Invitation for Bids (IFB) No. 1525
solicited by the
NYS Office of General Services
for
Kitchen Exhaust Duct Cleaning
at
Various State Facilities in Albany, NY
Group 71005, Class Code 76

BID DUE DATE: January 13, 2010 at 3:00 PM (EST)

ISSUE DATE: November 2, 2009

Designated Contact:
Beth Maus
Voice: 518-474-5981
Fax: 518-473-2844
E-mail: Beth.Maus@ogs.state.ny.us

Alternate Contact:
Diane Robinson
Same
Same
E-mail: Diane.Robinson@ogs.state.ny.us
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Appendix B........Required Forms
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Appendix E........Prevailing Wage Rate Schedule
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1. Introduction

1.1 Overview

The Office of General Services (OGS) Bureau of Food Services is seeking a vendor to supply experienced staff to provide labor and materials to perform scheduled cleaning of the kitchen exhaust ducts located in the cafeterias and food service areas throughout the State facilities located in the Albany area.

The Bureau of Food Services administers food service and maintenance contracts, sets policies, rules, regulations and guidelines at the cafeterias and food service areas located in State facilities. The Bureau also monitors the contractors’ compliance to all Federal, State and local laws, rules and regulations and works with the contractor to ensure that the required services are provided satisfactorily and in a manner that will cause minimum interference with the normal use of the building and its tenants.

1.2 Designated Contact

In compliance with the Procurement Lobbying Law, Beth Maus, Purchasing Officer, NYS Office of General Services, Division of Financial Administration has been designated the ONLY contact for this procurement solicitation and may be reached by email, voice or fax for all inquiries regarding this solicitation.

Beth Maus, Purchasing Officer  
NYS Office of General Services  
Financial Administration  
Corning Tower, 40th Floor, ESP  
Albany, New York 12242  
Voice: 1-518-474-5981  
Fax: 1-518-473-2844  
Email: Beth.Maus@ogs.state.ny.us

In the event the designated contact is not available, the alternate designated contact is:

Diane Robinson, Senior Purchasing Agent  
NYS Office of General Services  
Financial Administration  
Corning Tower, 40th Floor, ESP  
Albany, New York 12242  
Voice: 1-518-474-5981  
Fax: 1-518-473-2844  
Email: diane.robinson@ogs.state.ny.us

1.3 Minimum Bidder Qualification

The following minimum qualifications must be met by each bidder:

- Firm has been in continuous operation for at least the past three (3) years providing the cleaning, maintenance, labor, repair and replacement of materials and equipment similar to those required by this IFB.

1.4 IFB Questions and Clarifications
Questions and requests for clarification regarding this IFB shall only be directed to:

Beth S. Maus, Purchasing Officer  
OGS Division of Financial Administration  
40th Floor, Corning Tower, ESP  
Albany, NY 12242  
Phone: 1-518-474-5981  
Fax: 1-518-473-2844  
e-mail: beth.maus@ogs.state.ny.us

Questions and requests for clarification are only accepted via e-mail.
Deadline for submission of questions will be as stated in Section 1.5 - Key Events.
Official answers to questions will be provided via addendum per the date shown in Section 1.5 - Key Events, by the Issuing Office and distributed via email to all interested Proposers who have attended the mandatory facility site visit.

1.5 Key Events

The Table below outlines the tentative schedule for important action dates.

<table>
<thead>
<tr>
<th>Action</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>OGS issues Invitation For Bid (IFB) #1525 – Kitchen Exhaust Duct Cleaning</td>
<td>11/02/09</td>
</tr>
<tr>
<td>Mandatory Facility Site Visit</td>
<td>12/01/09 @ 9:00 AM (EST)</td>
</tr>
<tr>
<td>Bidder Question Deadline</td>
<td>12/10/09</td>
</tr>
<tr>
<td>OGS Issues a Response to Questions (estimated)</td>
<td>12/21/09</td>
</tr>
<tr>
<td>Bid Due Date to OGS</td>
<td>01/13/10 @ 3:00 PM (EST)</td>
</tr>
<tr>
<td>Contract Start Date</td>
<td>Upon OSC approval</td>
</tr>
</tbody>
</table>
2. Bid Submission

2.1 Bid Format and Content

In order for the State to evaluate bids fairly and completely, bidders should follow the format set forth herein and must provide all of the information requested. All items identified in the following list must be addressed as concisely as possible in order for a bid to be considered complete. Failure to conform to the stated requirements may necessitate rejection of the bid.

1. **Cover Letter.** The cover letter must confirm that the bidder understands all the terms and conditions contained in this IFB and will comply with all the provisions of this IFB. Further, that should the contract be awarded to your company, you would be prepared to begin services upon contract approval from the Office of the State Comptroller. The cover letter must include the full contact information of the person(s) NYS OGS shall contact regarding the bid. A bidder representative authorized to make contractual obligations must sign the cover letter. The letter must also state whether or not subcontractors will be used.

