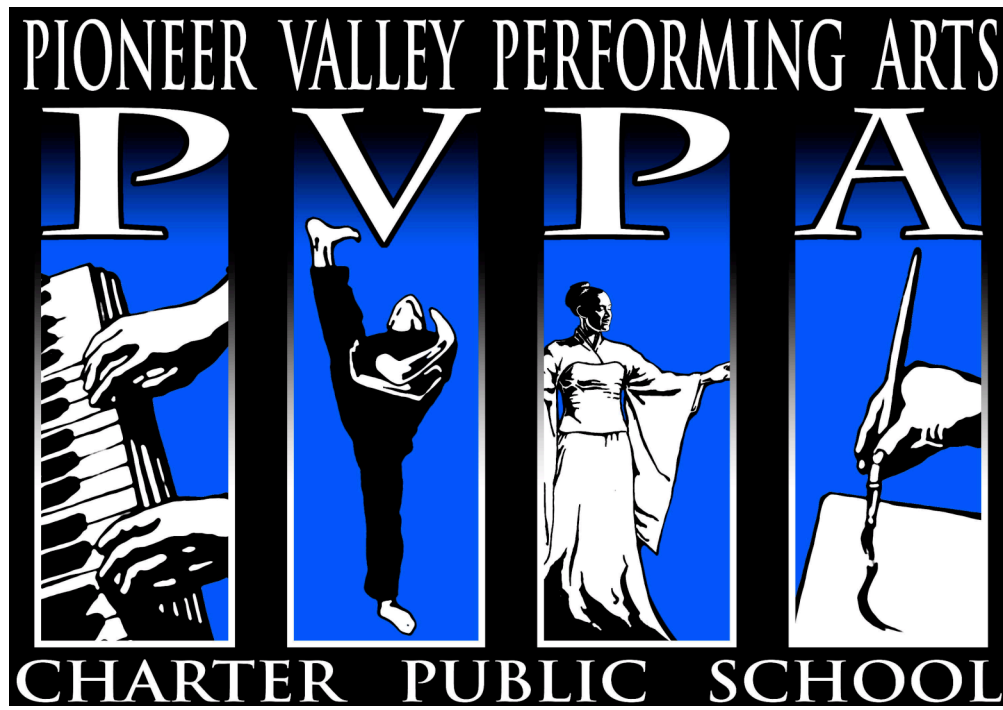




INVITATION FOR BID

Pioneer Valley Performing Arts Charter Public School is inviting bids to renovate a storage area into a computer lab, IT work room and an ADA accessible unisex restroom.

**Prepared April 24, 2009
Proprietary and confidential**

Pioneer Valley Performing Arts Charter Public School (PVPA) is a Massachusetts public school located at 15 Mulligan Drive, South Hadley, MA 01075. PVPA, started in 1996, is a regional school that serves students in Franklin, Hampshire and Hampden counties. The current enrollment is 400+ students who come to PVPA from over 60 cities and towns. PVPA offers its students intensive exposure to the performing arts within the context of an excellent college preparatory curriculum.

Schedule of Events

IFB made available	April 30, 2009
Facility job walkthrough (by appointment only)	May 4 – 8 and 11 – 15, 2009 by 5pm
Contractor questions submitted no later than	May 21, 2009 by 5:00 p.m.
Responses to questions & any addenda	May 29, 2009
Deadline for bid submission & Bid Deposit	June 8, 2009 by 5:00 p.m.
Bids opened and read	June 11, 2009 at 5:00pm
Contract to be awarded no later than	June 19, 2009 by 3:00 p.m.
Earliest start date	July 6, 2009
Job to be completed no later than	August 7, 2009

The dates stated for response evaluation, contract finalization and contract information availability are estimated time frames supplied only as a courtesy to the contractors. These dates may change and are not binding. All dates and times for written questions and response submissions are binding. Responses not in compliance with the response submission date will be deemed non-responsive.

All questions may be forwarded to either by fax or e-mail:

Scope of Work-Related Questions

John P. Kulas
PVPA Maintenance Supervisor
Phone: (413) 552 – 1580 ext. 127
Fax: (413) 552 – 1594
Email: jkulas@pvpa.com

Contractual-Related Questions

Robert Brainin
PVPA Business Manager
Phone: (413) 552 - 1591
Fax: (413) 552 - 1594
Email: rbrainin@pvpa.com

If at the time of the scheduled bid submission deadline PVPA Charter Public School is closed, the bid submission deadline will be postponed until the next regular business day.

Bid Financial Details:

Electric \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

HVAC \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Plumbing \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Data & Phone \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Doors & Windows \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Flooring \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Drop Ceiling \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Walls & Paint \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Finishings \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Permits \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Misc. Site Work \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

Miscellaneous:

_____ \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

_____ \$ _____ **Materials** \$ _____ **Labor** \$ _____ **Total**

GRAND TOTAL FOR BID

\$ _____ **Materials \$ _____ **Labor** \$ _____ **Total****

The above quotation is hereby submitted for consideration of award.

Pioneer Valley Performing Arts Charter Public School

RENOVATE STORAGE AREA INTO COMPUTER LAB, IT WORK ROOM & ADA ACCESSIBLE UNISEX RESTROOM

(Good Faith Form)

The undersigned states under penalty of perjury that this Proposal is made and submitted in good faith, without fraud, collusion or any connection of any kind with any other person for the same work; that he has informed himself fully in regard to the specifications and forms attached; and that he has made his own examinations and estimates and from them makes this Bid. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity or group of individuals.

The undersigned understands that the Awarding Authority is the Pioneer Valley Performing Arts Charter Public School which reserves the right to make no award, to reject any or all Bids, to call for new Bids if necessary, or to award to other than the lowest responsible, responsive Bidder if it is in the best interest of the Pioneer Valley Performing Arts Charter Public School to do so, and to waive any informalities in the bid procedure.

FIRM NAME: _____ DATE: _____

REPRESENTATIVE: _____
(Please print) (Signature)

REPRESENTATIVE TITLE: _____

I. PURPOSE

In order to create more classroom space, PVPA will relocate its computer lab by renovating an area of our third floor storage space. In addition, a new ADA accessible, unisex restroom will be included in the new space (Room #310). The storage space to be renovated (room #308), currently an unfinished storage area, is approximately 18 1/2' wide by 35' long (648 square feet).

PVPA seeks to identify and select an outside independent contractor to perform the activities described above. PVPA reserves the right to accept the bid deemed best for the School. The scope of work specifications listed below is an approximation and can change in order to fit our needs or the contractor's recommendations. Any drawings accompanying this IFB are for illustrative purposes only and are not intended for use as engineering drawings.

