert sheet, if needed. Only three (3) lowest bidders shall submit this information (if requested by Owner) to the Owner within forty-eight (48) hours of the opening of the Bids.

Will be provided upon request

11. State the true, exact, correct and complete name of the partnership, corporation or trade name under which you do business, and the address of the place of business. (If a corporation, state the name of all partners. If a trade name, state the names of the individuals who do business under the trade name.) It is absolutely necessary that information be furnished.

Cape and Island Corp
28 Commerce Park Rd
Pocasset, MA 02559

Correct Name of Bidder

Gordon Pierce
Courtney Pierce
Eric Loftus
Kristoff Eldridge

**CERTIFIED COPY OF RESOLUTION OF
BOARD OF DIRECTORS OF**

Cape and Island Corp.
(NAME OF CORPORATION)

“RESOLVED that Eric Loftus, Vice President
(Person Authorized to Sign) (Title)

of Cape and Island Corp. authorized to sign and submit the Bid of this corporation for
(NAME OF CORPORATION)

the following Project:

Hingham - Replacement of HS Tennis Courts and Town Street Hockey Court

and to include in such bid the certificate as to non-collusion, and for any inaccuracies or misstatements in such certificate this corporate Bidder shall be liable under the penalties of perjury.

The foregoing is a true and correct copy of the resolution adopted by

Cape and Island Corp.
(NAME OF CORPORATION)

at a meeting of its Board of Directors held on the 27th day of February 2023.

By 
Title Vice President

(SEAL)

The above form must be completed if the Bidder is a corporation.

Exhibit C
Prevailing Wage Sheets
(See Attached)



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Town of Hingham
Contract Number: **City/Town:** HINGHAM
Description of Work: Replacement of Street Hockey Court and 6 tennis courts with post tension concrete courts.
Job Location: 210 Central St. Hingham, MA 02043

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$37.31	\$9.35	\$16.89	\$0.00	\$63.55
	06/01/2023	\$38.21	\$9.35	\$16.89	\$0.00	\$64.45
	12/01/2023	\$39.11	\$9.35	\$16.89	\$0.00	\$65.35
	06/01/2024	\$40.44	\$9.35	\$16.89	\$0.00	\$66.68
	12/01/2024	\$41.77	\$9.35	\$16.89	\$0.00	\$68.01
	06/01/2025	\$43.16	\$9.35	\$16.89	\$0.00	\$69.40
	12/01/2025	\$44.54	\$9.35	\$16.89	\$0.00	\$70.78
	06/01/2026	\$45.98	\$9.35	\$16.89	\$0.00	\$72.22
	12/01/2026	\$47.42	\$9.35	\$16.89	\$0.00	\$73.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$37.31	\$9.35	\$16.89	\$0.00	\$63.55
	06/01/2023	\$38.21	\$9.35	\$16.89	\$0.00	\$64.45
	12/01/2023	\$39.11	\$9.35	\$16.89	\$0.00	\$65.35
	06/01/2024	\$40.44	\$9.35	\$16.89	\$0.00	\$66.68
	12/01/2024	\$41.77	\$9.35	\$16.89	\$0.00	\$68.01
	06/01/2025	\$43.16	\$9.35	\$16.89	\$0.00	\$69.40
	12/01/2025	\$44.54	\$9.35	\$16.89	\$0.00	\$70.78
	06/01/2026	\$45.98	\$9.35	\$16.89	\$0.00	\$72.22
	12/01/2026	\$47.42	\$9.35	\$16.89	\$0.00	\$73.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2023	\$47.37	\$7.07	\$20.31	\$0.00	\$74.75
	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$30.79	\$7.07	\$13.22	\$0.00	\$51.08
2	65	\$30.79	\$7.07	\$13.22	\$0.00	\$51.08
3	70	\$33.16	\$7.07	\$14.23	\$0.00	\$54.46
4	75	\$35.53	\$7.07	\$15.24	\$0.00	\$57.84
5	80	\$37.90	\$7.07	\$16.25	\$0.00	\$61.22
6	85	\$40.26	\$7.07	\$17.28	\$0.00	\$64.61
7	90	\$42.63	\$7.07	\$18.28	\$0.00	\$67.98
8	95	\$45.00	\$7.07	\$19.32	\$0.00	\$71.39

Effective Date - 01/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2022	\$59.15	\$11.49	\$22.34	\$0.00	\$92.98
BRICKLAYERS LOCAL 3 (QUINCY)	02/01/2023	\$60.35	\$11.49	\$22.34	\$0.00	\$94.18
	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.58	\$11.49	\$22.34	\$0.00	\$63.41
2	60	\$35.49	\$11.49	\$22.34	\$0.00	\$69.32
3	70	\$41.41	\$11.49	\$22.34	\$0.00	\$75.24
4	80	\$47.32	\$11.49	\$22.34	\$0.00	\$81.15
5	90	\$53.24	\$11.49	\$22.34	\$0.00	\$87.07

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.18	\$11.49	\$22.34	\$0.00	\$64.01
2	60	\$36.21	\$11.49	\$22.34	\$0.00	\$70.04
3	70	\$42.25	\$11.49	\$22.34	\$0.00	\$76.08
4	80	\$48.28	\$11.49	\$22.34	\$0.00	\$82.11
5	90	\$54.32	\$11.49	\$22.34	\$0.00	\$88.15

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
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For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
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For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
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For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2022	\$45.18	\$8.68	\$19.97	\$0.00	\$73.83
	03/01/2023	\$45.78	\$8.68	\$19.97	\$0.00	\$74.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.59	\$8.68	\$1.73	\$0.00	\$33.00
2	60	\$27.11	\$8.68	\$1.73	\$0.00	\$37.52
3	70	\$31.63	\$8.68	\$14.78	\$0.00	\$55.09
4	75	\$33.89	\$8.68	\$14.78	\$0.00	\$57.35
5	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
6	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33
7	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58
8	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.89	\$8.68	\$1.73	\$0.00	\$33.30
2	60	\$27.47	\$8.68	\$1.73	\$0.00	\$37.88
3	70	\$32.05	\$8.68	\$14.78	\$0.00	\$55.51
4	75	\$34.34	\$8.68	\$14.78	\$0.00	\$57.80
5	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
6	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81
7	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12
8	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$30.71/ 3&4 \$36.93/ 5&6 \$56.82/ 7&8 \$63.06

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2023	\$49.45	\$12.75	\$22.74	\$0.87	\$85.81
BRICKLAYERS LOCAL 3 (QUINCY)	07/01/2023	\$50.59	\$12.75	\$22.74	\$0.87	\$86.95
	01/01/2024	\$51.73	\$12.75	\$22.74	\$0.87	\$88.09

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Quincy)

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.73	\$12.75	\$15.49	\$0.00	\$52.97
2	60	\$29.67	\$12.75	\$22.74	\$0.87	\$66.03
3	65	\$32.14	\$12.75	\$22.74	\$0.87	\$68.50
4	70	\$34.62	\$12.75	\$22.74	\$0.87	\$70.98
5	75	\$37.09	\$12.75	\$22.74	\$0.87	\$73.45
6	80	\$39.56	\$12.75	\$22.74	\$0.87	\$75.92
7	90	\$44.51	\$12.75	\$22.74	\$0.87	\$80.87

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.30	\$12.75	\$15.49	\$0.00	\$53.54
2	60	\$30.35	\$12.75	\$22.74	\$0.87	\$66.71
3	65	\$32.88	\$12.75	\$22.74	\$0.87	\$69.24
4	70	\$35.41	\$12.75	\$22.74	\$0.87	\$71.77
5	75	\$37.94	\$12.75	\$22.74	\$0.87	\$74.30
6	80	\$40.47	\$12.75	\$22.74	\$0.87	\$76.83
7	90	\$45.53	\$12.75	\$22.74	\$0.87	\$81.89

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 2	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$8.65	\$0.00	\$0.00	\$37.28
2	55	\$31.49	\$8.65	\$6.27	\$0.00	\$46.41
3	60	\$34.36	\$8.65	\$6.84	\$0.00	\$49.85
4	65	\$37.22	\$8.65	\$7.41	\$0.00	\$53.28
5	70	\$40.08	\$8.65	\$19.63	\$0.00	\$68.36
6	75	\$42.95	\$8.65	\$20.20	\$0.00	\$71.80
7	80	\$45.81	\$8.65	\$20.77	\$0.00	\$75.23
8	90	\$51.53	\$8.65	\$21.91	\$0.00	\$82.09

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.28	\$13.00	\$21.35	\$0.00	\$92.63
	03/01/2023	\$59.23	\$13.00	\$21.63	\$0.00	\$93.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.31	\$13.00	\$0.70	\$0.00	\$37.01
2	40	\$23.31	\$13.00	\$0.70	\$0.00	\$37.01
3	45	\$26.23	\$13.00	\$15.87	\$0.00	\$55.10
4	45	\$26.23	\$13.00	\$15.87	\$0.00	\$55.10
5	50	\$29.14	\$13.00	\$16.36	\$0.00	\$58.50
6	55	\$32.05	\$13.00	\$16.86	\$0.00	\$61.91
7	60	\$34.97	\$13.00	\$17.36	\$0.00	\$65.33
8	65	\$37.88	\$13.00	\$17.86	\$0.00	\$68.74
9	70	\$40.80	\$13.00	\$18.35	\$0.00	\$72.15
10	75	\$43.71	\$13.00	\$18.86	\$0.00	\$75.57

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.69	\$13.00	\$0.71	\$0.00	\$37.40
2	40	\$23.69	\$13.00	\$0.71	\$0.00	\$37.40
3	45	\$26.65	\$13.00	\$16.13	\$0.00	\$55.78
4	45	\$26.65	\$13.00	\$16.13	\$0.00	\$55.78
5	50	\$29.62	\$13.00	\$16.63	\$0.00	\$59.25
6	55	\$32.58	\$13.00	\$17.13	\$0.00	\$62.71
7	60	\$35.54	\$13.00	\$17.63	\$0.00	\$66.17
8	65	\$38.50	\$13.00	\$18.13	\$0.00	\$69.63
9	70	\$41.46	\$13.00	\$18.62	\$0.00	\$73.08
10	75	\$44.42	\$13.00	\$19.13	\$0.00	\$76.55

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
ELEVATOR CONSTRUCTORS LOCAL 4						

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
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For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16

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

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/05/2022	\$48.67	\$14.25	\$16.05	\$0.00	\$78.97
	05/01/2023	\$49.91	\$14.25	\$16.05	\$0.00	\$80.21
	11/01/2023	\$51.15	\$14.25	\$16.05	\$0.00	\$81.45
	05/01/2024	\$52.39	\$14.25	\$16.05	\$0.00	\$82.69
	11/01/2024	\$53.68	\$14.25	\$16.05	\$0.00	\$83.98
	05/01/2025	\$55.12	\$14.25	\$16.05	\$0.00	\$85.42
	11/01/2025	\$56.41	\$14.25	\$16.05	\$0.00	\$86.71
	05/01/2026	\$57.85	\$14.25	\$16.05	\$0.00	\$88.15
	11/01/2026	\$59.14	\$14.25	\$16.05	\$0.00	\$89.44
	05/01/2027	\$60.57	\$14.25	\$16.05	\$0.00	\$90.87

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2022	\$50.22	\$14.25	\$16.05	\$0.00	\$80.52
	05/01/2023	\$51.47	\$14.25	\$16.05	\$0.00	\$81.77
	11/01/2023	\$52.72	\$14.25	\$16.05	\$0.00	\$83.02
	05/01/2024	\$53.97	\$14.25	\$16.05	\$0.00	\$84.27
	11/01/2024	\$55.27	\$14.25	\$16.05	\$0.00	\$85.57
	05/01/2025	\$56.72	\$14.25	\$16.05	\$0.00	\$87.02
	11/01/2025	\$58.02	\$14.25	\$16.05	\$0.00	\$88.32
	05/01/2026	\$59.47	\$14.25	\$16.05	\$0.00	\$89.77
	11/01/2026	\$60.77	\$14.25	\$16.05	\$0.00	\$91.07
	05/01/2027	\$62.22	\$14.25	\$16.05	\$0.00	\$92.52
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2022	\$24.31	\$14.25	\$16.05	\$0.00	\$54.61
	05/01/2023	\$25.05	\$14.25	\$16.05	\$0.00	\$55.35
	11/01/2023	\$25.78	\$14.25	\$16.05	\$0.00	\$56.08
	05/01/2024	\$26.51	\$14.25	\$16.05	\$0.00	\$56.81
	11/01/2024	\$27.27	\$14.25	\$16.05	\$0.00	\$57.57
	05/01/2025	\$28.12	\$14.25	\$16.05	\$0.00	\$58.42
	11/01/2025	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
	05/01/2026	\$29.73	\$14.25	\$16.05	\$0.00	\$60.03
	11/01/2026	\$30.49	\$14.25	\$16.05	\$0.00	\$60.79
	05/01/2027	\$31.34	\$14.25	\$16.05	\$0.00	\$61.64
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.28	\$13.00	\$21.35	\$0.00	\$92.63
	03/01/2023	\$59.23	\$13.00	\$21.63	\$0.00	\$93.86
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$25.23	\$9.35	\$16.89	\$0.00	\$51.47
	06/01/2023	\$25.98	\$9.35	\$16.89	\$0.00	\$52.22
	12/01/2023	\$25.98	\$9.35	\$16.89	\$0.00	\$52.22
	06/01/2024	\$27.01	\$9.35	\$16.89	\$0.00	\$53.25
	12/01/2024	\$27.01	\$9.35	\$16.89	\$0.00	\$53.25
	06/01/2025	\$28.09	\$9.35	\$16.89	\$0.00	\$54.33
	12/01/2025	\$28.09	\$9.35	\$16.89	\$0.00	\$54.33
	06/01/2026	\$29.21	\$9.35	\$16.89	\$0.00	\$55.45
	12/01/2026	\$29.21	\$9.35	\$16.89	\$0.00	\$55.45