2. **Experience & Operational Plan.** Bidders must describe their capabilities to provide the services requested in this IFB by providing the following:
   - A description of Bidder’s experience in providing kitchen exhaust duct cleaning services. Company background information and location.
   - Indicate the number of hours estimated to complete each item. Should these estimated figures significantly deviate from recent practice, the Contractor must provide an explanation of how the work will be accomplished
   - Staffing plan for this contract, including any subcontractors.

3. **Pricing.** Bidder shall list on the attached cost proposal form (Attachment 1) the price per cleaning at each location and the hourly rate and material mark-up for additional services.

4. All other required completed forms from Appendices B, C and D.

*Note:* OGS reserves the right to request any additional information deemed necessary to ensure that the bidder is able to fulfill the requirements of the contract.

2.2 Instructions for Bid Submission

Only those bidders who furnish all required information and meet the mandatory requirements will be considered. Submit all required bid documents including bid addenda if any, to the OGS Division of Financial Administration at the following address:

Division of Financial Administration – Contract Unit
NYS Office of General Services
Corning Tower, 40th Floor
Empire State Plaza
Albany, NY 12242
Attn: Beth Maus

E-MAIL OR FAX BID SUBMISSIONS ARE NOT ACCEPTABLE AND WILL NOT BE CONSIDERED.

The State of New York will not be held liable for any cost incurred by the Bidder for work performed in the preparation and production of a bid or for any work performed prior to the formal execution of a contract.

Bids must be received in the above office on or before January 13, 2010 @ 3:00 PM (EST) as indicated in Section 1.5 - Key Events.

The received time of bids will be determined by OGS at the clock at the above noted location.

Bids must remain open and valid for 120 days from the due date, unless the time for awarding the contract is extended by mutual consent of NYS OGS and the Bidder. A bid shall continue to remain an effective offer, firm and irrevocable, subsequent to such 120 day period until either tentative award of the contract(s) by issuing Office is made or withdrawal of
the bid in writing by Bidder. Tentative award of the contract(s) shall consist of written notice to that effect by the issuing Office to the successful Bidder. This IFB remains the property of the State at all times, and all responses to this IFB, once delivered, become the property of the State.

NO CONSIDERATION WILL BE GIVEN TO BIDS RECEIVED AFTER THE STATED DATE AND TIME.

2.3 Packaging of IFB Response

Please submit (4) originals of the Cost Proposal Form (Attachment 1), the Signature Page and the Acknowledgement Page found in Appendix D. Please complete and submit (1) original and (3) copies of all other documents found in Appendices B, C and D.

The bid documents must be submitted by mail, hand delivery, overnight carrier or certified mail in a package showing the following information on the outside:

- Bidder's complete name and address
- Solicitation Number – 1525
- Bid Due Date and Time: January 13, 2010 @ 3:00 PM (EST)
- Bid for Kitchen Exhaust Duct Cleaning at Various State Facilities in the Albany Area

Mailed Bids

Bidders mailing their bid must allow sufficient mail delivery time to ensure receipt of their bid no later than the specified date and time.

Important Security Procedures for Delivered Bids:

Security procedures are in effect at the Corning Tower. Photo identification is required. All visitors must register for building access, for delivering bids. Vendors are encouraged to pre-register by contacting the OGS Finance Office at 518-474-5981 at least 24 hours prior to the bid opening. Pre-registered visitors are to report to the visitor desk located at the Concourse level of the Corning Tower. Upon presentation of appropriate photo identification, the visitor will be allowed access to the building.

Upon arrival at the visitor desk, visitors that have not pre-registered will be directed to a designated phone to call the OGS Finance Office. Pre-registered visitors are to report to the visitor desk located at the Concourse level of the Corning Tower. Upon presentation of appropriate photo identification, the visitor will be allowed access to the building.

Visitor parking information can be viewed at the following OGS web site:

http://www.ogs.state.ny.us/parking/forVisitor/visitor.html

2.4 Mandatory Pre-Bid Conference/Facility Site Visit

Proposers intending to submit a proposal will be required to attend a mandatory Pre-Bid Conference/Facility Site Visit to be held on December 1, 2009 at 9:00 AM (EST) at the Empire State Plaza in Albany, NY. This pre-bid conference and site visit will include an informational meeting and a tour of the various service locations included in this solicitation. This is the only date and time available for inspection. Alternate dates for additional building inspections will not be available. Prospective bidders arriving after the substantive portion of the site visit begins (as reasonably determined by the facility manager) will be precluded from attending the site visit, and therefore unable to submit a responsive bid.

Due to security restrictions, all Proposers must pre-register with the Director of Food Services, Vincent Brewer at (518) 474-1606 and/or email at Vincent.Brewer@ogs.state.ny.us at least 24 hours in advance. It is recommended that attendees arrive at the building at least thirty minutes prior to scheduled time with photo identification.