II. SCOPE OF WORK

Computer Room Area

- Supply any engineering drawings/blueprints necessary. (Make copies available to the School).
- Obtain and fulfill any and all applications, permits and inspections necessary to complete the project.
- At completion of job, supply the School with a CAD CD of all updated drawings and modifications.
- Build new wall dividing the proposed finished area and the existing storage area using 20ga metal stud framing.
- Install 5/8" FC drywall on all new partitions.
- Provide insulation in new partitions.
- Relocate current entry door to storage area into the new dividing wall.
- Purchase and install new hollow metal 1/2 glass door in old partition wall.
- Relocate current hanging gas fired heater unit further down into the storage area. (Move approximately 30').
- Relocate existing vent pipe in proposed area.
- Build in an IT work room (Room # 309) with door into new area approximately 6'8" wide by 12' long. Interior walls to have two (2) 4'2" wide by 3' high windows installed. Hollow metal door to have a 5" wide by 20" high window in it. Install 4 to 8 new data ports and 2 Double Duplex 120V Receptacles into new IT workroom. (309)
- Install new ductless split system for cooling, 2-ton condenser outside on 2nd floor lower roof. Install indoor high-wall mounted, multi fan speeds, drain to nearest roof drain, low ambient controls. (Room # 308) Run an AC leg into the IT Workroom area. (Room #310)
- Install any air returns necessary.
- Install new suspended acoustical grid ceiling to match size and type of existing ceilings in adjacent areas. (Sprinkler pipes will have to be lowered approx. 6 lines).
- Install 6 new 2' x 42" lamp troffer type fixtures into suspended acoustical grid ceiling.
- Install 6 new windows in outside walls. 3 on each side. (2'8" x 5') Match windows in adjacent rooms. Include all cutting and repair of exterior EFS surfaces.
- Relocate switching as needed and install wire mold 4000-wall track system for electric and data. (Approximately 60' / 32 Data ports (8 four-packs) / 16 Double Duplex 120V Receptacles).
- Install 4 more double duplex 120V receptacles in the new IT workroom (Room # 309).

SCOPE OF WORK CONTINUED

- Install one new phone extension. (308)
- Install emergency lighting as needed.
- Finish/paint all walls including primer and two (2) finish coats of paint. (School to decide color).
- Patch and/or repair existing concrete surface and put down new carpeting with carpet base. (Color and style to match carpeting in adjacent areas)
- Install any and all room finishing's, window treatments, etc. (To be discussed with School).

ADA Compliant Unisex Restroom (Room # 310)

- Remove existing door into maintenance closet.
- Re-construct a solid wall where door was about 6 feet further into the new computer room area.
- Reconstruct a wall about one-foot further into the hallway and put the door taken out into this wall.
- Construct a closet for the slop sink outside restroom wall.
- Remove the existing slop sink in the maintenance closet. And relocate into closet on opposite side of restroom wall.
- Extend and/or replace the suspended acoustical grid ceiling in restroom & closet area.
- Purchase and install new bathroom toilet, sink and fixtures.
- Relocate any plumbing and vents to hook up new fixtures & slop sink.
- Supply any and all electrical needs.
- Purchase and install all room, wall and flooring finishing's. (All interior wall and floor finishing's of new restroom & closet to match other restrooms in facility).

III. METHOD OF COMPENSATION UNDER THE CONTRACT

The method of compensation under this Contract will be "fee for service," based on the Contractors completion of the services listed in the Scope of Services (Section II) as approved by the School and in accordance with the Contract. Advanced payments shall not be made. Payment is generally made within 30 days subsequent to a Contractor submitting a correctly executed invoice with appropriate backup. No payments shall be made for Massachusetts' sales tax. Invoices may be submitted no more frequently than monthly for the tasks completed and shall be itemized according to the expense categories in Section II of the contract Scope of Work. Offsets for damages may be deducted by the School.

IV. DURATION OF THE CONTRACT

The anticipated duration of the Contract is until all aspects of the proposed job are completed to our satisfaction. Not to extend past August 7, 2009.

V. QUALIFICATIONS AND RELATED EXPERIENCE

1. 5 - 10 years of commercial general contracting experience.
2. Ample documented experience with public school renovation projects.
3. 3 professional references, including phone numbers and a contact person. (Preferably Schools)
4. Letter of financial stability from the company's financial institution.
5. Bid deposit (See section VII; 10; M)

VI. ESSENTIAL PERSONNEL

The respondent must provide resumes for essential personnel or subcontractors, with their qualifications clearly specified. Key employees who will have primary responsibility for each of the project tasks must be clearly identified. By submission of this IFB, the respondent agrees to ensure that the work is assigned to the identified personnel. In no event will the Contractor be allowed to replace the key personnel so assigned during the Contract unless the School makes a prior determination that the qualifications of the replacement exceed or equal those of the individual being replaced. Contractor will designate an employee who is available 24 hours per day in the case of an emergency. **Acceptable CORI forms must be submitted for each identified person working in the school.** Any costs associated with orienting new personnel to the project will be borne solely by the Contractor.

VII. GENERAL SPECIFICATIONS

1. WORKMANSHIP:

All work described in these specifications is to be executed in a thoroughly substantial, professional and workmanlike manner.

2. SCHOOL PROPERTY AND SECURITY:

- A. Any damage occurring due to the work or related activities under this contract shall be repaired as soon as possible at the Contractor's expense and to the satisfaction of the School.
- B. The School can neither accept nor assume responsibility for the security of the Contractor's material or equipment, which is lost, stolen or vandalized.
- C. The Contractor shall confine apparatus and storage of materials to areas directed by the School and shall not unreasonably encumber the premises with materials.

3. SCHEDULING AND COORDINATING:

For the period relevant to this project, the building hours are 7:00 a.m. to 3:30 p.m. All work shall be coordinated through the Maintenance Supervisor or designated representative.

4. GUARANTIES AND WARRANTY:

The Contractor shall pay to the School all expenses, losses and damages incurred as a consequence of any defect, omission, negligence, or error by the Contractor's employees or Subcontractor's employees. In the event that the same is not paid within 30 days of receipt by Contractor of notice of such expenses, losses, and damages, then the School may affect payment due to Contractor.