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

FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	03/01/2022	\$49.93	\$8.68	\$20.27	\$0.00	\$78.88
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Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.97	\$8.68	\$1.79	\$0.00	\$35.44
2	55	\$27.46	\$8.68	\$1.79	\$0.00	\$37.93
3	60	\$29.96	\$8.68	\$14.90	\$0.00	\$53.54
4	65	\$32.45	\$8.68	\$14.90	\$0.00	\$56.03
5	70	\$34.95	\$8.68	\$16.69	\$0.00	\$60.32
6	75	\$37.45	\$8.68	\$16.69	\$0.00	\$62.82
7	80	\$39.94	\$8.68	\$18.48	\$0.00	\$67.10
8	85	\$42.44	\$8.68	\$18.48	\$0.00	\$69.60

Notes: Steps are 750 hrs.
 % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$8.65	\$0.00	\$0.00	\$32.03
2	55	\$25.72	\$8.65	\$6.27	\$0.00	\$40.64
3	60	\$28.06	\$8.65	\$6.84	\$0.00	\$43.55
4	65	\$30.39	\$8.65	\$7.41	\$0.00	\$46.45
5	70	\$32.73	\$8.65	\$19.63	\$0.00	\$61.01
6	75	\$35.07	\$8.65	\$20.20	\$0.00	\$63.92
7	80	\$37.41	\$8.65	\$20.77	\$0.00	\$66.83
8	90	\$42.08	\$8.65	\$21.91	\$0.00	\$72.64

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$16.05	\$0.00	\$62.48
3	65	\$34.86	\$14.25	\$16.05	\$0.00	\$65.16
4	70	\$37.54	\$14.25	\$16.05	\$0.00	\$67.84
5	75	\$40.22	\$14.25	\$16.05	\$0.00	\$70.52
6	80	\$42.90	\$14.25	\$16.05	\$0.00	\$73.20
7	85	\$45.59	\$14.25	\$16.05	\$0.00	\$75.89
8	90	\$48.27	\$14.25	\$16.05	\$0.00	\$78.57

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.18	\$14.25	\$0.00	\$0.00	\$44.43
2	60	\$32.93	\$14.25	\$16.05	\$0.00	\$63.23
3	65	\$35.67	\$14.25	\$16.05	\$0.00	\$65.97
4	70	\$38.42	\$14.25	\$16.05	\$0.00	\$68.72
5	75	\$41.16	\$14.25	\$16.05	\$0.00	\$71.46
6	80	\$43.90	\$14.25	\$16.05	\$0.00	\$74.20
7	85	\$46.65	\$14.25	\$16.05	\$0.00	\$76.95
8	90	\$49.39	\$14.25	\$16.05	\$0.00	\$79.69

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2022	\$53.66	\$14.11	\$26.64	\$2.83	\$97.24
	02/01/2023	\$55.31	\$14.11	\$26.64	\$2.83	\$98.89
	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
	02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
	08/01/2024	\$60.46	\$14.11	\$26.64	\$2.83	\$104.04
	02/01/2025	\$62.21	\$14.11	\$26.64	\$2.83	\$105.79
	08/01/2025	\$64.06	\$14.11	\$26.64	\$2.83	\$107.64
	02/01/2026	\$66.01	\$14.11	\$26.64	\$2.83	\$109.59

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$58.28	\$13.00	\$21.35	\$0.00	\$92.63
	03/01/2023	\$59.23	\$13.00	\$21.63	\$0.00	\$93.86
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2022	\$53.66	\$14.11	\$26.64	\$2.83	\$97.24
	02/01/2023	\$55.31	\$14.11	\$26.64	\$2.83	\$98.89
	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
	02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
	08/01/2024	\$60.46	\$14.11	\$26.64	\$2.83	\$104.04
	02/01/2025	\$62.21	\$14.11	\$26.64	\$2.83	\$105.79
	08/01/2025	\$64.06	\$14.11	\$26.64	\$2.83	\$107.64
	02/01/2026	\$66.01	\$14.11	\$26.64	\$2.83	\$109.59
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$37.31	\$9.35	\$16.89	\$0.00	\$63.55
	06/01/2023	\$38.21	\$9.35	\$16.89	\$0.00	\$64.45
	12/01/2023	\$39.11	\$9.35	\$16.89	\$0.00	\$65.35
	06/01/2024	\$40.44	\$9.35	\$16.89	\$0.00	\$66.68
	12/01/2024	\$41.77	\$9.35	\$16.89	\$0.00	\$68.01
	06/01/2025	\$43.16	\$9.35	\$16.89	\$0.00	\$69.40
	12/01/2025	\$44.54	\$9.35	\$16.89	\$0.00	\$70.78
	06/01/2026	\$45.98	\$9.35	\$16.89	\$0.00	\$72.22
	12/01/2026	\$47.42	\$9.35	\$16.89	\$0.00	\$73.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2022	\$51.59	\$8.25	\$26.70	\$0.00	\$86.54

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$30.95	\$8.25	\$26.70	\$0.00	\$65.90
2	70	\$36.11	\$8.25	\$26.70	\$0.00	\$71.06
3	75	\$38.69	\$8.25	\$26.70	\$0.00	\$73.64
4	80	\$41.27	\$8.25	\$26.70	\$0.00	\$76.22
5	85	\$43.85	\$8.25	\$26.70	\$0.00	\$78.80
6	90	\$46.43	\$8.25	\$26.70	\$0.00	\$81.38

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.30	\$9.10	\$16.64	\$0.00	\$48.04
2	70	\$26.01	\$9.10	\$16.64	\$0.00	\$51.75
3	80	\$29.73	\$9.10	\$16.64	\$0.00	\$55.47
4	90	\$33.44	\$9.10	\$16.64	\$0.00	\$59.18

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.84	\$9.10	\$16.64	\$0.00	\$48.58
2	70	\$26.64	\$9.10	\$16.64	\$0.00	\$52.38
3	80	\$30.45	\$9.10	\$16.64	\$0.00	\$56.19
4	90	\$34.25	\$9.10	\$16.64	\$0.00	\$59.99

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2022	\$36.56	\$9.35	\$16.89	\$0.00	\$62.80
	06/01/2023	\$37.46	\$9.35	\$16.89	\$0.00	\$63.70
	12/01/2023	\$38.36	\$9.35	\$16.89	\$0.00	\$64.60
	06/01/2024	\$39.69	\$9.35	\$16.89	\$0.00	\$65.93
	12/01/2024	\$41.02	\$9.35	\$16.89	\$0.00	\$67.26
	06/01/2025	\$42.41	\$9.35	\$16.89	\$0.00	\$68.65
	12/01/2025	\$43.79	\$9.35	\$16.89	\$0.00	\$70.03
	06/01/2026	\$45.23	\$9.35	\$16.89	\$0.00	\$71.47
	12/01/2026	\$46.67	\$9.35	\$16.89	\$0.00	\$72.91

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.94	\$9.35	\$16.89	\$0.00	\$48.18
2	70	\$25.59	\$9.35	\$16.89	\$0.00	\$51.83
3	80	\$29.25	\$9.35	\$16.89	\$0.00	\$55.49
4	90	\$32.90	\$9.35	\$16.89	\$0.00	\$59.14

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.48	\$9.35	\$16.89	\$0.00	\$48.72
2	70	\$26.22	\$9.35	\$16.89	\$0.00	\$52.46
3	80	\$29.97	\$9.35	\$16.89	\$0.00	\$56.21
4	90	\$33.71	\$9.35	\$16.89	\$0.00	\$59.95

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.15	\$9.10	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.05	\$9.10	\$16.70	\$0.00	\$64.85

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER LABORERS - ZONE 2	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15	

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$11.49	\$20.37	\$0.00	\$54.51
2	60	\$27.17	\$11.49	\$20.37	\$0.00	\$59.03
3	70	\$31.70	\$11.49	\$20.37	\$0.00	\$63.56
4	80	\$36.23	\$11.49	\$20.37	\$0.00	\$68.09
5	90	\$40.76	\$11.49	\$20.37	\$0.00	\$72.62

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.59	\$11.49	\$22.31	\$0.00	\$63.39
2	60	\$35.50	\$11.49	\$22.31	\$0.00	\$69.30
3	70	\$41.42	\$11.49	\$22.31	\$0.00	\$75.22
4	80	\$47.34	\$11.49	\$22.31	\$0.00	\$81.14
5	90	\$53.25	\$11.49	\$22.31	\$0.00	\$87.05

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	01/02/2023	\$47.27	\$8.58	\$21.57	\$0.00	\$77.42
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Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 01/02/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.00	\$8.58	\$5.72	\$0.00	\$40.30
2	65	\$30.73	\$8.58	\$17.93	\$0.00	\$57.24
3	75	\$35.45	\$8.58	\$18.98	\$0.00	\$63.01
4	85	\$40.18	\$8.58	\$20.01	\$0.00	\$68.77

Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:4

MORTAR MIXER <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
	06/01/2023	\$24.94	\$14.25	\$16.05	\$0.00	\$55.24
	12/01/2023	\$25.51	\$14.25	\$16.05	\$0.00	\$55.81
	06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
	12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
	06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
	12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
	06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
	12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
	06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
	12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
	06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
	12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
	06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
	12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
	06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
	12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$8.65	\$0.00	\$0.00	\$37.28
2	55	\$31.49	\$8.65	\$6.27	\$0.00	\$46.41
3	60	\$34.36	\$8.65	\$6.84	\$0.00	\$49.85
4	65	\$37.22	\$8.65	\$7.41	\$0.00	\$53.28
5	70	\$40.08	\$8.65	\$19.63	\$0.00	\$68.36
6	75	\$42.95	\$8.65	\$20.20	\$0.00	\$71.80
7	80	\$45.81	\$8.65	\$20.77	\$0.00	\$75.23
8	90	\$51.53	\$8.65	\$21.91	\$0.00	\$82.09

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

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

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$8.65	\$0.00	\$0.00	\$32.13
2	55	\$25.83	\$8.65	\$6.27	\$0.00	\$40.75
3	60	\$28.18	\$8.65	\$6.84	\$0.00	\$43.67
4	65	\$30.52	\$8.65	\$7.41	\$0.00	\$46.58
5	70	\$32.87	\$8.65	\$19.63	\$0.00	\$61.15
6	75	\$35.22	\$8.65	\$20.20	\$0.00	\$64.07
7	80	\$37.57	\$8.65	\$20.77	\$0.00	\$66.99
8	90	\$42.26	\$8.65	\$21.91	\$0.00	\$72.82

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.08	\$8.65	\$0.00	\$0.00	\$32.73
2	55	\$26.49	\$8.65	\$6.27	\$0.00	\$41.41
3	60	\$28.90	\$8.65	\$6.84	\$0.00	\$44.39
4	65	\$31.30	\$8.65	\$7.41	\$0.00	\$47.36
5	70	\$33.71	\$8.65	\$19.63	\$0.00	\$61.99
6	75	\$36.12	\$8.65	\$20.20	\$0.00	\$64.97
7	80	\$38.53	\$8.65	\$20.77	\$0.00	\$67.95
8	90	\$43.34	\$8.65	\$21.91	\$0.00	\$73.90

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
PAINTERS LOCAL 35 - ZONE 2	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$8.65	\$0.00	\$0.00	\$31.16
2	55	\$24.76	\$8.65	\$6.27	\$0.00	\$39.68
3	60	\$27.01	\$8.65	\$6.84	\$0.00	\$42.50
4	65	\$29.26	\$8.65	\$7.41	\$0.00	\$45.32
5	70	\$31.51	\$8.65	\$19.63	\$0.00	\$59.79
6	75	\$33.77	\$8.65	\$20.20	\$0.00	\$62.62
7	80	\$36.02	\$8.65	\$20.77	\$0.00	\$65.44
8	90	\$40.52	\$8.65	\$21.91	\$0.00	\$71.08

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.11	\$8.65	\$0.00	\$0.00	\$31.76
2	55	\$25.42	\$8.65	\$6.27	\$0.00	\$40.34
3	60	\$27.73	\$8.65	\$6.84	\$0.00	\$43.22
4	65	\$30.04	\$8.65	\$19.06	\$0.00	\$57.75
5	70	\$32.35	\$8.65	\$19.63	\$0.00	\$60.63
6	75	\$34.67	\$8.65	\$20.20	\$0.00	\$63.52
7	80	\$36.98	\$8.65	\$20.77	\$0.00	\$66.40
8	90	\$41.60	\$8.65	\$21.91	\$0.00	\$72.16