A Proposer’s failure to attend the Pre-Proposal Conference and Site Visit will result in rejection of the Proposer’s proposal. Both the informational meeting and the tour are mandatory.
The site visit will provide an opportunity for Proposers to see first hand the existing equipment, the tasks to be performed and the special needs of each facility. Drawings of the existing duct work system will also be available at the site visit for bidders to view. Questions during the pre-proposal conference will be permitted. It is suggested that the Proposer note the question and ask at the end of the tour. Completion of the Facility Site Visit Verification Form (included in Appendix B – Required Forms) is required and must be submitted with your bid.

Verbal answers are not official answers. All questions asked at the conference or after the tour must be submitted via email to the Designated Contact for this solicitation no later than the date and time indicated in Section 1.5 - Key Events. Official answers to all questions will be distributed in the form of an addendum via email to all attendees of the mandatory pre-bid conference/facility site visit. Only answers provided by addendum are considered official.

In accordance with State Finance Law §139-j(3)(a)(3), this mandatory pre-proposal conference and site visit is covered by the permissible subject matter authorization. A vendor is authorized to speak with representatives other than the designated contact(s) for the sole purpose of the pre-proposal conference and site visit (to arrange attendance, during the conduct of the visit and to pose questions regarding the site).

NOTE: If there are any questions Proposers would like addressed at the pre-bid conference, Proposers should submit them in writing as instructed in Section 1.4 - IFB Questions and Clarifications, to the designated contact prior to the date of the conference. Questions during the pre-proposal conference will be permitted, however, only questions submitted in writing and answered via addendum will be considered official.
3. Administrative Information

3.1 Issuing Office
This IFB is being released by the New York State Office of General Services Division of Financial Administration on behalf of the OGS Bureau of Food Services.

3.2 Method of Award
Award shall be made to the vendor who has the lowest responsive and responsible bid based on the grand total on Attachment 1, Cost Proposal Form.

The total bid consists of the following components:

**Base Bid:**
- Provide a price for each cleaning at each location. This price shall include all labor and materials needed to perform scheduled cleanings.

**Additional Services:**
- Hourly rate for additional services. Labor cost quotes will be considered straight time costs for work accomplished during an eight (8) hour schedule, excluding State holidays. Any work performed at times other than the scheduled time is considered to be overtime and would be allowed only when approved by the Director of Food Services. The overtime rates paid to the Contractor would be 1.5 times the rate bid for “after hours”, or double times the rate bid for Sundays and holidays.
- Material Percentage Mark-up over cost for materials needed for additional services.

Upon determination of the lowest responsive and responsible bidder, the Service Agreement found in Appendix D hereto, which appendix is hereby incorporated by reference and made a part hereof as fully as if set forth at length herein, will be completed with the successful bidder’s information and appended to this IFB and the successful bidder’s bid to form the contract between the parties that will be processed for all necessary State approvals.

Prospective Contracts should note that since this is a full service agreement, the time and materials requirement would only be utilized in the event of vandalism, negligence by the State, fire, Acts of God or other unusual circumstances.

3.3 Price
Prices bid shall be inclusive of all costs including travel, licenses, insurance, administrative, profit and other ancillary costs.

3.4 Term of Contract
This contract will commence upon the approval of the Office of the New York State Comptroller and will be in effect for five (5) years.

The State of New York retains the right to cancel this contract for convenience, provided that the Contractor is given at least thirty (30) days written notice of OGS’ intent to cancel. Any cancellation by OGS under this section shall in no event constitute or be deemed a breach of any contract resulting from this IFB and no liability shall be incurred by or arise against OGS, its agents and employees therefore for lost profits or any other damages resulting there from. This provision should not be understood as waiving the State’s right to terminate the contract for cause or stop work immediately for unsatisfactory work, but is supplementary to that provision. See Section 5.14 – Termination.

3.5 Price Adjustment (Escalation / De-escalation)
The Contractor is to submit a bid that will be fixed for one (1) year only. On each anniversary date of the contract, the Contractor will be granted an increase or decrease in their bid, dependent upon fluctuations in the Consumer Price Index for all items, Northeast Region, as published by the U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C. 20212. Visit their website at www.bls.gov/ro2/home.htm.

The ‘base’ month for determining adjustments will be the third month prior to the start date of the contract. The base month
is fixed and will not be adjusted year to year. The adjustments will be based on the difference in the base month CPI for each applicable year and will become effective in the anniversary month. For example, if the contract is awarded in September 2006, the ‘base’ month will be June. If the contract allows for an adjustment after the first year, it would be based on the difference between the June 2006 CPI and the June 2007 CPI and become effective in September 2007. If the contract price is fixed for three years and allows an escalation thereafter, it would be based on the difference between the June 2008 CPI and the June 2009 CPI and become effective September 2009.