5. DISCRIMINATION AND SEXUAL HARASSMENT:

- A. PVPA Charter Public School does not discriminate on the basis of race, color, national origin, sex, sexual orientation, religion, age or handicap in admission or access to or treatment or employment in its programs and activities. The Contractor must comply with the terms of the School's policies on sexual harassment issues while carrying out its activities on School property. Copies of the School's harassment policies may be obtained in the School's Business Office.
- B. Non-discrimination in Employment and Affirmative Action: The Contractor shall not discriminate against a qualified employee or applicant for employment because of race, color, national origin, ancestry, age, sex, sexual orientation, religion, veteran status or disability. The Contractor shall in performance of this contract's affirmative action plan, employ minority and female subcontractors, vendors and suppliers. The Contractor agrees to comply with all applicable federal, state statutes, rules and regulations prohibiting discrimination in employment, including Title VII of the Civil Rights Act 1964, the Age Discrimination in Employment Act of 1967, Section 504 of the Rehabilitation act of 1973, the Americans with Disabilities Act of 1990, Massachusetts General Laws, Chapter 151B, all applicable administrative orders and executive orders, and all other applicable federal and state law and by-laws of the town of South Hadley.

6. PROTECTION OF LIVES AND HEALTH:

- A. The Contractor shall comply with all Federal, State and Local laws, ordinances, by-laws, rules, orders, regulations, and codes in the work under this contract.
- B. The Contractor shall comply with all Federal, State, and Local laws, ordinances, by-laws, rules, orders, regulations, and codes regarding transporting, handling, storage, removal, and disposal of all flammable, regulated, and/or unregulated materials required for the work covered under this contract and shall be responsible for all associated fees and/or charges.
- C. The Contractor shall take all precautions for preventing injuries to persons and property in or about the building, taking into account that there are over 400 students on the site at most times from 7 am to 9 pm.
- D. The Contractor shall not permit smoking by employees in the school building or on school grounds, nor allow the use of intoxicating beverages or non-prescription controlled substance drugs inside or outside the building.
- E. The Contractor shall assume the defense of, indemnify, and save harmless the School, its officers and employees from all claims relating to labor performed or furnished; of injuries to any person or corporation received or sustained by or from the Contractor, his employees, and/or subcontractors and employees, in performing the work, or in consequence of use of any improper materials, implements or labor used or employed therein; and to any act, omission or neglect of the Contractor and his/her employees therein engaged.

- F. Should the School Administration deem that the Contractor is not abiding by the provisions of this section or that a serious unsafe condition exists which threatens the health, lives, safety or property of the School community being teachers, students, staff, an immediate suspension of operation - without additional expense to the School - may be ordered until such unsafe acts or conditions are corrected.
- G. The Contractor's failure to comply with any of the requirements of this Bid Document/Contract shall be cause for immediate termination of the Contract.
- H. The Contractor shall keep itself fully informed of all existing and future, Federal, State, County and municipal laws, orders, ordinances, by-laws, rules, policies, procedures and regulations including but not limited to any OSHA regulations and health codes as well as those pertaining to affirmative action, equal opportunity and anti-discrimination as they pertain in any manner affecting those engaged or employed in the work or the materials and equipment used or employed in the work or in any way affecting the conduct of the work, and of all such orders and decrees of bodies or tribunals having jurisdiction or authority over same and all provisions required by law to be made part of this agreement which provisions are hereby incorporated by reference and made part hereof.

8. CONTRACTOR'S LIABILITY INSURANCE:

- A. The Contractor agrees to furnish and keep in full force during the term of the agreement workmen's compensation and employer's liability insurance covering all persons employed by the contractor who are engaged in the performance of the services rendered to the School. The Contractor shall include a provision that there will be no right of subrogation against the School in the event of a Workers' compensation or liability insurance payment.

The Contractor shall have and maintain without deductibility, Contractor's Public Liability and Property Insurance and Contractor's Protective Public Liability and Protective Property Damage Liability Insurance in not less than the following amounts:

A. Worker's Compensation

1) State	Statutory
2) Applicable Federal	Statutory
3) Employer's Liability Each Accident	\$1,000,000
Disease policy limit	\$500,000
Disease per employee	\$100,000

- B. Comprehensive General Liability (including Premises-Operations: Independent Contractor's Protective: Products and Completed Operation Broad Form Property)

1) Bodily Injury	
a) Each Person	\$1,000,000
b) Annual Aggregate	\$1,000,000

2) Property Damage	
a) Each Occurrence	\$1,000,000
b) Annual Aggregate	\$1,000,000
C. Contractual Liability	
1) Bodily Injury	
a) Each Occurrence	\$1,000,000
2) Property Damage	
a) Each Occurrence	\$1,000,000
b) Annual Aggregate	\$1,000,000
D. Personal Injury with Employment Exclusion deleted	
1) Annual Aggregate	\$1,000,000
E. Comprehensive Automobile Liability	
1) Bodily Injury	
a) Each Person	\$1,000,000
b) Each Occurrence	\$1,000,000
2) Property Damage	
a) Each Occurrence	\$1,000,000

All insurance policies required herein shall contain the following provisions or its equivalent with the same meaning and intent:

“The insurance company waives any right of subrogation and indemnification against Pioneer Valley Performing Arts Charter Public School, its trustees, officers, employees or their agents, or the Commonwealth of Massachusetts which may arise by reason of any payments under this policy.”

Insurance certificates are to be delivered to PVPA Charter Public School Business Office, prior to the start of the contract.

- B. The Contractor shall submit to the School, promptly upon bid award, copies of all required insurance certificates to cover all damage to School property or private property and personal injury including but not limited to student, faculty, staff, or visitor automobiles on campus grounds.
- C. The Contractor shall be liable for damage through the entire term of the Contract. Upon completion of the contract the Executive Director may have 60 days after the end of the contract to identify any damages to the School or persons which are identifiable; and after notice to the Contractor, may offset damages from final payment and/or bill the Contractor for such damages.
- D. The Contractor will provide evidence, promptly upon bid award, that its employees are covered under an unemployment compensation program.

9. CONTRACT TERMINATION:

The successful bidder will be required to enter into a contract containing the following provisions:

Pioneer Valley Performing Arts Charter Public School reserves the right to terminate this contract with or without cause or if the successful bidder fails to comply with the provisions of the contract. The School reserves the right to terminate any and all parts of this contract specification due to lack of or reduction in financial appropriations that fund this contract.