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$8.65	\$0.00	\$0.00	\$32.03
2	55	\$25.72	\$8.65	\$6.27	\$0.00	\$40.64
3	60	\$28.06	\$8.65	\$6.84	\$0.00	\$43.55
4	65	\$30.39	\$8.65	\$7.41	\$0.00	\$46.45
5	70	\$32.73	\$8.65	\$19.63	\$0.00	\$61.01
6	75	\$35.07	\$8.65	\$20.20	\$0.00	\$63.92
7	80	\$37.41	\$8.65	\$20.77	\$0.00	\$66.83
8	90	\$42.08	\$8.65	\$21.91	\$0.00	\$72.64

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
PAINTERS LOCAL 35 - ZONE 2	07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
	01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
	07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
	01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$8.65	\$0.00	\$0.00	\$30.46
2	55	\$23.99	\$8.65	\$6.27	\$0.00	\$38.91
3	60	\$26.17	\$8.65	\$6.84	\$0.00	\$41.66
4	65	\$28.35	\$8.65	\$7.41	\$0.00	\$44.41
5	70	\$30.53	\$8.65	\$19.63	\$0.00	\$58.81
6	75	\$32.72	\$8.65	\$20.20	\$0.00	\$61.57
7	80	\$34.90	\$8.65	\$20.77	\$0.00	\$64.32
8	90	\$39.26	\$8.65	\$21.91	\$0.00	\$69.82

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.41	\$8.65	\$0.00	\$0.00	\$31.06
2	55	\$24.65	\$8.65	\$6.27	\$0.00	\$39.57
3	60	\$26.89	\$8.65	\$6.84	\$0.00	\$42.38
4	65	\$29.13	\$8.65	\$7.41	\$0.00	\$45.19
5	70	\$31.37	\$8.65	\$19.63	\$0.00	\$59.65
6	75	\$33.62	\$8.65	\$20.20	\$0.00	\$62.47
7	80	\$35.86	\$8.65	\$20.77	\$0.00	\$65.28
8	90	\$40.34	\$8.65	\$21.91	\$0.00	\$70.90

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2022	\$36.56	\$9.35	\$16.89	\$0.00	\$62.80
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.46	\$9.35	\$16.89	\$0.00	\$63.70
	12/01/2023	\$38.36	\$9.35	\$16.89	\$0.00	\$64.60
	06/01/2024	\$39.69	\$9.35	\$16.89	\$0.00	\$65.93
	12/01/2024	\$41.02	\$9.35	\$16.89	\$0.00	\$67.26
	06/01/2025	\$42.41	\$9.35	\$16.89	\$0.00	\$68.65
	12/01/2025	\$43.79	\$9.35	\$16.89	\$0.00	\$70.03
	06/01/2026	\$45.23	\$9.35	\$16.89	\$0.00	\$71.47
	12/01/2026	\$46.67	\$9.35	\$16.89	\$0.00	\$72.91

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

PANEL & PICKUP TRUCKS DRIVER	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

Notes:
 ** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
 Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

PIPELAYER <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/04/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.22	\$14.07	\$6.63	\$0.00	\$42.92
2	40	\$25.40	\$14.07	\$7.52	\$0.00	\$46.99
3	55	\$34.92	\$14.07	\$10.24	\$0.00	\$59.23
4	65	\$41.27	\$14.07	\$12.04	\$0.00	\$67.38
5	75	\$47.62	\$14.07	\$13.85	\$0.00	\$75.54

Effective Date - 02/26/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.82	\$14.07	\$6.63	\$0.00	\$43.52
2	40	\$26.08	\$14.07	\$7.52	\$0.00	\$47.67
3	55	\$35.85	\$14.07	\$10.24	\$0.00	\$60.16
4	65	\$42.37	\$14.07	\$12.04	\$0.00	\$68.48
5	75	\$48.89	\$14.07	\$13.85	\$0.00	\$76.81

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$37.56	\$9.35	\$16.89	\$0.00	\$63.80
	06/01/2023	\$38.46	\$9.35	\$16.89	\$0.00	\$64.70
	12/01/2023	\$39.36	\$9.35	\$16.89	\$0.00	\$65.60
	06/01/2024	\$40.69	\$9.35	\$16.89	\$0.00	\$66.93
	12/01/2024	\$42.02	\$9.35	\$16.89	\$0.00	\$68.26
	06/01/2025	\$43.41	\$9.35	\$16.89	\$0.00	\$69.65
	12/01/2025	\$44.79	\$9.35	\$16.89	\$0.00	\$71.03
	06/01/2026	\$46.23	\$9.35	\$16.89	\$0.00	\$72.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 653 - Southeastern Concrete (Weymouth)</i>	08/01/2022	\$24.50	\$13.41	\$6.90	\$0.00	\$44.81
	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofing) <i>ROOFERS LOCAL 33</i>	08/01/2022	\$48.53	\$12.28	\$19.45	\$0.00	\$80.26
	02/01/2023	\$49.78	\$12.28	\$19.45	\$0.00	\$81.51
	08/01/2023	\$51.28	\$12.28	\$19.45	\$0.00	\$83.01
	02/01/2024	\$52.53	\$12.28	\$19.45	\$0.00	\$84.26
	08/01/2024	\$54.03	\$12.28	\$19.45	\$0.00	\$85.76
	02/01/2025	\$55.28	\$12.28	\$19.45	\$0.00	\$87.01
	08/01/2025	\$56.78	\$12.28	\$19.45	\$0.00	\$88.51
	02/01/2026	\$58.03	\$12.28	\$19.45	\$0.00	\$89.76

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.27	\$12.28	\$5.21	\$0.00	\$41.76
2	60	\$29.12	\$12.28	\$19.45	\$0.00	\$60.85
3	65	\$31.54	\$12.28	\$19.45	\$0.00	\$63.27
4	75	\$36.40	\$12.28	\$19.45	\$0.00	\$68.13
5	85	\$41.25	\$12.28	\$19.45	\$0.00	\$72.98

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.89	\$12.28	\$5.21	\$0.00	\$42.38
2	60	\$29.87	\$12.28	\$19.45	\$0.00	\$61.60
3	65	\$32.36	\$12.28	\$19.45	\$0.00	\$64.09
4	75	\$37.34	\$12.28	\$19.45	\$0.00	\$69.07
5	85	\$42.31	\$12.28	\$19.45	\$0.00	\$74.04

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	08/01/2022	\$48.78	\$12.28	\$19.45	\$0.00	\$80.51
ROOFERS LOCAL 33	02/01/2023	\$50.03	\$12.28	\$19.45	\$0.00	\$81.76
	08/01/2023	\$51.53	\$12.28	\$19.45	\$0.00	\$83.26
	02/01/2024	\$52.78	\$12.28	\$19.45	\$0.00	\$84.51
	08/01/2024	\$54.28	\$12.28	\$19.45	\$0.00	\$86.01
	02/01/2025	\$55.53	\$12.28	\$19.45	\$0.00	\$87.26
	08/01/2025	\$57.03	\$12.28	\$19.45	\$0.00	\$88.76
	02/01/2026	\$58.28	\$12.28	\$19.45	\$0.00	\$90.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	08/01/2022	\$53.66	\$14.11	\$26.64	\$2.83	\$97.24
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2023	\$55.31	\$14.11	\$26.64	\$2.83	\$98.89
	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
	02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
	08/01/2024	\$60.46	\$14.11	\$26.64	\$2.83	\$104.04
	02/01/2025	\$62.21	\$14.11	\$26.64	\$2.83	\$105.79
	08/01/2025	\$64.06	\$14.11	\$26.64	\$2.83	\$107.64
	02/01/2026	\$66.01	\$14.11	\$26.64	\$2.83	\$109.59

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.54	\$14.11	\$6.13	\$0.00	\$42.78
2	42	\$22.54	\$14.11	\$6.13	\$0.00	\$42.78
3	47	\$25.22	\$14.11	\$11.90	\$1.54	\$52.77
4	47	\$25.22	\$14.11	\$11.90	\$1.54	\$52.77
5	52	\$27.90	\$14.11	\$12.88	\$1.65	\$56.54
6	52	\$27.90	\$14.11	\$13.13	\$1.65	\$56.79
7	60	\$32.20	\$14.11	\$14.54	\$1.83	\$62.68
8	65	\$34.88	\$14.11	\$15.52	\$1.94	\$66.45
9	75	\$40.25	\$14.11	\$17.48	\$2.16	\$74.00
10	85	\$45.61	\$14.11	\$18.94	\$2.36	\$81.02

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$23.23	\$14.11	\$6.13	\$0.00	\$43.47
2	42	\$23.23	\$14.11	\$6.13	\$0.00	\$43.47
3	47	\$26.00	\$14.11	\$11.90	\$1.54	\$53.55
4	47	\$26.00	\$14.11	\$11.90	\$1.54	\$53.55
5	52	\$28.76	\$14.11	\$12.88	\$1.65	\$57.40
6	52	\$28.76	\$14.11	\$13.13	\$1.65	\$57.65
7	60	\$33.19	\$14.11	\$14.54	\$1.83	\$63.67
8	65	\$35.95	\$14.11	\$15.52	\$1.94	\$67.52
9	75	\$41.48	\$14.11	\$17.48	\$2.16	\$75.23
10	85	\$47.01	\$14.11	\$18.94	\$2.36	\$82.42

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2022	\$65.56	\$15.50	\$22.10	\$0.00	\$103.16
	03/01/2023	\$67.26	\$15.50	\$22.10	\$0.00	\$104.86
	10/01/2023	\$69.01	\$15.50	\$22.10	\$0.00	\$106.61
	03/01/2024	\$70.81	\$15.50	\$22.10	\$0.00	\$108.41
	10/01/2024	\$72.61	\$15.50	\$22.10	\$0.00	\$110.21
	03/01/2025	\$74.41	\$15.50	\$22.10	\$0.00	\$112.01

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 10/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.95	\$15.50	\$9.60	\$0.00	\$48.05
2	40	\$26.22	\$15.50	\$9.60	\$0.00	\$51.32
3	45	\$29.50	\$15.50	\$9.60	\$0.00	\$54.60
4	50	\$32.78	\$15.50	\$9.60	\$0.00	\$57.88
5	55	\$36.06	\$15.50	\$9.60	\$0.00	\$61.16
6	60	\$39.34	\$15.50	\$11.10	\$0.00	\$65.94
7	65	\$42.61	\$15.50	\$11.10	\$0.00	\$69.21
8	70	\$45.89	\$15.50	\$11.10	\$0.00	\$72.49
9	75	\$49.17	\$15.50	\$11.10	\$0.00	\$75.77
10	80	\$52.45	\$15.50	\$11.10	\$0.00	\$79.05

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.54	\$15.50	\$9.60	\$0.00	\$48.64
2	40	\$26.90	\$15.50	\$9.60	\$0.00	\$52.00
3	45	\$30.27	\$15.50	\$9.60	\$0.00	\$55.37
4	50	\$33.63	\$15.50	\$9.60	\$0.00	\$58.73
5	55	\$36.99	\$15.50	\$9.60	\$0.00	\$62.09
6	60	\$40.36	\$15.50	\$11.10	\$0.00	\$66.96
7	65	\$43.72	\$15.50	\$11.10	\$0.00	\$70.32
8	70	\$47.08	\$15.50	\$11.10	\$0.00	\$73.68
9	75	\$50.45	\$15.50	\$11.10	\$0.00	\$77.05
10	80	\$53.81	\$15.50	\$11.10	\$0.00	\$80.41

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
OPERATING ENGINEERS LOCAL 4	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
2	45	\$20.89	\$13.00	\$0.63	\$0.00	\$34.52
3	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
4	50	\$23.21	\$13.00	\$15.13	\$0.00	\$51.34
5	55	\$25.53	\$13.00	\$15.51	\$0.00	\$54.04
6	60	\$27.85	\$13.00	\$15.88	\$0.00	\$56.73
7	65	\$30.17	\$13.00	\$16.26	\$0.00	\$59.43
8	70	\$32.49	\$13.00	\$16.62	\$0.00	\$62.11
9	75	\$34.82	\$13.00	\$17.00	\$0.00	\$64.82
10	80	\$37.14	\$13.00	\$17.37	\$0.00	\$67.51

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
2	45	\$21.75	\$13.00	\$0.65	\$0.00	\$35.40
3	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
4	50	\$24.17	\$13.00	\$15.20	\$0.00	\$52.37
5	55	\$26.59	\$13.00	\$15.58	\$0.00	\$55.17
6	60	\$29.00	\$13.00	\$15.96	\$0.00	\$57.96
7	65	\$31.42	\$13.00	\$16.34	\$0.00	\$60.76
8	70	\$33.84	\$13.00	\$16.73	\$0.00	\$63.57
9	75	\$36.26	\$13.00	\$17.11	\$0.00	\$66.37
10	80	\$38.67	\$13.00	\$17.48	\$0.00	\$69.15