The consumer price index is published around the middle of each month for the prior month (i.e. the January figure is not published until mid February). The Contractor has the sole responsibility to request, in letter form, an adjusted rate and shall provide a copy of the index and other supporting documentation necessary to support the increase or decrease with the request. This request and documentation must be received at the below address within three months of the base month. To ensure timely delivery, certified mail is recommended. As long as the request is submitted and received within the required time frame, the adjustment will be processed using the base month Consumer Price Index. Once approved, the contractor will be notified in writing. **Request and documentation must be sent to the OGS Contract Unit, Corning Tower, 40th Floor, Empire State Plaza, Albany, New York 12242.**

Should a contractor fail to submit the request and supporting documentation to the proper location within three months of the applicable base month date, contractor shall be deemed to have waived its right to any increase in price, but the State shall not be barred from making the appropriate adjustment in the case of a decrease determined in accordance with the above methodology.

### 3.6 Method of Payment

For purposes of this contract, invoices shall be submitted within (15) days of services rendered. A written work order must be signed by the Director of Food Services and submitted with each invoice. Refer to Section 4.4 – Administrative and Reporting Requirements.

Invoices shall be submitted to the OGS Claims Unit. Invoices will be processed in accordance with established procedures of the Office of General services and the Office of the State Comptroller (OSC) and payments will be subject to the prompt payment provisions of Article XI-A of the New York State Finance Law.

Invoices must be itemized and include the following information: Contract ID number (i.e.: C00XXXXX), date and time, location, number of technicians that performed work, actual number of hours worked by each technician, and a description of work completed. Travel expenses will not be allowed.

Invoices without the above stated information will be returned to Contractor to be completed as required in the paragraph above. Payment will not be issued until a corrected invoice is received and approved by OGS.

All invoices must be submitted for payment to either:

THE CLAIMS UNIT  
DIVISION OF FINANCIAL ADMINISTRATION -or- claimsunit@ogs.state.ny.us  
OFFICE OF GENERAL SERVICES  
EMPIRE STATE PLAZA STATION  
P. O. BOX 2117  
ALBANY, NEW YORK 12220-0117

**MANDATORY:** A copy of the invoice must be forwarded to the Director of Food Services for approval.

### 3.7 Electronic Payment

The Office of the State Comptroller (OSC) offers an “electronic payment” option in lieu of issuing checks. Contact OSC to obtain an information packet at 1-518-474-4032 or e-mail to epunit@osc.state.ny.us or visit their website at www.osc.state.ny.us.
3.8 Past Practice
The failure to exercise any right hereunder in the past shall not operate as a waiver of such right. No breach of this Agreement shall be deemed waived unless such waiver shall be in writing and signed by the party claimed to have waived. No waiver of any breach of the Agreement at any time in the past shall constitute a waiver of subsequent breach.

3.9 Bid Exceptions
The Issuing Office will consider all requests to waive any bid requirement. However, bidders should be aware that failure to obtain a waiver of any bid requirement in advance of bid submission could result in rejection of Bidder's bid and disqualification from the bidding process. Bidders wishing to obtain an exemption or waiver for any part of this solicitation must contact the Issuing Office in writing by the 'Questions Due Date' as identified in Key Events (Section 1.5). The request must cite the specific section and requirement in question, and clearly identify any proposed alternative. Requests will be considered and responded to in writing, either via addendum (if the response results in a change to the IFB), or directly to the requesting vendor.

3.10 Dispute Resolution
It is the policy of the Office of General Services’ Financial Administration to provide vendors with an opportunity to administratively resolve disputes, complaints or inquiries related to bid solicitations or contract awards. OGS Financial Administration encourages vendors to seek resolution of disputes through consultation with OGS Financial Administration staff. All such matters will be accorded impartial and timely consideration. Interested parties may also file formal written disputes. A copy of the OGS Financial Administration Dispute Resolution Procedures for Vendors may be obtained by contacting the designated contact person identified on the front of the bid document.

3.11 Waiver of Rights
The failure of the Bidder or OGS to seek redress for violation of or strict performance of any condition in this IFB and the resultant contract does not constitute a waiver of remedies. No provision in this document shall be deemed to have been waived by either party unless such a provision is waived in writing.

3.12 Examination of Contract Documents
- Each Bidder is under an affirmative duty to inform itself by personal examination of the specifications of the proposed work and by such other means as it may select, of the character, quality and extent of the work to be performed and the conditions under which the contract is to be executed.
- Each Bidder shall examine specifications and all other data or instruction pertaining to the work. No pleas of ignorance of conditions that may be encountered or of any other matter concerning the work to be performed in the execution of the contract will be accepted by the state as an excuse for any failure or omission on the part of the Bidder to fulfill every detail of all the requirements of the documents governing the work. The Bidder, if awarded the contract, will not be allowed any extra compensation by reason of any matter or thing concerning which such Bidder might have fully informed itself prior to bidding.
- Any addendum issued prior to the bid due date must be acknowledged by signature, dated and be submitted on or before the bid due date. In awarding a contract any written addenda will become a part thereof.
- Any verbal information obtained from, or statements made by, representatives of the Commissioner of General Services shall not be construed as in any way amending contract documents. Only such corrections or addenda as are issued, in writing, shall become a part of the contract.