10. GENERAL PROVISIONS

- A. Contractor agrees that upon written direction by the School, setting forth reasonable cause, the Contractor will remove from service under the contract any of its employees.
- B. The Contractor shall not subcontract any portion of this contract unless approved in writing, by the School.
- C. All bid prices shall remain firm for at least sixty (60) days after the bid closing date and throughout the term of the contract.
- D. The Contractor will comply with all prevailing wage requirements (schedule attached).
- E. The submitted rates shall include complete costs involved with accomplishing the required work. Product orders FOB destination. The School will make no payments to the vendor/contractor unless covered in the bid.
- F. If the respondent takes exception to any of the terms or conditions listed in the specifications, it must be so noted in his/her bid.
- G. The School reserves the right to reject any bid that is not in full compliance with the contract specifications; reject any or all bids wholly or in part; to waive technicalities or minor deviations; to make awards in a manner deemed in the best interest of the School; and to correct any award or specification erroneously made as a result of a clerical error on the part of the School.
- H. Bids must be made on the forms supplied by the School. Should the respondent find discrepancies in or omissions from the specifications, or shall be in doubt as to their meaning, he/she shall at once notify the School in writing. The School will not be responsible for any oral instructions. In turn, if the School desires, it will notify the other respondents in writing. Any bulletins and/or addenda issued during the time of submission are to be covered in the bid closing the contract thereof.
- I. The Contractor shall execute a letter of agreement within ten working days of receipt of notification of contract award from the School. The letter of agreement, along with the complete and signed proposal document, shall constitute the contract between the School and the Contractor.
- J. The Contractor agrees to comply with all state and federal immigration laws.

- K. Pursuant to M.G.L. c.62C, Section 49A, the Contractor certifies that it has complied with all federal and state tax laws.
- L. This Bid submittal may be awarded as one full contract or may be awarded as multiple contracts.
- M. The bidder must submit a bid deposit equal to five percent of the amount of the bid. The bid deposit must be in the form of a certified, treasurer's, or cashier's check payable to the awarding authority from a responsible bank or trust company; cash; or a bid bond from licensed surety.
- N. If the low bid is significantly higher than the designer's construction cost estimate, it is the right of the Project Designer to analyze the bid in order to determine why. After the bid is analyzed it is up to the discretion of the Pioneer Valley Performing Arts Charter Public School to either continue with the awarding process or wait and re-bid at a later time.
- O. Within ten days of notification of contract award, the contractor must furnish a Payment Bond in the amount of at least 50% of the contract price. Bond must be from sureties licensed by the Massachusetts Division of Insurance.
- P. When submitting your bid, please include 3 complete copies of all bid documents.

11. EVALUATION FACTORS FOR AWARD

Any award to be made pursuant to this IFB will be based upon the bid with appropriate consideration given to operational, technical, cost, and management requirements. Evaluation of bids will be based upon the Vendor's information contained and the responsiveness to the IFB as well as and the total price quoted for all items covered by the IFB.

The following elements will be the primary considerations (but are not limited to) in evaluating all submitted bids and in the selection of a Vendor or Vendors:

1. Final price of project.
2. Completion of all required bid information in the correct format and signed.
3. Bid deposit included with bid.
4. Three extra copies of all bid documents included at bid submittal deadline.
5. Bidders acknowledgement of any addendum.
6. The Vendor's stability, qualifications, experiences, references and record of past performance in delivering such services.
7. Availability of sufficient high quality Vendor personnel with the required skills and experience for the specific approach proposed.
8. The ability to fulfill contract within specified time frame.

Pioneer Valley Performing Arts Charter Public School may, at its discretion and without explanation to the prospective Vendors, at any time choose to discontinue this IFB without obligation to such prospective Vendors.

Thank You For Your Bid Submittal

Pioneer Valley Performing Arts Charter Public School

RENOVATE STORAGE AREA INTO COMPUTER LAB, IT WORK ROOM & ADA ACCESSIBLE UNISEX RESTROOM

CERTIFICATE OF TAX COMPLIANCE

Pursuant to Massachusetts General Laws, Chapter 62C, Section 49A, I,

as

NAME

TITLE

of

certify that all state tax returns have

FIRM

been filed and all state taxes have been paid as required under law, and have no outstanding tax obligations to the Commonwealth of Massachusetts.

Signed under the penalties of perjury on this

day of

, 2009

Federal I.D.

Federal Identification Number or Social
Security Number
(Mandatory*)

SIGNATURE OF INDIVIDUAL

Personally appeared the above-named

and being duly sworn deposes and says that he/she is the person named therein, and who signed the foregoing, and that the statements therein are true.

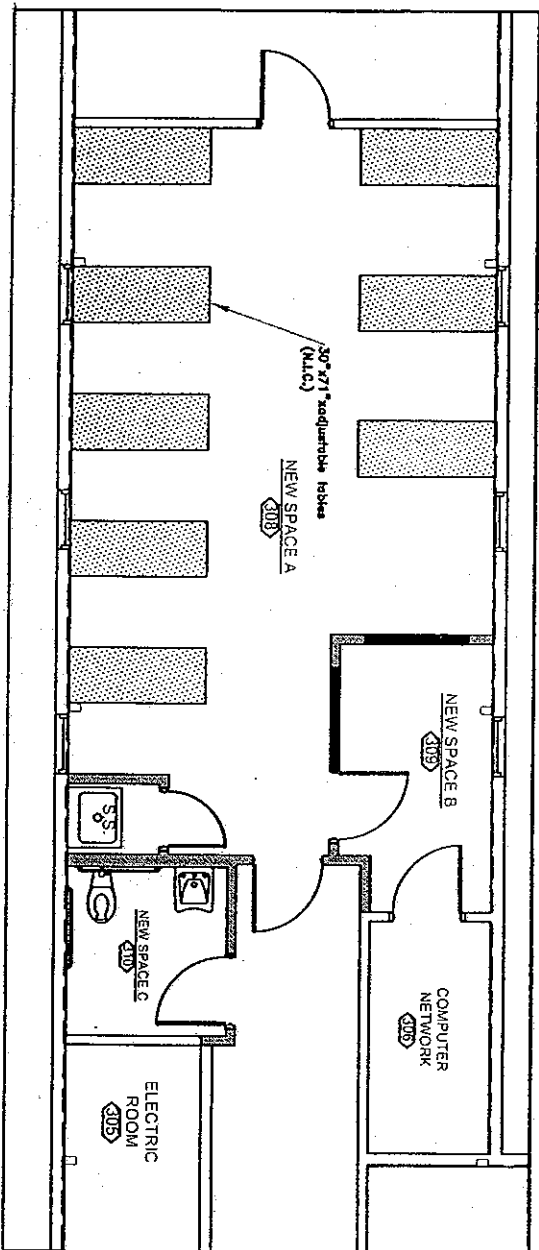
NOTARY PUBLIC

My Commission Expires:

* No contract or other Agreement for the purposes of providing goods, services or real estate space to any . . . agencies (of the Commonwealth) shall be entered into, renewed or extended with any person unless such person certifies in writing, under penalties of perjury, that he has complied with all laws of the Commonwealth relating to taxes.

Massachusetts General Laws, Chapter 62C, Section 49A (b).