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2022	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.05	\$11.49	\$22.34	\$0.00	\$62.88
2	60	\$34.85	\$11.49	\$22.34	\$0.00	\$68.68
3	70	\$40.66	\$11.49	\$22.34	\$0.00	\$74.49
4	80	\$46.47	\$11.49	\$22.34	\$0.00	\$80.30
5	90	\$52.28	\$11.49	\$22.34	\$0.00	\$86.11

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2022	\$54.81	\$9.35	\$18.42	\$0.00	\$82.58
	06/01/2023	\$55.81	\$9.35	\$18.42	\$0.00	\$83.58
	12/01/2023	\$57.06	\$9.35	\$18.42	\$0.00	\$84.83
	06/01/2024	\$58.54	\$9.35	\$18.42	\$0.00	\$86.31
	12/01/2024	\$60.01	\$9.35	\$18.42	\$0.00	\$87.78
	06/01/2025	\$61.51	\$9.35	\$18.42	\$0.00	\$89.28
	12/01/2025	\$63.01	\$9.35	\$18.42	\$0.00	\$90.78
	06/01/2026	\$64.56	\$9.35	\$18.42	\$0.00	\$92.33
	12/01/2026	\$66.06	\$9.35	\$18.42	\$0.00	\$93.83
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2022	\$56.81	\$9.35	\$18.42	\$0.00	\$84.58
	06/01/2023	\$57.81	\$9.35	\$18.42	\$0.00	\$85.58
	12/01/2023	\$59.06	\$9.35	\$18.42	\$0.00	\$86.83
	06/01/2024	\$60.54	\$9.35	\$18.42	\$0.00	\$88.31
	12/01/2024	\$62.01	\$9.35	\$18.42	\$0.00	\$89.78
	06/01/2025	\$63.51	\$9.35	\$18.42	\$0.00	\$91.28
	12/01/2025	\$65.01	\$9.35	\$18.42	\$0.00	\$92.78
	06/01/2026	\$66.56	\$9.35	\$18.42	\$0.00	\$94.33
	12/01/2026	\$68.06	\$9.35	\$18.42	\$0.00	\$95.83
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2022	\$46.88	\$9.35	\$18.42	\$0.00	\$74.65
	06/01/2023	\$47.88	\$9.35	\$18.42	\$0.00	\$75.65
	12/01/2023	\$49.13	\$9.35	\$18.42	\$0.00	\$76.90
	06/01/2024	\$50.61	\$9.35	\$18.42	\$0.00	\$78.38
	12/01/2024	\$52.08	\$9.35	\$18.42	\$0.00	\$79.85
	06/01/2025	\$53.58	\$9.35	\$18.42	\$0.00	\$81.35
	12/01/2025	\$55.08	\$9.35	\$18.42	\$0.00	\$82.85
	06/01/2026	\$56.63	\$9.35	\$18.42	\$0.00	\$84.40
	12/01/2026	\$58.13	\$9.35	\$18.42	\$0.00	\$85.90
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2022	\$48.88	\$9.35	\$18.42	\$0.00	\$76.65
	06/01/2023	\$49.88	\$9.35	\$18.42	\$0.00	\$77.65
	12/01/2023	\$51.13	\$9.35	\$18.42	\$0.00	\$78.90
	06/01/2024	\$52.61	\$9.35	\$18.42	\$0.00	\$80.38
	12/01/2024	\$54.08	\$9.35	\$18.42	\$0.00	\$81.85
	06/01/2025	\$55.58	\$9.35	\$18.42	\$0.00	\$83.35
	12/01/2025	\$57.08	\$9.35	\$18.42	\$0.00	\$84.85
	06/01/2026	\$58.63	\$9.35	\$18.42	\$0.00	\$86.40
	12/01/2026	\$60.13	\$9.35	\$18.42	\$0.00	\$87.90
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/04/2022	\$63.49	\$14.07	\$18.36	\$0.00	\$95.92
	02/26/2023	\$65.19	\$14.07	\$18.36	\$0.00	\$97.62
	09/03/2023	\$66.94	\$14.07	\$18.36	\$0.00	\$99.37
	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$72.34	\$14.07	\$18.36	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentices Information:

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

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

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

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

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



HINGHAM PUBLIC SCHOOLS

220 Central Street • Hingham, Massachusetts 02043

781-741-1500 VOICE • 781-749-7457 FAX

madams@hinghamschools.org

www.hinghamschools.com

Margaret Adams, Ed.D.
Superintendent of Schools

To: Hingham School Committee

From: Margaret Adams, Superintendent
Aisha Oppong, Director of Finance and Operations

Date: March 27, 2023

Subject: High School Tennis Courts Contractor Agreement Approval

The Town of Hingham and Hingham Public Schools together organized the procurement of the Cronin Fields Street Hockey Court and the High School Tennis Courts. Two bids were received for the Tennis and Street hockey courts:

The Cape and Island Corporation: Lump sum bid: \$1,154,112.00
Tennis Courts: \$867,487.00
Street Hockey: \$286,625.00

Classic Turf: Lump sum bid: \$1,990,150.00
Tennis Courts: \$1,490,000.00
Street Hockey: \$500,150.00

Note: Classic Turf also attached a cover sheet regarding the project schedule, saying they could not mobilize to the site and begin work until approximately July 1, 2023.

Both companies have submitted what was requested. Both companies are reputable contractors with the experience level required. CThe Cape and Island Corporation were the lowest bidder who could provide the service in the planned time frame. References were checked for The Cape and Island Corporation and it was determined that they were the lowest responsible bidder.

The contract for Cape and Island Tennis and Track are included within the folder and we ask that you authorize our superintendent Dr. Margaret Adams to sign the contract on the School Department's behalf.

BID FORM

PROJECT IDENTIFICATION: Hingham – Replacement of HS Tennis Courts and Town Street Hockey Court

CONTRACT IDENTIFICATION AND NUMBER: 01-2023

THIS BID IS SUBMITTED TO: Hingham Town Administrator’s Office
(Name and Address of Owner) Town of Hingham
Hingham Town Hall
210 Central Street
Hingham, MA 02043
Attn: Kathy Reilly

1. The undersigned BIDDER proposes and agrees, if this Bid is accepted, to enter into an agreement with OWNER in the form included in the Contract Documents to perform and furnish all Work as specified or indicated in the Contract Documents for the Bid Price and within the Bid Times indicated in this Bid and in accordance with the other terms and conditions of the Contract Documents.
2. BIDDER accepts all of the terms and conditions of the Advertisement or Notice to Bidders and Instructions to Bidders, including without limitation those dealing with the disposition of Bid security. This Bid will remain subject to acceptance for forty-five (45) days after the day of Bid opening. BIDDER will sign and deliver the required number of counterparts of the Agreement with the Bonds and other documents required by the Bidding Requirements within fifteen days after the date of OWNER’s Notice of Award.
3. In submitting this Bid, BIDDER represents as more fully set forth in the Agreement, that:
 - a. BIDDER has examined and carefully studied the Bidding Documents and the following Addenda receipt of all which is hereby acknowledged: (List Addenda by Addendum Number and Date)

Addendum 1	2/10/2023
Addendum 2	2/27/2023

- b. BIDDER has visited the site and become familiar with and is satisfied as to the general, local, and site conditions that may affect cost, progress, performance, and furnishing of the Work.
- c. BIDDER is familiar with and is satisfied as to all federal, state, and local Laws and Regulations that may affect cost, progress, performance, and furnishing of the Work.
- d. BIDDER has carefully studied all reports of explorations and tests of subsurface conditions at or contiguous to the site and all drawings of physical conditions in or relating to existing surface or subsurface structures at or contiguous to the site (except underground facilities) which have been identified in the Supplementary Conditions as provided in paragraph 4.2.1 of the General Conditions. BIDDER accepts the determination set forth in paragraph SC-4.2 of the Supplementary Conditions of the extent of the “technical data” contained in such reports and drawings upon which BIDDER is entitled to rely as provided in paragraph 4.2 of the General Conditions. BIDDER acknowledges that such reports and drawings are not Contract Documents and may not be complete for BIDDER’s purposes. BIDDER acknowledges that OWNER and ENGINEER do not assume

responsibility for the accuracy or completeness of information and data shown or indicated in the Bidding Documents with respect to underground facilities at or contiguous to the site. BIDDER has obtained and carefully studied (or assumes responsibility for having done so) all such additional or supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and underground facilities) at or contiguous to the site or otherwise which may affect cost progress, performance or furnishing of the Work or which relate to any aspect of the means, methods, techniques, sequences, and procedures of construction to be employed by BIDDER and safety precautions and programs incident thereto. BIDDER does not consider that any additional examinations, investigations, explorations, tests, studies or data are necessary for the determination of this Bid for performance and furnishing of the Work in accordance with the times, price, and other terms and conditions of the Contract Documents.

- e. BIDDER is aware of the general nature of Work to be performed by OWNER and others at the site that relates to Work for which this Bid is submitted as indicated in the Contract Documents.
 - f. BIDDER has correlated the information known to BIDDER, information and observation obtained from visits to the site, reports and drawings identified in the Contract Documents and all additional examinations, investigations, explorations, tests, studies, and data with the Contract Documents.
 - g. BIDDER has given ENGINEER written notice of all conflicts, errors, ambiguities or discrepancies that BIDDER has discovered in the Contract Documents and the written resolution thereof by ENGINEER is acceptable to BIDDER, and the Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performing and furnishing the Work for which this Bid is submitted.
 - h. This Bid is genuine and not made in the interest of or on behalf of any undisclosed person, firm, or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization, or corporation; BIDDER has not directly or indirectly induced or solicited any other BIDDER to submit a false or sham Bid; BIDDER has not solicited or induced any person, firm or corporation to refrain from bidding; and BIDDER has not sought by collusion to obtain for itself any advantage over any other BIDDER or over OWNER.
 - i. (Any other representation required by Laws and Regulations.)
 - j.
4. BIDDER will complete the Work in accordance with the Contract Documents for the following price(s):

LUMP SUM BID PRICE one million one hundred fifty four thousand one hundred twelve (\$ 1,154,112) 00
 (use words) (figures)

HS Tennis Courts	<u>eight hundred sixty seven thousand four hundred eighty seven</u>	<u>(\$ 867,487) 00</u>
Cronin Field Street Hockey Court	<u>two hundred eighty six thousand six hundred twenty five</u>	<u>(\$ 286,625) 00</u>

All specific cash allowances are included in price(s) set forth above and have been computed in accordance with paragraph 11.8 of the General Conditions.

- 5. BIDDER agrees that the Work will be substantially completed and completed and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before the dates or within the number of calendar days indicated in the Agreement.
- 6. High School Tennis Courts work will be substantially complete on or before October 1, 2023 and completed

If BIDDER is:

An Individual

By _____ (SEAL)

(Individual's Name)

doing business as _____

Business address: _____

Phone No.: _____

A Partnership

By _____ (SEAL)

(Firm Name)

(general partner)

Business address: _____

Phone No.: _____

A Corporation

By Cape and Island Corp (SEAL)

(Corporation Name)

Massachusetts

(state of incorporation)

By Eric Loftus (SEAL)

(name of person authorized to sign)

Vice President / Secretary

(Title)

(Corporate Seal)

Attest  _____

(Secretary)

Business address: 28 Commuoc Park Rd

Pocasset MA 02559

Phone No.: 508 759 5636

Date of Qualification to do business is 1980

A Joint Venture

By _____ (SEAL)

(Name)

(Address)

By _____ (SEAL)

(Name)

(Address)

Phone Number and Address for receipt of official communications

(Each joint venturer must sign. the manner of signing for each individual, partnership and corporation that is a party to the joint venture should be in the manner indicated above).

and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before November 1, 2023.

Cronin Field Street Hockey Rink work will be substantially Complete on or before May 1, 2024 and completed and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before June 1, 2024.

BIDDER accepts the provisions of the Agreement as to liquidated damages in the event of failure to complete the Work within the times specified in the Agreement.

7. The following documents are attached to and made a condition of this Bid:

- a. Resolution of Board of Directors
- b. Non-Collusion Form
- c. Required 5% Bid Security
- d. Required BIDDER's Qualification Statement with supporting data.
- e. (Add other documents as pertinent.)

8. Communications concerning this Bid shall be addressed to:

The following Bidder address:

Cape and Island Corp.
28 Commerce Park Rd
Pocasset, MA 02559

9. Terms used in this Bid which are defined in the General Conditions or Instructions will have the meanings indicated in the General Conditions or Instructions.

SUBMITTED on February 27 2023 .

State Contractor License No. N/A

**CERTIFIED COPY OF RESOLUTION OF
BOARD OF DIRECTORS OF**

Cape and Island Corp.
(NAME OF CORPORATION)

“RESOLVED that Eric Loftus, Vice President
(Person Authorized to Sign) (Title)

of Cape and Island Corp. authorized to sign and submit the Bid of this corporation for
(NAME OF CORPORATION)

the following Project:

Hingham - Replacement of HS Tennis Courts and Town Street Hockey Court

and to include in such bid the certificate as to non-collusion, and for any inaccuracies or misstatements in such certificate this corporate Bidder shall be liable under the penalties of perjury.