3.13 Prime Contractor Responsibilities
The State will contract only with the successful Bidder who is the Prime Contractor. The Issuing Office considers the Prime Contractor, the sole Contractor with regard to all provisions of the IFB, and the contract resulting from the IFB.

No subcontract entered into by the Contractor shall relieve the Contractor of any liabilities or obligations in this IFB or the resultant contract. The Contractor accepts full responsibility for the actions of any employee or subcontractor who carry out any of the provisions of any contract resulting from this IFB.
3.14 Inspection of Books

It is expressly understood and agreed that the Office of General Services and the New York State Comptroller shall have the right to inspect and audit the Contractor’s records covered under this Agreement, in accordance with his statutory responsibility to examine the books and accounts of every Agency. The New York State Comptroller requires, and the Contractor agrees to, the retention of all material that is pertinent to an audit of the operations under any contract resulting from this IFB for a full six-year period.

3.15 Glossary of Terms

“Issuing Office” shall mean the Office of General Services Division of Financial Administration.

“Contractor” shall mean a successful company awarded a contract pursuant to this IFB.

“Invitation for Bid” or “IFB” shall mean this document.

The “State” shall mean The People of the State of New York, which shall also mean the New York State office of General Services.

“Commissioner” shall mean the Commissioner of General Services or duly authorized representative.

“Offeror” or “Bidder” shall mean any person, partnership, firm, corporation or other authorized entity submitting a bid to the State pursuant to this IFB.

3.16 Rules of Construction

Words of the masculine and feminine genders shall be deemed and construed to include the neuter gender. Unless the context otherwise indicates, the singular number shall include the plural number and vice versa, and words importing persons shall include corporations and associations, including public bodies, as well as natural persons. The terms “hereby,” “hereof,” “hereto,” “herein,” “hereunder,” and any similar terms, as used in this IFB, refer to this IFB.
4. **Scope of Work**

4.1 **Service Requirements**

This is a full service contract. For the purposes of this contract full service shall mean that the Contractor’s bid price includes, but is not necessarily limited to: **cleaning of all kitchen exhaust duct lines, fan wheels and blades, fan housing, all labor, all parts and materials, all equipment and provide all chemicals required to perform this service, all administrative reporting or other requirements, and all overhead costs and profit.**

The Bureau of Food Services has prints of the duct work that can be viewed by prospective bidders. The prints have been marked to show any inaccessible areas of duct work. All duct lines are to be cleaned in their entirety unless designated on the drawing as being inaccessible. All access doors necessary to do the job have already been installed. Refer to Section 4.1.4 – Access Openings for additional information.

All work shall conform to the best standard practice of the trade involved and by experienced personnel. All materials used shall be applicable to this contract and applied in accordance with the recommendation of the manufacturer.

Drop cloths shall be used to cover ranges and other kitchen equipment, where necessary. All grease removed from kitchen exhaust ducts and fan housings shall be removed from the premises by the contractor. Remove all articles (rags, duct insulation, etc.) from ceiling plenum. All supplies and/or materials shall be removed from the duct work and surrounding areas when work is completed.

4.1.1 **Scheduling of Work**

Since the building(s) is occupied, services shall be performed by the contractor in manner that will cause minimum interference with the normal use of the building and its tenants. All work must be coordinated with the Bureau of Food Services. Work performed at times other than normal working hours shall be done so at no extra expense to the State. The State may not be held responsible for interruptions.

Service representatives are to schedule service with the Director of Food Services seven (7) days prior to reporting to the building for permission to accomplish all work. To ensure access to the site, the names with any initials and driver’s license numbers of each employee that will be performing the work must be submitted to the Director of Food Services within forty-eight (48) hours of the scheduled service along with the make and model of vehicle(s) that will be used for travel to the site.

Service technicians will sign in and out with the Director of Food Services. Failure to sign in or out, whether intentional or not, shall be understood to mean that the service was not performed.

All service must be performed by trained technicians.

It is the contractor’s responsibility to maintain the equipment and materials provided for the work consistent with applicable safety and health codes.

4.1.2 **Manual Cleaning**

- Shut off and lock fan systems as needed with OGS Plant Utilities in accordance with NFPA Code 96.
- Manually clean using scrapers and extension tools on all duct work from kitchen grill hoods to the first chamber of filtration system as shown on drawings and from site visits. Access doors have already been cut and positioned to allow contractor’s personnel to reach up to four (4) feet in each direction.
- After scraping, spray with degreaser “Break-Up” as manufactured by S.C. Johnson Wax, Howe Street, Racine, Wisconsin 53403-2236, telephone number of company (262) 260-2000, or equal product. Telephone number for product information and purchasing (1-800-821-1405) Material Safety Data Sheets (MSDS) to be supplied and approved prior to start of work.
- Manually clean all ductwork again using steel wool or scotchbrite pads and extension tools, as necessary.
- Rinse with water to leave a clean duct surface free of all grease.
- All work must be performed in accordance with NFPA Code 96.
4.1.3 Pressure Wash Cleaning

Note: McDonald’s exhaust system is the only watertight system in the list of exhaust systems. Once the system ties into the main duct of the Food Court system, the system no longer is watertight.