For Illustration Purposes Only





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

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DIVISION OF OCCUPATIONAL SAFETY



GEORGE NOEL
Director
LAURA M. MARLIN
Commissioner

Prevailing Wage Rates

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

Awarding Authority: PIONEER VALLEY PERFORMING ARTS CHARTER SCHO

Contract Number: **City/Town:** SOUTH HADLEY

Description Of Work: STORAGE AREA/COMPUTER LAB,BATHROOM RENOVATIONS

Job Location: 15 MULLIGAN DR., FLR.3

Classification	Effective Dates and Total Rates				
(2 AXLE) DRIVER - EQUIPMENT	12/1/2008	\$42.330			
(3 AXLE) DRIVER - EQUIPMENT	12/1/2008	\$42.400			
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/1/2008	\$42.520			
ADS/SUBMERSIBLE PILOT	8/1/2008	\$97.960	8/1/2009 \$102.480	8/1/2010 \$107.460	8/1/2011 \$112.980
AIR TRACK OPERATOR	12/1/2008	\$38.090	6/1/2009 \$39.340	12/7/2009 \$40.340	
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/1/2008	\$37.720	6/1/2009 \$38.720	12/1/2009 \$39.720	6/1/2010 \$40.720
	12/1/2010	\$41.970	6/1/2011 \$42.970	12/1/2011 \$44.220	
ASBESTOS WORKER (PIPES & TANKS)	12/1/2008	\$37.750	6/1/2009 \$39.250	12/1/2009 \$40.250	
ASPHALT RAKER	12/1/2008	\$37.590	6/1/2009 \$38.840	12/7/2009 \$39.840	
ASPHALT RAKER (HEAVY & HIGHWAY)	12/1/2008	\$37.220	6/1/2009 \$38.220	12/1/2009 \$39.220	6/1/2010 \$40.220
	12/1/2010	\$41.470	6/1/2011 \$42.470	12/1/2011 \$43.720	
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	12/1/2008	\$42.430	6/1/2009 \$43.710	12/1/2009 \$44.990	
BARCO-TYPE JUMPING TAMPER	12/1/2008	\$37.590	6/1/2009 \$38.840	12/7/2009 \$39.840	
BATCH/CEMENT PLANT - ON SITE	12/1/2008	\$41.920	6/1/2009 \$43.190	12/1/2009 \$44.460	
BLOCK PAVER, RAMMER / CURB SETTER	12/1/2008	\$38.090	6/1/2009 \$39.340	12/7/2009 \$40.340	
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2008	\$37.720	6/1/2009 \$38.720	12/1/2009 \$39.720	6/1/2010 \$40.720
	12/1/2010	\$41.970	6/1/2011 \$42.970	12/1/2011 \$44.220	
BOILERMAKER	10/1/2008	\$54.800			
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	3/2/2009	\$52.800	9/7/2009 \$54.050	3/1/2010 \$55.300	9/6/2010 \$56.600
	3/7/2011	\$57.900	9/5/2011 \$59.250	3/5/2012 \$60.650	
BULLDOZER/POWER SHOVEL/TREE SHREADER	12/1/2008	\$42.430	6/1/2009 \$43.710	12/1/2009 \$44.990	
CAISSON & UNDERPINNING BOTTOM MAN	12/1/2008	\$46.250	6/1/2009 \$47.250	12/1/2009 \$48.250	6/1/2010 \$49.250
	12/1/2010	\$50.500	6/1/2011 \$51.500	12/1/2011 \$52.750	
CAISSON & UNDERPINNING LABORER	12/1/2008	\$45.100	6/1/2009 \$46.100	12/1/2009 \$47.100	6/1/2010 \$48.100
	12/1/2010	\$49.350	6/1/2011 \$50.350	12/1/2011 \$51.600	
CAISSON & UNDERPINNING TOP MAN	12/1/2008	\$45.100	6/1/2009 \$46.100	12/1/2009 \$47.100	6/1/2010 \$48.100
	12/1/2010	\$49.350	6/1/2011 \$50.350	12/1/2011 \$51.600	
CARBIDE CORE DRILL OPERATOR	12/1/2008	\$37.590	6/1/2009 \$38.840	12/7/2009 \$39.840	
CARPENTER	9/29/2008	\$45.230			
CEMENT MASONRY/PLASTERING	3/2/2009	\$53.020	9/7/2009 \$54.230	3/1/2010 \$55.440	9/6/2010 \$56.700
	3/7/2011	\$57.960	9/5/2011 \$59.270	3/5/2012 \$60.630	
CHAIN SAW OPERATOR	12/1/2008	\$37.590	6/1/2009 \$38.840	12/7/2009 \$39.840	
COMPRESSOR OPERATOR	12/1/2008	\$41.920	6/1/2009 \$43.190	12/1/2009 \$44.460	
CRANE/BACKHOE/FRONT-END LOADER OPERATOR	12/1/2008	\$42.430	6/1/2009 \$43.710	12/1/2009 \$44.990	
DELEADER (BRIDGE)	1/1/2009	\$61.210	7/1/2009 \$62.360	1/1/2010 \$63.510	
DEMO: ADZEMAN	12/1/2008	\$45.100	6/1/2009 \$46.100	12/1/2009 \$47.100	6/1/2010 \$48.100
	12/1/2010	\$49.350	6/1/2011 \$50.350	12/1/2011 \$51.600	
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/1/2008	\$46.100	6/1/2009 \$47.100	12/1/2009 \$48.100	6/1/2010 \$49.100
	12/1/2010	\$50.350	6/1/2011 \$51.350	12/1/2011 \$52.600	

This wage schedule must be posted at the work site in accordance with M.G.L. ch. 149, sec. 27

Failure of the employer to pay "prevailing wage rates," which are the minimum wage rates listed above, on public works projects is a violation of M.G.L. ch. 149, sec. 27B. Employees not receiving such rates should report the violation to the Office of Fair Labor and Business Practices, 100 Cambridge Street, Boston, MA 02108; Tel: 617-727-3465.