The foregoing is a true and correct copy of the resolution adopted by

Cape and Island Corp.
(NAME OF CORPORATION)

at a meeting of its Board of Directors held on the 27th day of February 2023.

By 
Title Vice President

(SEAL)

The above form must be completed if the Bidder is a corporation.

AFFIDAVIT - WORKER'S COMPENSATION

State of MA


SS:

County of Barnstable

Eric Loftus

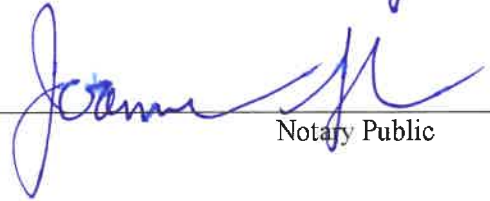
of Cape and Island Corp.

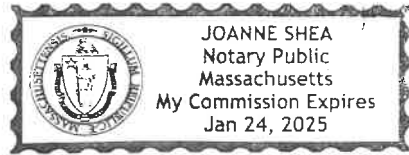
being duly sworn, deposes and says that he now carries or that he has applied for a Worker's Compensation Policy to cover the operations, as set forth in the preceding contract, and to comply with the provisions thereof.

Signed: 

Subscribed and sworn to before me

this 28th day of February, 2023.


Notary Public





POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint IAN H BOONE of SOUTH EASTON, Massachusetts, their true and lawful Attorney-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this 17th day of January, 2019.



State of Connecticut

City of Hartford ss.

By: [Signature] Robert L. Raney, Senior Vice President

On this the 17th day of January, 2019, before me personally appeared Robert L. Raney, who acknowledged himself to be the Senior Vice President of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of said Companies by himself as a duly authorized officer.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

My Commission expires the 30th day of June, 2021



[Signature] Anna P. Nowik, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, Kevin E. Hughes, the undersigned, Assistant Secretary of Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect.

Dated this 24th day of February, 2023



[Signature] Kevin E. Hughes, Assistant Secretary

To verify the authenticity of this Power of Attorney, please call us at 1-800-421-3880. Please refer to the above-named Attorney-in-Fact and the details of the bond to which this Power of Attorney is attached.

BID BOND

**TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA
Hartford, Connecticut 06183**


KNOW ALL MEN BY THESE PRESENTS,

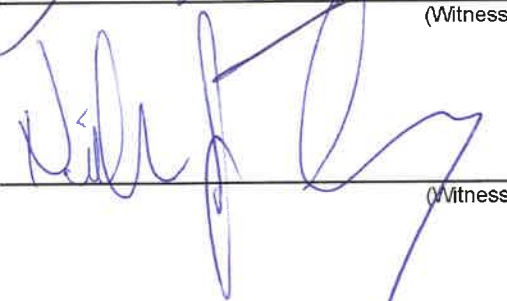
That we, The Cape & Island Corporation as Principal, hereinafter called the Principal, and TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA, of Hartford, Connecticut, a corporation duly organized under the laws of the State of Connecticut, as Surety, hereinafter called the Surety, are held and firmly bound unto the Town of Hingham and Hingham Public Schools as Obligee, hereinafter called the Obligee, in the sum of \$60,000.00, for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for Replacement of High School Tennis Courts and Cronin Field Street Hockey Court.


NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 24th day of February 2023.



(Witness)


(Witness)



(Principal) (Seal)
Vice President / Secretary

(Title)

TRAVELERS CASUALTY AND SURETY COMPANY OF AMERICA

De Rene
By _____
(Attorney-in-Fact)

- 1. Copy to Surety
- 2. Dated Power of Attorney attached to Original

Printed in cooperation with the American Institute of Architects (AIA) by Travelers Casualty and Surety Company of America. The language in this document conforms exactly to the language used in AIA Document A310, February 1970 edition.





Cape and Island Tennis & Track has been an industry leader for almost 50 years and is the most award winning company at what they build in the nation. They have been heavily involved with the leadership of the American Sports Builders Association, the industry's governing body, and have held positions with the United States Tennis Association.

The company holds an industry leading 46 ASBA Distinguished Facility Awards, is the only company to have been named Racquet Sports Magazine's Court Builder of the year twice (2002 and 2020), introduced post tensioned concrete courts to New England in 1988, and holds the longest warranty in the country against structural cracking at 25 years.

Recent Tennis Post Tensioned Concrete References –

Brandeis University

Construction of 6 Tennis Courts – Post Tensioned Concrete
Tom Rand (781) 736 3632

Professional Engineer
Meg Buczynski, Activitas
(781) 326-2600

Contract Amount: \$488,530.00 – no change

Darien High School

Construction of 6 Tennis Courts – Post Tensioned Concrete
Mike Lynch - 293-656-7418

Contract Amount: \$455,800.00 – no change

Stonehill College

Construction of 6 Tennis Courts – Post Tensioned Concrete
Dean O’Keefe - 508-565-1667

Contract Amount - \$544,480 – no change

Work Currently Under Contract:

Nye Park Tennis and Pickleball
North Falmouth, MA
Contract Amount \$648,000.00
Percentage left to complete: 50%

Queeche Club Tennis and Pickleball
Queechee VT
Contract Amount: \$394,000.00
Percentage left to complete: 10%

Designer References:

Michael S. Moonan
Senior Landscape Architect
Sports Business Line
CHA
Cell: (401)787-0878
Office: (401) 648-3860

Megan Buczynski, P.E., LEED AP
Principal Civil Engineer | Activitas Inc.
70 Milton Street
Dedham, Massachusetts 02026-4310
Licensed PE in MA, NH, ME, RI, PA

(d) (781) 355-7040
(o) (781) 326-2600
(m)(781) 375-8663
(e) meb@activitas.com
(w) www.activitas.com

Josh Atkinson, RLA, ASLA
Landscape Architect
Stantec's Sport Group
226 Causeway Street, Suite 601
Boston MA 02114
Phone: (617) 654-6003
josh.atkinson@stantec.com

Other References:

Massachusetts Institute of Technology

Construction of 12 Tennis Courts – Post Tensioned Concrete
Patrick Maguire, Activitas – Designer
(781) 326-2600

Loomis Chafee School - ASBA Outstanding Facility Award

Construction of 12 Tennis Courts – Post Tensioned Concrete
Sue Cabot – Athletic Director
860 687 6308

Watkinson School

Construction of 4 Tennis Courts – Post Tensioned Concrete
Jon O'Lear – Facilities Director
(860) 236-5618

Simmons College

Construction of 6 Tennis Courts – Post Tensioned Concrete
Patrick Maguire, Activitas – Designer
(781) 326-2600

Springfield College – Appleton Tennis Courts

2014 ASBA National Outdoor Facility of the Year
Construction of 8 Post Tensioned Concrete Courts
Director of Athletics
(413) 748 3335

Assumption College

Construction of 6 Post Tensioned Concrete Tennis Courts
Todd Dederian, Facilities
(508) 767 7392

Nichols College

Construction of 6 Post Tensioned Concrete Tennis Courts
Robert Levine, Vice President Facilities Management
(508) 213 2217

Moses Brown School

Construction of 6 Tennis Courts – Post Tensioned Concrete
Jeff Maidment, Athletic Director
401-831-7350

Wheeler School

Construction of 6 Tennis Courts – Post Tensioned Concrete
Gary Esposito, Business Manager
(401) 421-8100

Dublin School – ASBA Outstanding Facility Award

Construction of 4 Tennis Courts – Post Tensioned Concrete
Brad Bates, Head of School
603-563-8584

Babson University – ASBA Outstanding Facility Award

Construction of 8 Tennis Courts – Post Tensioned Concrete
Meg Buczynski, Activitas - Designer
(781) 326-2600

St. Paul's School

Construction of 4 Tennis Courts – Post Tensioned Concrete
Derek Russell, Facilities and Engineering
(603) 229-4685

**BIDDERS QUALIFICATION
QUESTIONNAIRE**

The undersigned guarantees the accuracy of all statements and answers herein contained. (Please print in ink).

1. How many years has your firm been in business as a Contractor?

51 _____ years

2. List projects of this nature that you have completed in the last three (3) years, and give the name, address and telephone number of a reference from each. Also give the completion date, the original contract bid price and the completed cost of each project listed (use additional sheet if necessary).

see attached

3. List projects presently under construction by your firm the dollar volume of the contract and the percentage completion of the contract.

see attached

4. Have you ever failed to complete work awarded to you; if so, state where and why.

no

5. Do you plan to sublet any part of this work? If so, give details.

Removal or milling of existing courts
Placement of concrete when pouring

6. What equipment do you own that is available for this work?

Laser graders, skid steers, flat bed trucks, paint
mixers, dump trucks

7. What equipment do you plan to rent or purchase for this work?

none

8. Have you ever performed work under the direction of a Professional Engineer or Registered Architect? If so, list up to three (3) such firms giving the name of the firm, its address, telephone number and the name of the project. (List most recent projects).

see attached

9. Give the name, address and telephone number of an individual who represents each of the following and whom the Owner may contact to investigate your financial responsibility: a surety, a bank, and a major material supplier.

Ian Boone - Hackwell Boone Insurance - 508 238 0181
Marius Dehelean - TD Bank - 508 776 1467
Paul Spangberg - ICP Group - 978 623 9980

10. Provide a financial statement for your company. This should include a balance and income statement for your most recent fiscal year. A certified audit is preferred but not required. Use an insert sheet, if needed. Only three (3) lowest bidders shall submit this information (if requested by Owner) to the Owner within forty-eight (48) hours of the opening of the Bids.

Will be provided upon request

11. State the true, exact, correct and complete name of the partnership, corporation or trade name under which you do business, and the address of the place of business. (If a corporation, state the name of all partners. If a trade name, state the names of the individuals who do business under the trade name.) It is absolutely necessary that information be furnished.

Cape and Island Corp
28 Commerce Park Rd
Pocasset, MA 02559

Correct Name of Bidder

Gordon Pierce
Courtney Pierce
Eric Loftus
Kristoff Eldridge

March 2, 2023

RE: Project Schedule

To Whom it may concern,

Due to our existing project obligations and confirmed construction schedules, we are unable to mobilize to the site and begin work until approximately July 1, 2023.

If you would like to work with Classic Turf Company for this project, we will work with you to complete the preconstruction submittals and documentation prior to the approximate mobilization date listed above so all necessary materials can be obtained to avoid further project delay. We will do everything we can, within our control, to finish the project by the target completion dates, pending weather.

If you have any questions, need additional information, or would like to discuss the project schedule in more detail with Classic Turf Company, please let us know.

Thank you for the opportunity and consideration.

Sincerely,



Ryan Conroy
Director of Sales
CLASSIC TURF COMPANY, LLC



All rights reserved. Any use of materials in this proposal, including but not limited to, reproduction, modification, distribution and republication without the prior written consent of Classic Turf Company, LLC is strictly prohibited.

BID BOND

BIDDER (Name and Address):

Classic Turf Company, LLC
437 Sherman Hill Road
Woodbury, CT 06798

SURETY (Name and Address of Principal Place of Business):

Swiss Re Corporate Solutions America Insurance Corporation
1200 Main Street, Kansas City, MO 64105

OWNER (Name and Address):

Town of Hingham
210 Central Street
Hingham, MA 02043

BID

BID DUE DATE: March 2, 2023

PROJECT (Brief Description Including Location):

Replacement of HS Tennis Courts and Town Street Hockey Court 01-2023, Hingham, MA

BOND

BOND NUMBER: n/a

DATE: (Not later than Bid Due Date): March 2, 2023

PENAL SUM: Five Percent of Bid Amount

(Words)

5% of bid

(Figures)

IN WITNESS WHEREOF, Surety and Bidder, intending to be legally bound hereby, subject to the terms printed on the reverse side hereof, do each cause this Bid Bond to be duly executed on its behalf by its authorized officer, agent, or representative.

BIDDER

Classic Turf Company, LLC (Seal)

(Bidder's Name and Corporate Seal)

By: [Signature]

Director of Sales
Signature and Title

Attest: [Signature]

Director of Finance
Signature and Title

SURETY

Swiss Re Corporate Solutions America Insurance Corporation (Seal)

(Surety's Name and Corporate Seal)

By: [Signature]

Michael F. Metayer
Signature and Title Attorney-in-fact
(Attach Power of Attorney)

Attest: [Signature]

Surety Associate
Signature and Title

Note: (1) Above addresses are to be used for giving required notice.
(2) Any singular reference to Bidder, Surety, OWNER, or other party shall be considered plural where applicable.