- Shut off and lock fan systems as needed with the OGS Plant Utilities in accordance with NFPA Code 96.
- Manually clean using scrapers and extension tools on all duct work from kitchen grill hoods to the first chamber of filtration system as shown on drawings and from site visits. Access doors have already been cut and positioned to allow contractor’s personnel to reach up to four (4) feet in each direction.
- After scraping, spray with degreaser, let sit for five (5) to ten (10) minutes, “Break-up” as manufactured by S>C> Johnson Wax, Howe Street, Racine, Wisconsin 53403-2236, telephone number of company (262) 260-2000, or equal product. Telephone number for product information and purchasing (1-800-821-1405) Material Safety Data Sheets (MSDS) to be supplied and approved prior to start of work.
- Pressure wash all interior surfaces, using high temperature water.
- Vacuum (dry vac) through all access doors and remove all standing water throughout duct system.
- Wipe and dry to remove any and all remaining water and/or grease.
- Contractor is responsible for any damage caused by pressure washing (leaks, equipment damage, etc.)
- All work must be performed in accordance with NFPA Code 96.

4.1.4 Access Openings

All access openings needed to complete work are already installed. However, should there be a need for an additional access opening(s), the Contractor shall notify the Director of Food Services in writing. Additional openings shall be installed at the time and material bid rate, meeting all NFPA codes, and only after authorized in writing by the Director. All access door openings are required to be secured when the work is complete.

4.2 Frequency of Cleanings of Facilities

It is estimated that most of the ductwork systems will be cleaned once annually, however, a few are done twice a year. Inspections will be conducted periodically by the Bureau of food Services. Should these inspections warrant the need for additional cleanings, the contractor will be contacted to arrange the additional cleaning and will be paid the same unit pricebid.

<table>
<thead>
<tr>
<th>Location</th>
<th>Cleanings per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Mansion</td>
<td>1</td>
</tr>
<tr>
<td>McDonald’s Restaurant</td>
<td>2</td>
</tr>
<tr>
<td>Sign of the tree – Restaurant Kitchen</td>
<td>2</td>
</tr>
<tr>
<td>Sign of the tree – Banquet Kitchen</td>
<td>1</td>
</tr>
<tr>
<td>Plaza Food Court</td>
<td>1</td>
</tr>
<tr>
<td>Liberty Café/Albany Room</td>
<td>1</td>
</tr>
<tr>
<td>Pastabilities</td>
<td>1</td>
</tr>
<tr>
<td>Swan Street Cafeteria</td>
<td>1</td>
</tr>
<tr>
<td>Ten Eyck Building</td>
<td>1</td>
</tr>
<tr>
<td>Campus Building No. 12</td>
<td>1</td>
</tr>
<tr>
<td>Campus Building No. 24</td>
<td>1</td>
</tr>
</tbody>
</table>
4.3 Additional Services

Additional services shall be considered any services other than the scheduled work as described in the scope of work. All additional services require pre-approval by the Director of the OGS Bureau of Food Services. In the event any repair is found necessary, the Director of Food Services is to be appraised, in writing, of the need for the repair. Additional Services performed without proper approval will not be compensated.

Additional services shall be paid at the hourly rate bid.

OGS retains the right to have any additional services completed via separate competitive bid or other means, as determined to be in the best interest of the State.

4.4 Administrative and Reporting Requirements

The Contractor will be responsible for the completion of a variety of administrative and reporting requirements, and the cost of same shall be included in the base bid.

1) Contracts Meetings:
   a) Upon award of the contract and prior to the start of any work, the Contractor shall be available for an initial job meeting with the OGS Director of Food Services.
      1. The Contractor’s submission of a schedule of work to be reviewed and approved by the Director of Food Services.
      2. A review of all facility use rules.
      3. An introduction for each respective organization, chain of command, etc.
   b) Unless otherwise directed, there shall be monthly job meetings for the following purposes:
      1. Review job progress, quality of work, and approval and delivery of materials.
      2. Identify and resolve problems which impede planned progress.
      3. Coordinate the efforts of all concerned so that the contract progresses on schedule to on-time completion.
      4. Maintain a sound working relationship between the Contractor and the Director of Food Services, and a mutual understanding of the contract.
      5. Maintain sound working procedures.