GEORGE NOEL
Director
LAURA M. MARLIN
Commissioner

Job Location: 15 MULLIGAN DR., FLR.3

Classification	Effective Dates and Total Rates							
DEMO: BURNERS	12/1/2008	\$45.850	6/1/2009	\$46.850	12/1/2009	\$47.850	6/1/2010	\$48.350
	12/1/2010	\$50.100	6/1/2011	\$51.100	12/1/2011	\$52.350		
DEMO: CONCRETE CUTTER/SAWYER	12/1/2008	\$46.100	6/1/2009	\$47.100	12/1/2009	\$48.100	6/1/2010	\$49.100
	12/1/2010	\$50.350	6/1/2011	\$51.350	12/1/2011	\$52.600		
DEMO: JACKHAMMER OPERATOR	12/1/2008	\$45.850	6/1/2009	\$46.850	12/1/2009	\$47.850	6/1/2010	\$48.850
	12/1/2010	\$50.100	6/1/2011	\$51.100	12/1/2011	\$52.350		
DEMO: WRECKING LABORER	12/1/2008	\$45.100	6/1/2009	\$46.100	12/1/2009	\$47.100	6/1/2010	\$48.100
	12/1/2010	\$49.350	6/1/2011	\$50.350	12/1/2011	\$51.600		
DIVER	8/1/2008	\$72.590	8/1/2009	\$75.600	8/1/2010	\$78.890	8/1/2011	\$82.740
DIVER TENDER	8/1/2008	\$58.090	8/1/2009	\$60.240	8/1/2010	\$62.590	8/1/2011	\$65.340
DIVER TENDER (EFFLUENT)	8/1/2008	\$76.210	8/1/2009	\$79.440	8/1/2010	\$82.960	8/1/2011	\$87.090
DIVER/SLURRY (EFFLUENT)	8/1/2008	\$97.960	8/1/2009	\$102.480	8/1/2010	\$107.410	8/1/2011	\$113.190
ELECTRICIAN	1/1/2009	\$46.630	7/1/2009	\$47.630	1/1/2010	\$48.330	7/1/2010	\$49.330
	1/1/2011	\$50.080						
ELEVATOR CONSTRUCTOR	1/1/2009	\$58.610	1/1/2010	\$60.110	1/1/2011	\$61.610	1/1/2012	\$63.110
ELEVATOR CONSTRUCTOR HELPER	1/1/2009	\$45.740	1/1/2010	\$46.800	1/1/2011	\$47.850	1/1/2012	\$48.900
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/1/2008	\$37.220	6/1/2009	\$38.220	12/1/2009	\$39.220	6/1/2010	\$40.220
	12/1/2010	\$41.470	6/1/2011	\$42.470	12/1/2011	\$43.720		
FIELD ENG - PARTY CHIEF (BLDG, SITE, HVY CONST)	6/1/1999	\$30.230						
FIELD ENG-CHIEF OF SURVEY(BLDG, SITE, HVY CONST)	6/1/1999	\$31.230						
FIELD ENG-INST./ROD PERSON(BLDG, SITE, HVY CONST)	6/1/1999	\$27.740						
FIRE ALARM INSTALLER	1/1/2009	\$46.630	7/1/2009	\$47.630	1/1/2010	\$48.330	7/1/2010	\$49.330
	1/1/2011	\$50.080						
FIRE ALARM REPAIR / MAINTENANCE	1/1/2009	\$32.980						
FIREMAN	12/1/2008	\$41.920	6/1/2009	\$43.190	12/1/2009	\$44.460		
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/1/2008	\$32.080	6/1/2009	\$32.080	12/1/2009	\$32.080	6/1/2010	\$33.080
	12/1/2010	\$33.080	6/1/2011	\$34.080	12/1/2011	\$34.080		
FLOORCOVERER	3/1/2009	\$56.070						
FORK LIFT	12/1/2008	\$42.120	6/1/2009	\$43.400	12/1/2009	\$44.680		
GENERATORS/LIGHTING PLANTS	12/1/2008	\$38.870	6/1/2009	\$40.050	12/1/2009	\$41.230		
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	6/1/2008	\$44.680						
GRADER/TRENCHING MACHINE/DERRICK	12/1/2008	\$42.430	6/1/2009	\$43.710	12/1/2009	\$44.990		
HVAC (DUCTWORK)	1/1/2009	\$46.830	7/1/2009	\$47.890	1/1/2010	\$48.820	7/1/2010	\$49.840
	1/1/2011	\$50.950						
HVAC (ELECTRICAL CONTROLS)	1/1/2009	\$46.630	7/1/2009	\$47.630	1/1/2010	\$48.330	7/1/2010	\$49.330
	1/1/2011	\$50.080						
HVAC (TESTING AND BALANCING - AIR)	1/1/2009	\$46.830	7/1/2009	\$47.890	1/1/2010	\$48.820	7/1/2010	\$49.840
	1/1/2011	\$50.950						

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GEORGE NOEL
Director
LAURA M. MARLIN
Commissioner