1. Bidder and Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to pay to OWNER upon default of Bidder the penal sum set forth on the face of this Bond.
2. Default of Bidder shall occur upon the failure of Bidder to deliver within the time required by the Bidding Documents (or any extension thereof agreed to in writing by OWNER) the executed Agreement required by the Bidding Documents and any performance and payment Bonds required by the Bidding Documents.
3. This obligation shall be null and void if:
 - 3.1. OWNER accepts Bidder's Bid and Bidder delivers within the time required by the Bidding Documents (or any extension thereof agreed to in writing by OWNER) the executed Agreement required by the Bidding Documents and any performance and payment Bonds required by the Bidding Documents, or
 - 3.2. All Bids are rejected by OWNER, or
 - 3.3. OWNER fails to issue a Notice of Award to Bidder within the time specified in the Bidding Documents (or any extension thereof agreed to in writing by Bidder and, if applicable, consented to by Surety when required by paragraph 5 hereof).
4. Payment under this Bond will be due and payable upon default of Bidder and within 30 calendar days after receipt by Bidder and Surety of written notice of default from OWNER, which notice will be given with reasonable promptness, identifying this Bond and the Project and including a statement of the amount due.
5. Surety waives notice of and any and all defenses based on or arising out of any time extension to issue notice of award agreed to in writing by OWNER and Bidder, provided that the time for issuing notice of award including extensions shall not in the aggregate exceed 120 days from Bid Due Date without Surety's written consent.
6. No suit or action shall commenced under this Bond prior to 30 calendar days after the notice of default required in paragraph 4 above is received by Bidder and Surety, and in no case later than one year after Bid Due Date.
7. Any suit or action under this Bond shall be commenced only in a court of competent jurisdiction located in the state in which the Project is located.
8. Notice required hereunder shall be in writing and sent to Bidder and Surety at their respective addresses shown on the face of this Bond. Such notices may be sent by personal deliver, commercial courier or by United States Registered or Certified Mail, return receipt requested, postage pre-paid, and shall be deemed to be effective upon receipt by the party concerned.
9. Surety shall cause to be attached to this Bond a current and effective Power of Attorney evidencing the authority of the officer, agent, or representative who executed this Bond on behalf of Surety to execute, seal and deliver such Bond and bind the Surety thereby.
10. This Bond is intended to conform to all applicable statutory requirements. Any applicable requirement of any applicable statute that has been omitted from this Bond shall be deemed to be included herein as if set forth at length. If any provision of any Bond conflicts with any applicable provision of any applicable statute, then the provision of said statute shall govern and the remainder of this Bond that is not in conflict therewith shall continue in full force and effect.
11. The term "bid" as used herein includes a bid, offer, or proposal as applicable.

SWISS RE CORPORATE SOLUTIONS

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION ("SRCSAIC")
SWISS RE CORPORATE SOLUTIONS PREMIER INSURANCE CORPORATION ("SRCSPIC")
WESTPORT INSURANCE CORPORATION ("WIC")

GENERAL POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, THAT SRCSAIC, a corporation duly organized and existing under laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, and SRCSPIC, a corporation organized and existing under the laws of the State of Missouri and having its principal office in the City of Kansas City, Missouri, and WIC, organized under the laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, each does hereby make, constitute and appoint:

MICHAEL F. METAYER, LISA M. KURTZ, AND ANNE SHATTUCK

JOINTLY OR SEVERALLY

Its true and lawful Attorney(s)-in-Fact, to make, execute, seal and deliver, for and on its behalf and as its act and deed, bonds or other writings obligatory in the nature of a bond on behalf of each of said Companies, as surety, on contracts of suretyship as are or may be required or permitted by law, regulation, contract or otherwise, provided that no bond or undertaking or contract or suretyship executed under this authority shall exceed the amount of:

FIFTY MILLION (\$50,000,000.00) DOLLARS

This Power of Attorney is granted and is signed by facsimile under and by the authority of the following Resolutions adopted by the Boards of Directors of both SRCSAIC and SRCSPIC at meetings duly called and held on the 18th of November 2021 and WIC by written consent of its Executive Committee dated July 18, 2011.

"RESOLVED, that any two of the President, any Managing Director, any Senior Vice President, any Vice President, the Secretary or any Assistant Secretary be, and each or any of them hereby is, authorized to execute a Power of Attorney qualifying the attorney named in the given Power of Attorney to execute on behalf of the Corporation bonds, undertakings and all contracts of surety, and that each or any of them hereby is authorized to attest to the execution of any such Power of Attorney and to attach therein the seal of the Corporation; and it is

FURTHER RESOLVED, that the signature of such officers and the seal of the Corporation may be affixed to any such Power of Attorney or to any certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be binding upon the Corporation when so affixed and in the future with regard to any bond, undertaking or contract of surety to which it is attached."



By Erik Janssens, Senior Vice President of SRCSAIC & Senior Vice President of SRCSPIC & Senior Vice President of WIC

By Gerald Jagrowski, Vice President of SRCSAIC & Vice President of SRCSPIC & Vice President of WIC



IN WITNESS WHEREOF, SRCSAIC, SRCSPIC, and WIC have caused their official seals to be hereunto affixed, and these presents to be signed by their authorized officers

this 10 day of NOVEMBER, 20 22

State of Illinois
County of Cook



Swiss Re Corporate Solutions America Insurance Corporation
Swiss Re Corporate Solutions Premier Insurance Corporation
Westport Insurance Corporation

On this 10 day of NOVEMBER, 20 22, before me, a Notary Public personally appeared Erik Janssens, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC and Senior Vice President of WIC and Gerald Jagrowski, Vice President of SRCSAIC and Vice President of SRCSPIC and Vice President of WIC, personally known to me, who being by me duly sworn, acknowledged that they signed the above Power of Attorney as officers of and acknowledged said instrument to be the voluntary act and deed of their respective companies.



Christina Manisco

I, Jeffrey Goldberg, the duly elected Senior Vice President and Assistant Secretary of SRCSAIC and SRCSPIC and WIC, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney given by said SRCSAIC and SRCSPIC and WIC, which is still in full force and effect. IN WITNESS WHEREOF, I have set my hand and affixed the seals of the Companies this 2nd day of March, 20 23.

Jeffrey Goldberg, Senior Vice President & Assistant Secretary of SRCSAIC and SRCSPIC and WIC

AFFIDAVIT - WORKER'S COMPENSATION

State of CT


County of Litchfield

SS: Woodbury

I, RYAN CONROY, Director of Sales


of CLASSIC TURF COMPANY, LLC.

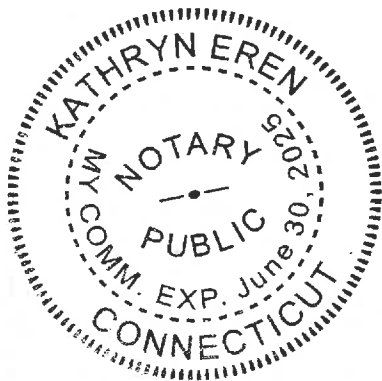
being duly sworn, deposes and says that he now carries or that he has applied for a Worker's Compensation Policy to cover the operations, as set forth in the preceding contract, and to comply with the provisions thereof.

Signed: 
Ryan Conroy
Director of Sales

Subscribed and sworn to before me

this 2nd day of March, 2023.


Notary Public



BID FORM

PROJECT IDENTIFICATION: Hingham – Replacement of HS Tennis Courts and Town Street Hockey Court

CONTRACT IDENTIFICATION AND NUMBER: 01-2023

THIS BID IS SUBMITTED TO: Hingham Town Administrator’s Office
(Name and Address of Owner) Town of Hingham
Hingham Town Hall
210 Central Street
Hingham, MA 02043
Attn: Kathy Reilly

1. The undersigned BIDDER proposes and agrees, if this Bid is accepted, to enter into an agreement with OWNER in the form included in the Contract Documents to perform and furnish all Work as specified or indicated in the Contract Documents for the Bid Price and within the Bid Times indicted in this Bid and in accordance with the other terms and conditions of the Contract Documents.
2. BIDDER accepts all of the terms and conditions of the Advertisement or Notice to Bidders and Instructions to Bidders, including without limitation those dealing with the disposition of Bid security. This Bid will remain subject to acceptance for forty-five (45) days after the day of Bid opening. BIDDER will sign and deliver the required number of counterparts of the Agreement with the Bonds and other documents required by the Bidding Requirements within fifteen days after the date of OWNER’s Notice of Award.
3. In submitting this Bid, BIDDER represents as more fully set forth in the Agreement, that:
 - a. BIDDER has examined and carefully studied the Bidding Documents and the following Addenda receipt of all which is hereby acknowledged: (List Addenda by Addendum Number and Date)
1 - 2-10-2023
2 - 2-27-2023

 - b. BIDDER has visited the site and become familiar with and is satisfied as to the general, local, and site conditions that may affect cost, progress, performance, and furnishing of the Work.
 - c. BIDDER is familiar with and is satisfied as to all federal, state, and local Laws and Regulations that may affect cost, progress, performance, and furnishing of the Work.
 - d. BIDDER has carefully studied all reports of explorations and tests of subsurface conditions at or contiguous to the site and all drawings of physical conditions in or relating to existing surface or subsurface structures at or contiguous to the site (except underground facilities) which have been identified in the Supplementary Conditions as provided in paragraph 4.2.1 of the General Conditions. BIDDER accepts the determination set forth in paragraph SC-4.2 of the Supplementary Conditions of the extent of the “technical data” contained in such reports and drawings upon which BIDDER is entitled to rely as provided in paragraph 4.2 of the General Conditions. BIDDER acknowledges that such reports and drawings are not Contract Documents and may not be complete for BIDDER’s purposes. BIDDER acknowledges that OWNER and ENGINEER do not assume

responsibility for the accuracy or completeness of information and data shown or indicated in the Bidding Documents with respect to underground facilities at or contiguous to the site. BIDDER has obtained and carefully studied (or assumes responsibility for having done so) all such additional or supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and underground facilities) at or contiguous to the site or otherwise which may affect cost progress, performance or furnishing of the Work or which relate to any aspect of the means, methods, techniques, sequences, and procedures of construction to be employed by BIDDER and safety precautions and programs incident thereto. BIDDER does not consider that any additional examinations, investigations, explorations, tests, studies or data are necessary for the determination of this Bid for performance and furnishing of the Work in accordance with the times, price, and other terms and conditions of the Contract Documents.

- e. BIDDER is aware of the general nature of Work to be performed by OWNER and others at the site that relates to Work for which this Bid is submitted as indicated in the Contract Documents.
 - f. BIDDER has correlated the information known to BIDDER, information and observation obtained from visits to the site, reports and drawings identified in the Contract Documents and all additional examinations, investigations, explorations, tests, studies, and data with the Contract Documents.
 - g. BIDDER has given ENGINEER written notice of all conflicts, errors, ambiguities or discrepancies that BIDDER has discovered in the Contract Documents and the written resolution thereof by ENGINEER is acceptable to BIDDER, and the Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performing and furnishing the Work for which this Bid is submitted.
 - h. This Bid is genuine and not made in the interest of or on behalf of any undisclosed person, firm, or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization, or corporation; BIDDER has not directly or indirectly induced or solicited any other BIDDER to submit a false or sham Bid; BIDDER has not solicited or induced any person, firm or corporation to refrain from bidding; and BIDDER has not sought by collusion to obtain for itself any advantage over any other BIDDER or over OWNER.
 - i. (Any other representation required by Laws and Regulations.)
 - j.
4. BIDDER will complete the Work in accordance with the Contract Documents for the following price(s):

LUMP SUM BID PRICE one million + nine hundred ninety thousand (\$1,990,150).⁰⁰
 (use words) one hundred fifty dollars (figures) 00

HS Tennis Courts one million + four hundred ninety thousand dollars (\$1,490,000).⁰⁰
 Cronin Field Street Hockey Court five hundred thousand + one hundred (\$500,150).⁰⁰
fifty dollars

All specific cash allowances are included in price(s) set forth above and have been computed in accordance with paragraph 11.8 of the General Conditions.

- 5. BIDDER agrees that the Work will be substantially completed and completed and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before the dates or within the number of calendar days indicated in the Agreement.
- 6. High School Tennis Courts work will be substantially complete on or before October 1, 2023 and completed

and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before November 1, 2023.

Cronin Field Street Hockey Rink work will be substantially Complete on or before May 1, 2024 and completed and ready for final payment in accordance with paragraph 14.13 of the General Conditions on or before June 1, 2024.

BIDDER accepts the provisions of the Agreement as to liquidated damages in the event of failure to complete the Work within the times specified in the Agreement.

7. The following documents are attached to and made a condition of this Bid:

- a. Resolution of Board of Directors
- b. Non-Collusion Form
- c. Required 5% Bid Security
- d. Required BIDDER's Qualification Statement with supporting data.
- e. (Add other documents as pertinent.)

8. Communications concerning this Bid shall be addressed to:

The following Bidder address:

CLASSIC TURF COMPANY, LLC
PO Box 55, 437 Sherman Hill Rd.
WOODSBURY, CT 06798
ryan@classicturf.org

9. Terms used in this Bid which are defined in the General Conditions or Instructions will have the meanings indicated in the General Conditions or Instructions.