2) Reporting Requirements:

A written report is to be submitted to the Director of Food Services within ten (10) business days after each servicing. This report must include a precise description of services provided to the system and equipment, number of technicians involved, and number of contract hours spent. This report must be signed by the Director of Food Services and submitted with the invoice for payment. Payment will not be approved without this documentation.
4.5 Background Checks for Contractors Performing Services in OGS Facilities

Requirements

Requirements of this clause apply to the successful bidder (Contractor) of the contract who will be performing on-site work for OGS under the contract resulting from this solicitation. The cost to the Contractor for performing requirements of this section, shall be included in the bidder’s response to this solicitation.

Definitions

For purposes of this clause, the following definitions apply:

(1) On-Site: “On-site” refers to any State-owned or leased space open to the public or at which State business operations are conducted.

(2) Suitability: “Suitability” refers to identifiable character traits and past conduct which are reasonably sufficient to indicate whether a given individual is likely or not likely to be able to perform the requirements of a contract at OGS on-site locations without undue risk to the interests of the State.

(3) Suitability determination: A “suitability determination” is a determination that there are reasonable grounds to believe that an individual will likely be able to perform the contract requirements on-site without undue risk to the interests of the State.

Applicability

(1) Contractors shall perform background checks and make suitability determinations on contractor employees before the individual employees can perform on-site contract services for the Office of General Services.

(2) Contractor shall maintain a continuous list of background checks and suitability determinations noted above, and shall provide this list to the Facility Manager prior to the contract commencement date. The list shall be updated and resubmitted to the Facility Manager as changes occur, continually keeping the Facility Manager updated.

(3) The Commissioner of General Services, or his designee (the “Commissioner”), on a case-by-case basis, may, either temporarily or permanently, waive the requirements of this clause, in whole or in part, if they determine in writing that background checks and suitability determinations are not necessary at a specific location, or for a specific individual, in order to protect the State's interests.

Background Check

(1) The Contractor is responsible, at its own expense, for completing background checks and making suitability determinations on its employees prior to the employee beginning on-site work. Compliance with the requirement for performing a background check and making a suitability determination shall not be construed as providing a contractor employee clearance to secured areas. Contractors are required to maintain records of background checks and suitability determinations for the term of the contract, and to make them available to the State when requested.

(2) At a minimum, the background check and suitability determination must include an evaluation of:

   (i) Verification that the individual is not listed on a national watched person database. The following link has information about a data available. http://www.treas.gov/offices/enforcement/ofac/sdn/index.html. The following link has a PDF file of a list of SPECIALLY DESIGNATED NATIONALS AND BLOCKED PERSONS http://www.treas.gov/offices/enforcement/ofac/sdn/IntlSdn.pdf;

   (ii) Criminal History checks (using a national database that contains criminal histories and supplement this search by checks of NYS Office of Court Administration and comparable searches of states where the person has lived, worked or attended school during the past 5 years) Or by obtaining the
record of convictions from NYSOCA directly and from their equivalents from other states where
the person might have lived, worked or attended school during the last 5 years;
(iii) DMV driving records;
(iv) Social Security Number trace;
(v) Verification of U.S. citizenship or legal resident status; and
(vi) Residence (past 3 years) (should be requested on employment application to compare against data
from DMV license and other searches for verification);

Background Check Guidelines
(1) In making a suitability determination, the contractor shall consider the following factors and evaluate
them against the work to be performed, the performance location, and the degree of risk to the State:
(i) Any loyalty or terrorism issue;
(ii) Patterns of conduct (e.g., alcoholism/drug addiction, financial irresponsibility/major liabilities,
dishonesty, unemployability for negligence or misconduct, criminal conduct);
(iii) Dishonorable military discharge;
(iv) Felony and misdemeanor offenses;
(v) Drug manufacturing/trafficking/sale;
(vi) Major honesty issue (e.g., extortion, armed robbery, embezzlement, perjury);
(vii) Criminal sexual misconduct;
(viii) Serious violent behavior (e.g., rape, aggravated assault, arson, child abuse, manslaughter);
(ix) Illegal use of firearms/explosives; and
(x) Employment related misconduct involving dishonesty, criminal or violent behavior.

(2) The contractor shall evaluate any adverse information about an individual by considering the following
factors before making a suitability determination:
(i) The nature, extent and seriousness of the conduct;
(ii) The circumstances surrounding the conduct;
(iii) The frequency and recency of the conduct;
(iv) The individual's age and maturity at the time of the conduct;
(v) The presence or absence of rehabilitation and other pertinent behavior changes;
(vi) The potential for pressure, coercion, exploitation, or duress;
(vii) The likelihood of continuation of the conduct.
(viii) How, and if, the conduct bears upon potential job responsibilities; and
(ix) The employee’s employment history before and after the conduct.

Each suitability determination should be documented in a narrative. If negative items are
mitigated by subsequent passage of time or completion of substance abuse programs this rationale
should be included in the narrative. A negative suitability determination must be supported by a
finding that the adverse information has a direct bearing on the potential job duties or that it is
deemed sufficiently serious to bar the employee from a State site.