Classification	Effective Dates and Total Rates						
HVAC (TESTING AND BALANCING -WATER)	3/17/2009	\$52.460	9/17/2009	\$53.710	3/17/2010	\$54.710	
HVAC MECHANIC	3/17/2009	\$52.460	9/17/2009	\$53.710	3/17/2010	\$54.710	
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/1/2008	\$37.720	6/1/2009	\$38.720	12/1/2009	\$39.720	6/1/2010 \$40.720
	12/1/2010	\$41.970	6/1/2011	\$42.970	12/1/2011	\$44.220	
INSULATOR (PIPES & TANKS)	9/1/2008	\$49.140	9/1/2009	\$51.060	9/1/2010	\$52.980	
IRONWORKER/WELDER	3/16/2009	\$49.710	9/16/2009	\$51.000	3/16/2010	\$52.290	
JACKHAMMER & PAVING BREAKER OPERATOR	12/1/2008	\$37.590	6/1/2009	\$38.840	12/7/2009	\$39.840	
LABORER	12/1/2008	\$37.340	6/1/2009	\$38.590	12/7/2009	\$39.590	
LABORER (HEAVY & HIGHWAY)	12/1/2008	\$36.970	6/1/2009	\$37.970	12/1/2009	\$38.970	6/1/2010 \$39.970
	12/1/2010	\$41.220	6/1/2011	\$42.220	12/1/2011	\$43.470	
LABORER: CARPENTER TENDER	12/1/2008	\$37.340	6/1/2009	\$38.590	12/7/2009	\$39.590	
LABORER: CEMENT FINISHER TENDER	12/1/2008	\$37.590	6/1/2009	\$38.840	12/7/2009	\$39.840	
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/1/2008	\$37.340	6/1/2009	\$38.590	12/7/2009	\$39.590	
LABORER: MASON TENDER	12/1/2008	\$37.590	6/1/2009	\$38.840	12/7/2009	\$39.840	
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/1/2008	\$37.220	6/1/2009	\$38.220	12/1/2009	\$39.220	6/1/2010 \$40.220
	12/1/2010	\$41.470	6/1/2011	\$42.470	12/1/2011	\$43.720	
LABORER: MULTI-TRADE TENDER	12/1/2008	\$37.340	6/1/2009	\$38.590	12/7/2009	\$39.590	
LABORER: TREE REMOVER	12/1/2008	\$37.340	6/1/2009	\$38.590	12/7/2009	\$39.590	
LASER BEAM OPERATOR	12/1/2008	\$37.590	6/1/2009	\$38.840	12/7/2009	\$39.840	
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/1/2008	\$37.220	6/1/2009	\$38.220	12/1/2009	\$39.220	6/1/2010 \$40.220
	12/1/2010	\$41.470	6/1/2011	\$42.470	12/1/2011	\$43.720	
MARBLE & TILE FINISHERS	3/2/2009	\$45.880	9/7/2009	\$47.130	3/1/2010	\$48.380	9/6/2010 \$49.680
	3/7/2011	\$50.980	9/5/2011	\$52.330	3/5/2012	\$53.480	
MARBLE MASONS,TILELAYERS & TERRAZZO MECH	3/2/2009	\$52.800	9/7/2009	\$54.050	3/1/2010	\$55.300	9/6/2010 \$56.600
	3/7/2011	\$57.900	9/5/2011	\$59.250	3/5/2012	\$60.650	
MECH. SWEEPER OPERATOR (NON-CONSTRUCTION)	7/1/2008	\$27.300	7/1/2009	\$28.300	7/1/2010	\$29.000	7/1/2011 \$29.700
MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2008	\$42.430	6/1/2009	\$43.710	12/1/2009	\$44.990	
MECHANIC/WELDER/BOOM TRUCK	12/1/2008	\$41.920	6/1/2009	\$43.190	12/1/2009	\$44.460	
MILLWRIGHT (Zone 3)	3/1/2009	\$51.080					
MORTAR MIXER	12/1/2008	\$37.590	6/1/2009	\$38.840	12/7/2009	\$39.840	
OILER	12/1/2008	\$37.420	6/1/2009	\$38.430	12/1/2009	\$39.680	
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/1/2008	\$35.990	6/1/2009	\$37.080	12/1/2009	\$38.170	
PAINTER (BRIDGES/TANKS)	1/1/2009	\$61.210	7/1/2009	\$62.360	1/1/2010	\$63.510	
PAINTER (SPRAY OR SANDBLAST, NEW) *	1/1/2009	\$41.780	7/1/2009	\$42.680	1/1/2010	\$43.580	
PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2009	\$39.100	7/1/2009	\$40.000	1/1/2010	\$40.900	
PAINTER (TRAFFIC MARKINGS)	12/1/2008	\$36.970	6/1/2009	\$37.970	12/1/2009	\$38.970	6/1/2010 \$39.970
	12/1/2010	\$41.220	6/1/2011	\$42.220	12/1/2011	\$43.470	
PAINTER / TAPER (BRUSH, NEW) *	1/1/2009	\$40.380	7/1/2009	\$41.280	1/1/2010	\$42.180	
PAINTER / TAPER (BRUSH, REPAINT)	1/1/2009	\$37.700	7/1/2009	\$38.600	1/1/2010	\$39.500	
PANEL & PICKUP TRUCKS DRIVER	12/1/2008	\$42.160					



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

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DIVISION OF OCCUPATIONAL SAFETY

Prevailing Wage Rates

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



GEORGE NOEL
Director
LAURA M. MARLIN
Commissioner

Awarding Authority: PIONEER VALLEY PERFORMING ARTS CHARTER SCHO

Contract Number:

City/Town: SOUTH HADLEY

Description Of Work: STORAGE AREA/COMPUTER LAB,BATHROOM RENOVATIONS

Job Location: 15 MULLIGAN DR., FLR.3

Classification	Effective Dates and Total Rates							
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2008	\$53.730						
PILE DRIVER	8/1/2008	\$53.730						
PIPELAYER	12/1/2008	\$37.590	6/1/2009	\$38.840	12/7/2009	\$39.840		
PIPELAYER (HEAVY & HIGHWAY)	12/1/2008	\$37.220	6/1/2009	\$38.220	12/1/2009	\$39.220	6/1/2010	\$40.220
	12/1/2010	\$41.470	6/1/2011	\$42.470	12/1/2011	\$43.720		
PLUMBER & PIPEFITTER	3/17/2009	\$52.460	9/17/2009	\$53.710	3/17/2010	\$54.710		
PNEUMATIC CONTROLS (TEMP.)	3/17/2009	\$52.460	9/17/2009	\$53.710	3/17/2010	\$54.710		
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/1/2008	\$37.220	6/1/2009	\$38.220	12/1/2009	\$39.220	6/1/2010	\$40.220
	12/1/2010	\$41.470	6/1/2011	\$42.470	12/1/2011	\$43.720		
POWDERMAN & BLASTER	12/1/2008	\$38.340	6/1/2009	\$39.590	12/7/2009	\$40.590		
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/1/2008	\$37.970	6/1/2009	\$38.970	12/1/2009	\$39.970	6/1/2010	\$40.970
	12/1/2010	\$42.220	6/1/2011	\$43.220	12/1/2011	\$44.470		
PUMP OPERATOR (CONCRETE)	12/1/2008	\$42.430	6/1/2009	\$43.710	12/1/2009	\$44.990		
PUMP OPERATOR (DEWATERING, OTHER)	12/1/2008	\$41.920	6/1/2009	\$43.190	12/1/2009	\$44.460		
READY-MIX CONCRETE DRIVER	5/1/2008	\$30.870						
RESIDENTIAL WOOD FRAME CARPENTER **	6/2/2008	\$30.810						
RIDE-ON MOTORIZED BUGGY OPERATOR	12/1/2008	\$37.590	6/1/2009	\$38.840	12/7/2009	\$39.840		
ROLLER OPERATOR	12/1/2008	\$41.350	6/1/2009	\$42.600	12/1/2009	\$43.850		
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)	9/1/2008	\$42.820						
SCRAPER	12/1/2008	\$41.920	6/1/2009	\$43.190	12/1/2009	\$44.460		
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	12/1/2008	\$41.350	6/1/2009	\$42.600	12/1/2009	\$43.850		
SELF-PROPELLED POWER BROOM	12/1/2008	\$38.870	6/1/2009	\$40.050	12/1/2009	\$41.230		
SHEETMETAL WORKER	1/1/2009	\$46.830	7/1/2009	\$47.890	1/1/2010	\$48.820	7/1/2010	\$49.840
	1/1/2011	\$50.950						
SIGN ERECTOR	6/1/2008	\$35.520	6/1/2009	\$37.780				
SLATE/TILE/PRECAST CONCRETE ROOFER	9/1/2008	\$43.600						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/1/2008	\$42.620						
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/1/2008	\$42.910						
SPRINKLER FITTER	1/1/2008	\$51.900						
TELECOMMUNICATION TECHNICIAN	1/1/2009	\$32.980						
TERRAZZO FINISHERS	3/2/2009	\$45.880	9/7/2009	\$47.130	3/1/2010	\$48.380	9/6/2010	\$49.680
	3/7/2011	\$50.980	9/5/2011	\$52.330	3/5/2012	\$53.480		
TEST BORING DRILLER	12/1/2008	\$46.500	6/1/2009	\$47.500	12/1/2009	\$48.500	6/1/2010	\$49.500
	12/1/2010	\$50.750	6/1/2011	\$51.750	12/1/2011	\$53.000		
TEST BORING DRILLER HELPER	12/1/2008	\$45.220	6/1/2009	\$46.220	12/1/2009	\$47.220	6/1/2010	\$48.220
	12/1/2010	\$49.470	6/1/2011	\$50.470	12/1/2011	\$51.720		
TEST BORING LABORER	12/1/2008	\$45.100	6/1/2009	\$46.100	12/1/2009	\$47.100	6/1/2010	\$48.100
	12/1/2010	\$49.350	6/1/2011	\$50.350	12/1/2011	\$51.600		