SUBMITTED on 3/2 2023

State Contractor License No. 001112437 (SOC)

If BIDDER is:

An Individual

By _____ (SEAL)
(Individual's Name)

doing business as _____

Business address: _____

Phone No.: _____

A Partnership

By CLASSIC TURF Company, LLC (SEAL)
(Firm Name)

John EREN - Vice President
(general partner)

Business address: PO Box 55, 437 Sherman Hill Rd.
WOODBURY, CT 06798

Phone No.: 800-246-7951

A Corporation

By _____ (SEAL)
(Corporation Name)

(state of incorporation)

By _____ (SEAL)
(name of person authorized to sign)

(Title)

(Corporate Seal)
Attest _____

(Secretary)

Business address: _____

Phone No.: _____

Date of Qualification to do business is _____

A Joint Venture

By _____ (SEAL)
(Name)

(Address)

By _____ (SEAL)
(Name)

(Address)

Phone Number and Address for receipt of official communications

(Each joint venturer must sign. the manner of signing for each individual, partnership and corporation that is a party to the joint venture should be in the manner indicated above).

**CERTIFIED COPY OF RESOLUTION OF
BOARD OF DIRECTORS OF**

CLASSIC TURF COMPANY, LLC

(NAME OF CORPORATION)

“RESOLVED that RYAN CONROY, Director of Sales
(Person Authorized to Sign) (Title)

of CLASSIC TURF COMPANY authorized to sign and submit the Bid of this corporation for
(NAME OF CORPORATION)

the following Project:

Hingham- Replacement of HS Tennis Courts + Town street Hockey rink part.

and to include in such bid the certificate as to non-collusion, and for any inaccuracies or misstatements in such certificate this corporate Bidder shall be liable under the penalties of perjury.

The foregoing is a true and correct copy of the resolution adopted by

CLASSIC TURF COMPANY, LLC.

(NAME OF CORPORATION)

at a meeting of its Board of Directors held on the 1st day of March 2023.

By 

JOHN EREN
Title Vice president

(SEAL)

The above form must be completed if the Bidder is a corporation.

**BIDDERS QUALIFICATION
QUESTIONNAIRE**

The undersigned guarantees the accuracy of all statements and answers herein contained. (Please print in ink).

1. How many years has your firm been in business as a Contractor?

27

_____ years

2. List projects of this nature that you have completed in the last three (3) years, and give the name, address and telephone number of a reference from each. Also give the completion date, the original contract bid price and the completed cost of each project listed (use additional sheet if necessary).

Please see Attached Reference list.
Additional Information Available
Upon Request.

3. List projects presently under construction by your firm the dollar volume of the contract and the percentage completion of the contract.

Please see Attached "Current Contracts"

4. Have you ever failed to complete work awarded to you; if so, state where and why.

No.

5. Do you plan to sublet any part of this work? If so, give details.

Yes. Dasher Boards installation @ Cronin Field.

6. What equipment do you own that is available for this work?

Please see Attached "Equipment List".
All is owned.

7. What equipment do you plan to rent or purchase for this work?

None.

8. Have you ever performed work under the direction of a Professional Engineer or Registered Architect? If so, list up to three (3) such firms giving the name of the firm, its address, telephone number and the name of the project. (List most recent projects).

Yes. Please see Attached
"Professional References"

Additional Available upon Request.

9. Give the name, address and telephone number of an individual who represents each of the following and whom the Owner may contact to investigate your financial responsibility: a surety, a bank, and a major material supplier.

Please see Attached "Surety, Bank & Trade References".

10. Provide a financial statement for your company. This should include a balance and income statement for your most recent fiscal year. A certified audit is preferred but not required. Use an insert sheet, if needed. Only three (3) lowest bidders shall submit this information (if requested by Owner) to the Owner within forty-eight (48) hours of the opening of the Bids.

Available upon request, post bid.

11. State the true, exact, correct and complete name of the partnership, corporation or trade name under which you do business, and the address of the place of business. (If a corporation, state the name of all partners. If a trade name, state the names of the individuals who do business under the trade name.) It is absolutely necessary that information be furnished.

CLASSIC TURF Company, LLC.
Correct Name of Bidder

PO Box 55
437 Sherman Hill Rd,
WOODBURY, CT 06798

* Also Attached "List of owners
and officers"

a. The business is a Limited Liability Company, LLC.

b. The address of principal place of business is:
437 Sherman Hill Rd.
WOODBURY, CT 06798

c. The names of the corporate officers, or partners, or individuals doing business under a trade name, are as follows:

Please see Attached List: "owners & officers"

Classic Turf Company, LLC.

Bidder



Ryan Conroy
Director of Sales.



Current Contracts as of 2/28/2023

- 1) Project Name: Conard and Hall High Schools – Tennis Court Reconstruction
Contract Sum: \$3,354,500.00
% Complete: 85%
Project Contact: Justin Andrews – Operations Manager
Justin.andrews@westhartfordct.gov
860-561-8151

- 2) Project Name: Bicentennial Park Basketball Court Improvements
Contract Sum: \$170,800.00
% Complete: 45%
Project Contact: Mike Reissner
mreissner@eastbrunswick.org – Director of Parks
732-390-6797

- 3) Project Name: Nantucket High School Tennis Court Construction
Contract Sum: \$644,980.00
% Complete: 90%
Project Contact: Kenneth Costello RLA, LEED AP – Principal
kcostello@smrtincl.com
877-700-7678

- 4) Project Name: Colonial Park Tennis Court Reconstruction – Phase II
Contract Sum: \$928,385.36
% Complete: 80%
Project Contact: Adam Bloom, PE. – Principal Engineer I – Parks
bloom@co.somerset.nj.us
908-231-7018

- 5) Project Name: Spellman Park Tennis Courts
Contract Sum: \$1,086,500.00
% Complete: 80%
Project Contact: Eric Roise – Sr. Landscape Architect
eroise@kba-architects.com
860-259-1717

- 6) Project Name: Washington Park Improvements
Contract Sum: \$551,000.00
% Complete: 90%
Project Contact: Chris Bourdon – Park and Rec Director
cbourdon@meridenct.gov
203-630-4259

- 7) Project Name: Enfield High School Tennis Court Reconstruction
 Contract Sum: \$829,000.00
 % Complete: 70%
 Project Contact: Chris Hulk, PE
 christopher.hulk@fieldturf.com
 203-676-4445
- 8) Project Name: Montville Tennis Court Improvements
 Contract Sum: \$580,000.00
 % Complete: 15%
 Project Contact: Peter Bushway – Director of Parks and Recreation
 pbushway@montville-ct.org
 860-625-2300
- 9) Project Name: Tufts University – Tennis Court Construction
 Contract Sum: \$1,310,500.00
 % Complete: 5%
 Project Contact: John Hickok, PE – Project Team Leader – CHA Companies
 jhickok@chacompanies.com
 518-369-8990
- 10) Project Name: Vassar College – Tennis Court Construction
 Contract Sum: \$2,185,900.00
 % Complete: 10%
 Project Contact: Dean Jaeger – Grounds Manager – Facility Operations
 djaeger@vassar.edu
 845-437-5996

If you have any questions or need any additional information, please feel free to contact us.

Regards,



Ryan Conroy
 Director of Sales
 CLASSIC TURF COMPANY, LLC



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Professional References

Below is a list of professional references that we regularly work with.

- 1) Firm: Suburban Consulting Engineers
 Professional: Joseph D. Perello, LLA, RLA, ASLA, PP
 Contact: 96 U.S. Highway 206 Suite 101
 Flanders, NJ 07836
 973-398-1776

 Projects: Various (Full project list available on request)

- 2) Firm: SLR
 Professional: Kevin Fuselier – Principal Landscape Architect
 Contact: 195 church Street, 7th Floor
 New Haven, CT 06510
 203.344.7887

 Projects: Various (Full project list available on request)

- 3) Firm: Civil 1
 Professional: Curtis C. Jones, P.E., LEED AP
 Contact: 43 Sherman Hill Road, Suite D-101
 Woodbury, CT 06798
 203-266-0778

 Projects: Various (Full project list available on request)

If you have any questions or need any additional information, please feel free to contact us.

Regards,



Ryan Conroy
 Director of Sales
 CLASSIC TURF COMPANY, LLC



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CLASSIC TURF
= COURTS | TRACKS | FIELDS =

To whom this may concern,

The following is a list of Surety, Bank, and Trade references. Additional references are available upon request.

1. Firm: Swiss Re Corporate Solutions America Insurance Corporation
Location: Kansas City, MO
Contact: Michael Metayer
Phone: 860-676-9402
2. Firm: Ion Bank
Location: Woodbury, CT
Contact: Gary Geffert – Branch Manager
Phone: 203-263-7782
3. Firm: Stephens Pipe and Steel
Location: Middletown, CT
Contact: Chris Kinnaman – Sales Rep
Phone: 877-777-8721
4. Firm: F&F Concrete
Location: Plantsville, CT
Contact: Curtis Jacques – Sales Rep
Phone: 860-806-1582

Regards,

Ryan Conroy
Director of Sales
CLASSIC TURF COMPANY, LLC



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Equipment Certification

Below is a list of equipment that is owned by Classic Turf Company and could be used for the execution of this contract.

- 1) 25,000 SF. Office, manufacturing and storage facility
- 2) Construction vehicles- pickup trucks, rack trucks, etc. All very good or like new condition.
 - 1998 Ford F800 10 wheeler dump truck
 - 2007 Ford F350
 - 2011 Ford F550
 - 2012 Ford F550
 - 2016 Ford F550
 - 2014 Dodge Ram 2500
 - 2016 Dodge Ram 3500
 - 2019 Dodge Ram 3500
 - 2008 International Flatbed with Princeton moffett
 - 2020 Peterbilt Flatbed with Princeton moffett
 - 2020 Peterbilt Triaxle dump truck
 - 2016 Peterbilt Tractor
- 3) Excavators
 - 1992 Hanomag, good condition
 - 2019 Volvo, like new condition
 - 2016 Terex Mini, like new condition
 - 2020 Volvo EC200EL, new condition
 - 2021 Volvo ECR88D, new condition
- 4) Skid Steers
 - 1998 Bobcat 843, good condition
 - 2018 Bobcat T870, like new condition
 - 2021 Bobcat T870, new condition
- 5) Cat D6 Bulldozer, like new condition
- 6) -2021 Volvo 10 Ton Vibratory Roller, like new condition
- 7) -2021 Volvo L60H Front Loader, new condition
- 8) -2021 World Forklift, new condition
- 9) -2021 Hydroseed machine, like new condition
- 10) Various rock hammers for excavators, like new condition.
- 11) Various augers for skid steers and excavators

- 12) Laser Graders, various, new or like new condition
- 13) Misc. equipment and material trailers, good and/or like new condition
- 14) Concrete finishing machines (5), like new condition, 2018
- 15) Laser Concrete Screed Machine, 2017 Ligchine, like new condition
- 16) Miscellaneous hand tools and equipment

If you have any questions or need any additional information, please feel free to contact us.

Regards,



Ryan Conroy
Director of Sales
CLASSIC TURF COMPANY, LLC



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List of Owners & Officers

1. Tumer H. Eren, President
 - a. 69 Quarry Dock Road, Niantic, CT 06357
2. Ruth B. Eren, Member
 - a. 69 Quarry Dock Road, Niantic, CT 06357
3. John R. Eren, Vice President
 - a. 60 Carmel Hill Road North, Bethlehem, CT 06751
4. Elizabeth Mettler, Member
 - a. 13350 Moraine Rd, Truckee, CA 96161
5. Kathryn Eren, Officer – Director of Finance
 - a. 60 Carmel Hill Road North, Bethlehem, CT 06751
6. Ryan Conroy, Officer – Director of Sales
 - a. 11 W. Morris Road, Washington Depot, CT 06794

If you have any questions or need any additional information, please feel free to contact us.

Regards,



Ryan Conroy
Director of Sales
CLASSIC TURF COMPANY, LLC



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COMPANY INFORMATION

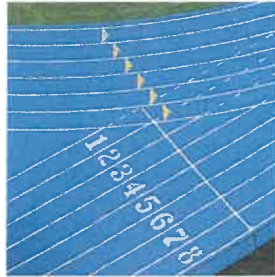
CLASSIC TURF COMPANY, LLC · classicturf.org · (800) 246-7951



SECTION 1

ABOUT US

ABOUT US



At Classic Turf, our passion is building the world's most durable and longest-lasting tennis and basketball courts, running tracks, and athletic fields. We pioneered the adoption of post tension concrete technology for sports facilities in the Northeast, and we haven't looked back since.

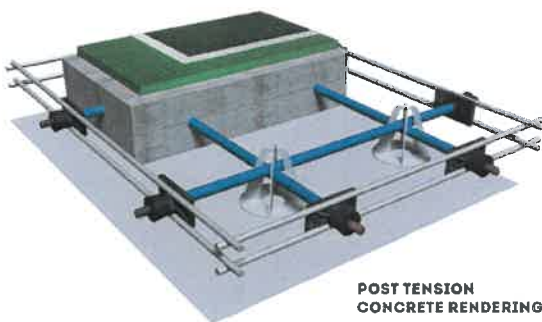
THERE'S MORE BENEATH THE SURFACE...

OUR EXPERTISE

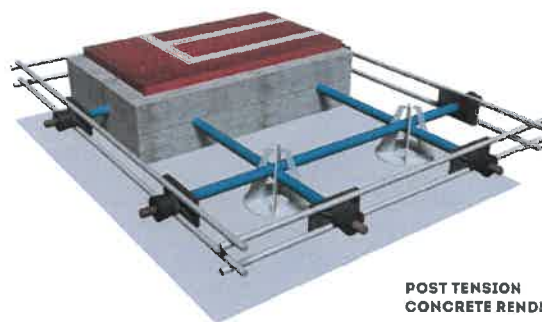
- We are recognized leaders in a highly-specialized industry that we have operated in for over 40 years
- Our staff are certified by the American Sports Builders Association and Post Tensioning Institute

OUR TECHNOLOGY

- Our patented sports surfaces and post tension technology have set the industry standard
- We are one of the first companies to offer a 20-year structural guarantee



**POST TENSION
CONCRETE RENDERING:**
Tennis, Basketball, and Pickleball Courts



**POST TENSION
CONCRETE RENDERING:**
Tracks

OUR PROCESS

- We oversee all aspects of the engineering and construction process
- We do everything in-house, which results in meticulous quality control

OUR PROMISE

We know we're building more than courts and tracks. We're building experiences. From special "firsts" to championship games, our constant aim is to build lasting, safe, and stunning courts and tracks that bring people together, nurture talent, and create memories.

THE BEST QUALITY. PERIOD.

We focus primarily on post tension concrete because, quite simply, it's the best. It's highly durable and requires minimal maintenance – making it the most cost-effective long term option. And when combined with our patented, comfortable, all-weather sports surface, our clients and players enjoy the ultimate sports surface.

YOUR PERFECT SPORTS SURFACE

We may be uncompromising on our quality standards, but we live to make custom court and track dreams a reality. We recognize that the true treasure of an athletic facility is the sense of place it creates, so we'll always go the extra lap to bring your unique vision to life.

WE SWEAT THE DETAILS

Our integrated process means you don't have to worry about coordinating multiple contractors. Once we know exactly what you want, we make it happen. It's that simple. We select the ideal materials and construction method for an on-time, on-budget delivery.



CLASSIC TURF COMPANY, LLC
437 Sherman Hill Road Woodbury, CT 06798
1-800-246-7951 | classicturf.org



AWARDS



CLASSIC TURF
COURTS | TRACKS | FIELDS



Distinguished Outdoor Tennis Facility Award

Ace Insurance Company
Hamilton, Bermuda

Distinguished Outdoor Tennis Facility Award

Hackensack High School
Hackensack, NJ

Distinguished Outdoor Tennis Facility Award

Northeastern University
Boston, MA

Distinguished Outdoor Tennis Facility Award

Rockefeller University
New York, NY

Outdoor Tennis Bronze Award

Williams College
Williamstown, MA



PTI Award of Excellence

Sky View Parc
Flushing, NY
2015

PTI Award of Merit

Lewis Mills High School
Burlington, CT
2019

PTI Award of Excellence

Orville Platt High School
Meriden, CT
2021



Excellence in Design Award

Tatlock Park Tennis Courts
Summit, NJ
2017



Family Business Awards

Rising Star Awards
John Eren, Vice President
2021

CERTIFICATIONS



Certified Tennis Court Builder

John Eren



Certified Track Builder

John Eren



Level 1 Certification Holders

Tumer Eren
John Eren
Brandon Lajoie

Level 2 Certification Holders

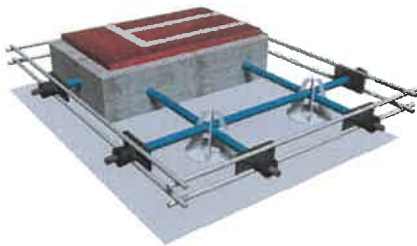
John Eren

PATENTS



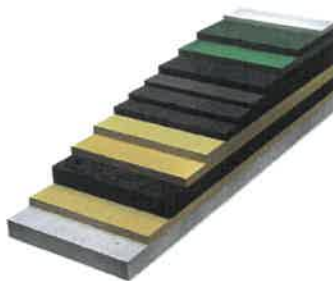
Post Tension Cable Design

United States Patent #99577673



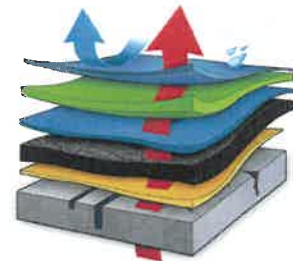
Classic Turf Cushioned Surface

United States Patent #5411352



Diamond Concrete Waterproofing System

United States Patent #8186117





SECTION 2
OUR TEAM



OUR TEAM



TUMER EREN

PRESIDENT

Tumer Eren, President and founder of Classic Turf Company has been designing and constructing tennis courts and basketball courts for over 40 years. He has received two patents in that time, both of which are for sport surfaces used for tennis and basketball courts. Tumer has also received his Level 1 certification from the Post Tensioning Institute. Tumer has dedicated his professional career to bringing new technology to the industry that will provide high quality, long lasting and affordable products to professional and recreational athletes.



JOHN EREN

VICE PRESIDENT

John Eren holds a Civil Engineering degree from Northeastern University as well as a MBA from Southern Connecticut State University. Prior to joining to Classic Turf Company, John worked as an engineer and project manager for J.L Marshall & Sons in Boston, specializing in concrete design and construction. He has extensive experience in the design and installation of post-tension concrete, obtaining both a Level 1 and Level 2 certification from the Post Tensioning Institute and is a Certified Tennis Court Builder by the American Sports Builders Association. John was issued a post-tension running track patent (#9957673) by the United States Patent Office. His engineering background and on-site construction experience creates an extensive level of knowledge on design build projects.

OUR TEAM



KATE EREN **DIRECTOR OF FINANCE**

Kate Eren joined Classic Turf in 2020 after 13 years in the financial industry, as a Treasury Management Officer at TD Bank, United Bank and most recently PNC Bank. Prior to her career in banking, Kate attended Merrimack College, graduating with a degree in International Business Management and was a member of the varsity tennis team. She then pursued her Master's Degree at Southern Connecticut State University and graduated with an MBA in 2011. Kate brings a wealth of knowledge to Classic Turf both as a Project Manager as well as a financial expert. In her spare time, Kate enjoys spending time with her family on the ocean and in the mountains.



RYAN CONROY **DIRECTOR OF SALES**

Ryan Conroy is the Director of Sales for Classic Turf Company. Prior to joining the company, Ryan was the quality control manager for a large construction company in Connecticut, and before that worked with technology start-up companies in New York City. Combining his experience from both technology and construction, Ryan adds a valuable skill set to the Classic Turf Company team. He received a Bachelor of Arts from St. Lawrence University in Canton, New York. In his free time, he enjoys being outside spending time with family and friends.

OUR TEAM



KURT HAEFNER **PROJECT MANAGER & ESTIMATOR**

Kurt Haefner's 10 year career in construction has provided him with experience working for a variety of firms ranging from general contracting to specialty trades. He has experience on projects throughout New York City and the surrounding region, ranging from high-rise construction to infrastructure projects and luxury apartments. He joined Classic Turf in 2022 to apply his skills in project management, budgeting and scheduling, estimating and on-site construction supervision. Kurt earned his Bachelor of Science degree in Business Administration with a minor in international business from SUNY Oswego. In his free time, he enjoys snowboarding, mountain biking, and spending time with family and friends.



DAN LAPRISE **GENERAL FOREMAN**

Dan Laprise has been with Classic Turf for five years. As a foreman on our team, he specializes in project supervision, heavy machine operation, and court coatings. He has been actively involved in all aspects of sports construction for the last 30 years. Dan graduated from Bristol Central High School in 1984 then Porter and Chester Institute in 1989 with a degree in Drafting and Civil Engineering. He maintains a OSHA-10 safety certification as well as a CDL driver's license. He enjoys golfing and spending time with family and friends in his free time.



SECTION 3

REFERENCES

REFERENCES



The following is a selection of clients who have hired Classic Turf Company, LLC for their Post Tension Concrete and Synthetic Surfacing projects.

OWNER	LOCATION	DESCRIPTION	CONTACT
Northeastern University	Boston, MA	Five (5) Post Tensioned Concrete Tennis Courts	David A. Frazier, Sr. Director, Athletic Facilities & Central Event Services Northeastern University 360 Huntington Ave. Boston, MA 02115 617-596-0199
University of New Haven	East Haven, CT	Six (6) Post Tensioned Concrete Courts	Richard Rutherford, Director of Facilities University of New Haven 300 Boston Post Road West Haven, CT 06516 203-410-4972
Williams College	Williamstown, MA	Six (6) Post Tension Concrete Tennis Courts	Jason Moran, Senior Project Manager Williams College 54 South Street Williamstown, MA 01267 413-652-3093
Providence College	Providence, RI	Six (6) Rooftop Cushion Tennis Courts	Thomas Schenck, Health & Safety Coord. Providence College Harkins Hall LL18 1 Cunningham Square Providence, RI 02918 401-865-2625
CT Regional School District No. 14, Woobury, CT	Nonnewaug High School	Six (6) Post Tension Concrete Courts	Mike Molzen Director of Facilities 67 Washington Avenue Woodbury, CT 06798 203-346-8659
Old Lyme Public Schools - Regional School District No. 18	Old Lyme High School	Six (6) Post Tension Concrete Tennis Courts	Ronald Turner, Director of Facilities 69 Lyme Street Old Lyme, CT 06371 860-434-8182

REFERENCES



Shepaug Valley Regional High School	Washington Depot, CT	Four (4) Post Tension Concrete Tennis Courts	Donald J. O'Leary, Director of Facilities 11A School Street Washington Depot, CT 06794 860-868-6174
Town of Simsbury, CT	Simsbury High School	Six (6) Post Tension Concrete Tennis Courts	Kevin Fuselier, PLA, Associate SLR Consulting (Formerly Milone & MacBroom) 99 Realty Drive Cheshire, CT 06410 203-271-1773 x258
Town of Agawam, MA	Agawam High School	Six (6) Post Tension Concrete Tennis Courts	John Darigan, Project Manager JTD Construction, LLC 66 Main Street, Suite #6 Putnam, CT 06260 860-207-7347
Town of Woodbridge, CT	Amity Regional High School	Eight (8) Post Tensioned Concrete Tennis Courts	Stephen Martoni, Director of Facilities Amity District Office 25 Newton Road Woodbridge, CT 06525 203-397-4817
Town of Newtown, CT	Treadwell Park & Dickenson Park	Ten (10) Post Tension Concrete Tennis & Pickleball Courts	Carl Samuelson Town of Newtown Park and Recreation 3 Main Street Newtown, CT 06470 203-270-4340
Town of Fairfield, CT	Fairfield Ludlowe High School & Fairfield Warde High School	Ten (10) Post Tension Concrete Tennis Courts	Anthony Calabrese, Director of Parks and Recreation 75 Mill Plain Road Fairfield, CT 06824 203-256-3191
City of Holyoke, MA	Jones Point Park, Crosier Field, Holyoke High School	Fifteen (15) Post Tension Concrete Tennis Courts	Jesse Harris, Landscape Architect BSC Group 300 Winding Brook Drive Glastonbury, CT 06033 (860) 652-8227

REFERENCES



City of Norwalk, CT	Springwood Ely Park & Norwalk High School	Fourteen (14) Post Tension Concrete Tennis Courts	Ken Hughs, Superintendent of Recreation and Parks 125 East Avenue, Room 225 Norwalk, CT 06851 203-505-5681
Town of Windsor, CT	Windsor High School	Six (6) Post Tension Concrete Tennis Courts	Adam Kessler, P.E. Town of Windsor 275 Broad Street Windsor, CT 06095 860-285-1868
Washington Montessori School	Washington, CT	Four (4) Post Tensioned Concrete Tennis Courts	Rob Hall O&G Industries, Inc., 112 Wall Street Torrington, CT 06790 860-626-6423
Hanover Park High School & Whippany Park High School	East Hanover, NJ	Ten (10) Post Tension Concrete Tennis Courts	Joseph D. Perello, Project Engineer Suburban Consulting Engineers, Inc 2430 Highway 34, Building A, Suite 1R Wall, NJ 08736 201-841-2715
City of Bristol, CT	Bristol Central High School & Bristol Eastern High School	Eleven (11) Post Tension Concrete Tennis Courts	Timothy J. Callahan, AIA, LEED, Architect, Project Manager City of Bristol Bristol Public Schools 129 Church Street Bristol, CT 06011 860-584-7086
City of Stamford, CT	West Hill High School & Scofield Park	Eight (8) Post Tension Concrete Tennis Courts	Jeff Brown City of Stamford Engineering Department 888 Washington Blvd Stamford, CT 10152 203-627-6352
Town of Berlin, CT	Berlin High School	Eight (8) Post Tension Concrete Courts	Jack Healy, P.E., Director of Public Works 240 Kensington Road Berlin, CT 06037 860-828-7180