This wage schedule must be posted at the work site in accordance with M.G.L. ch. 149, sec. 27

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Issue Date: 4/15/2009

Rate Sheet: SOUTH HADLEY

Job ID: 127993

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

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DIVISION OF OCCUPATIONAL SAFETY

Prevailing Wage Rates

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



GEORGE NOEL
Director
LAURA M. MARLIN
Commissioner

Awarding Authority: PIONEER VALLEY PERFORMING ARTS CHARTER SCHO

Contract Number:

City/Town: SOUTH HADLEY

Description Of Work: STORAGE AREA/COMPUTER LAB,BATHROOM RENOVATIONS

Job Location: 15 MULLIGAN DR., FLR.3

Classification	Effective Dates and Total Rates					
TRACTORS	12/1/2008	\$41.350	6/1/2009	\$42.600	12/1/2009	\$43.850
TRAILERS FOR EARTH MOVING EQUIPMENT	12/1/2008	\$43.200				
TUNNEL WORK (COMP. AIR HAZ. WASTE)	12/1/2008	\$59.180	6/1/2009	\$60.430	12/1/2009	\$61.680
	12/1/2010	\$64.180	6/1/2011	\$65.430	12/1/2011	\$66.680
TUNNEL WORK (COMPRESSED AIR)	12/1/2008	\$57.180	6/1/2009	\$58.430	12/1/2009	\$59.680
	12/1/2010	\$62.180	6/1/2011	\$63.430	12/1/2011	\$64.680
TUNNEL WORK (FREE AIR HAZ. WASTE)	12/1/2008	\$51.250	6/1/2009	\$52.500	12/1/2009	\$53.750
	12/1/2010	\$56.250	6/1/2011	\$57.400	12/1/2011	\$58.750
TUNNEL WORK (FREE AIR)	12/1/2008	\$49.250	6/1/2009	\$50.500	12/1/2009	\$51.750
	12/1/2010	\$54.250	6/1/2011	\$55.500	12/1/2011	\$56.750
VAC-HAUL	12/1/2008	\$42.620				
WAGON DRILL OPERATOR	12/1/2008	\$37.590	6/1/2009	\$38.840	12/7/2009	\$39.840
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/1/2008	\$37.220	6/1/2009	\$38.220	12/1/2009	\$39.220
	12/1/2010	\$41.470	6/1/2011	\$42.470	12/1/2011	\$43.720
WATER METER INSTALLER	3/17/2009	\$52.460	9/17/2009	\$53.710	3/17/2010	\$54.710

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

** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.

This wage schedule must be posted at the work site in accordance with M.G.L. ch. 149, sec. 27

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COMMONWEALTH OF MASSACHUSETTS

Division of Occupational Safety

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

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

City/Town: SOUTH HADLEY

All steps are 6 months (1000 Hours) unless otherwise specified**

Classification	Ratio*	1	2	3	4	5	6	7	8	9	10
ASBESTOS INSULATOR (Pipes & Tanks)	1:4	50	60	70	80						
				Steps are 1 year							
BOILERMAKER	1:5	65	65	70	75	80	85	90	95		
BRICK/PLASTER/CEMENT MASON	1:5	50	60	70	80	90	95				
CARPENTER	**	50	55	60	70	80	85	90	95		
** 1: 1-5, 2: 6-8, 3: 9-11				Steps are 6 mos (600 hrs.)							
ELECTRICIAN	2:3****	50	55	60	65	70	75				
				Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.							
ELEVATOR CONSTRUCTOR	1:1	50	55	65	70	80					
				Steps 1-2 are 6 mos.; Steps 3-5 are 1 year							
FLOORCOVERER	1:1	50	55	60	65	70	75	80	85		
				Steps are 750 hrs.							
GLAZIER	1:1	50	56.3	62.5	68.8	75	81.3	88	93.8		
HOIST/PORT. ENG.	1:6	60	70	80	90						
				Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.							
IRONWORKER		60	70	75	80	85	90				
Structural 1:6; Ornamental 1:4											
LABORER	1:5	60	70	80	90						
PAINTER	1:1	50	55	60	65	70	75	80	90		
				Steps are 750 hrs.							
PILE DRIVER	1:3	60	65	70	75	80	85	90	95		
PLUMBER/PIPEFITTER	1:5	45	50	60	70	80					
				Steps are 2000 hrs.							
ROOFER	1:3	60	65	70	75	80	85	90	95		
				Steps are 750 hrs.							
ROOFER (TEAR OFF)	1:1	60	65	70	75	80	85	90	95		
				Steps are 750 hrs.							
SHEET METAL WORKER	1:3	45	50	55	60	65	70	75	80	85	90
SIGN ERECTOR	1:1	50	55	60	65	70	75	80	85	90	
				Steps are 4 mos.							
SPRINKLER FITTER	1:1	40	45	50	55	60	65	70	75	80	85

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

** Multiple ratios are listed in comment field.

*** The job site ratio of 2 apprentices(App) for every 3 journeymen(JM) is allowed as follows:

1 JM: 1 App; 2-3 JM: 2 App; 4-6 JM: 4 App; 7- 9 JM: 6 App; 10- 12 JM: 8 App; 13-15 JM: 10 App; etc

**** The job site ratio of 2 apprentices(App) for every 3 journeymen(JM) is allowed as follows:

1-2 JM: 1 App; 3-4 JM: 2 App; 5 JM: 3 App; 6-7 JM: 4 App; 8 JM: 5 App; etc

Division of Occupational Safety

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

City/Town:	SOUTH HADLEY	All steps are 6 months (1000 Hours) unless otherwise specified**							
TELECOMMUNICATION TECHNICIAN	1:1	50	55	60	65	70	75	80	85

1-2 JM: 1 App; 3-4 JM: 2 App; 5 JM: 3 App; 6-7 JM: 4 App; 8 JM: 5 App; etc