Employee Removal.
Whenever a contractor becomes aware that any employee working at an on-site location under an OGS
contract becomes an unacceptable risk to the State; the contractor shall immediately remove that employee
from the site, notify the Commissioner that such a removal has taken place, and replace them with a qualified
substitute. If the approval of the Commissioner was initially required for the removed employee, Commissioner approval is required for the replacement employee.
**Commissioner Notification**
Prior to commencement of on-site contract performance, the contractor shall notify the Commissioner that the background checks and suitability determinations required by this clause have been completed for affected individuals.
5. Contract Clauses and Requirements

5.1 Appendix A / Order of Precedence

Appendix A — Standard Clauses for New York State Contracts, dated June 2006, attached hereto, is hereby expressly made a part of this solicitation document as fully as if set forth at length herein.

The agreement resulting from a successful award will include the following documents. Conflicts between these documents will be resolved in the following descending order of precedence:

1. Appendix- A
2. Service Agreement – Appendix D
3. OGS Invitation For Bid Number 1525 (This Document)
4. Selected Contractor’s Bid

5.2 Procurement Lobbying Requirement

Pursuant to State Finance Law §§139-j and 139-k, this solicitation includes and imposes certain restrictions on communications between OGS and an Offerer/Bidder during the procurement process. An Offerer/Bidder is restricted from making contacts from the earliest notice of intent to solicit offers/bids through final award and approval of the Procurement Contract by OGS and, if applicable, the Office of the State Comptroller (“restricted period”) to other than designated staff unless it is a contact that is included among certain statutory exceptions set forth in State Finance Law §139-j (3) (a). Designated staff, as of the date hereof, is identified on the first page of this solicitation. OGS employees are also required to obtain certain information when contacted during the restricted period and make a determination of the responsibility of the Offerer/Bidder pursuant to these two statutes. Certain findings of non-responsibility can result in rejection for contract award and in the event of two findings within a four-year period, the Offerer/Bidder is debarred from obtaining governmental Procurement Contracts. Further information about these requirements can be found on the OGS website:

http://www.ogs.state.ny.us/aboutOgs/regulations/defaultAdvisoryCouncil.html

5.3 Contractor Insurance Requirements

Prior to the commencement of the work to be performed by the Contractor hereunder, the Contractor shall file with The People of the State of New York, Office of General Services (hereinafter referred to as “OGS”), Certificates of Insurance (hereinafter referred to as “Certificates”), evidencing compliance with all requirements contained in this Contract. Such Certificates shall be of a form and substance acceptable to OGS.

Certificate acceptance and/or approval by OGS does not and shall not be construed to relieve Contractor of any obligations, responsibilities or liabilities under the Contract.

All insurance required by the Contract shall be obtained at the sole cost and expense of the Contractor; shall be maintained with insurance carriers acceptable to OGS; shall be primary and non-contributing to any insurance or self insurance maintained by OGS; shall be endorsed to provide written notice be given to OGS, at least thirty (30) days prior to the cancellation, non-renewal, or material alteration of such policies, which notice, evidenced by return receipt of United States Certified Mail; shall be sent to Office of General Services, Purchasing Unit, Corning Tower, 40th Floor, Empire State Plaza, Albany, New York 12242 and shall name The People of the State of New York, its officers, agents, and employees as additional insureds there under (General Liability Additional Insured Endorsement shall be on Insurance Service Office’s (ISO) form number CG 20 10 11 85). The additional insured requirement does not apply to Workers Compensation, Disability or Professional Liability coverage.

The Contractor shall be solely responsible for the payment of all deductibles and self-insured retentions to which such policies are subject. Deductibles and self-insured retentions must be approved by OGS. Such approval shall not be unreasonably withheld.

The Contractor shall require that any subcontractors hired, carry insurance with the same limits and provisions provided herein.
Each insurance carrier must be rated at least “A-” Class “VII” in the most recently published Best’s Insurance Report. If, during the term of the policy, a carrier’s rating falls below “A-” Class “VII”, the insurance must be replaced no later than the renewal date of the policy with an insurer acceptable to OGS and rated at least “A-” Class “VII” in the most recently published Best’s Insurance Report.

The Contractor shall cause all insurance to be in full force and effect as of the commencement date of this Contract and to remain in full force and effect throughout the term of this Contract and as further required by this Contract. The Contractor shall not take any action, or omit to take any action that would suspend or invalidate any of the required coverages during the period of time such coverages are required to be in effect.

Not less than thirty (30) days prior to the expiration date or renewal date, the Contractor shall supply to OGS updated replacement Certificates of Insurance, and amendatory endorsements.

The Contractor, throughout the term of this Contract, or as otherwise required by this Contract, shall obtain and maintain in full force and effect, the following insurance with limits not less than those described below and as required by the terms of this Contract, or as required by law, whichever is greater (limits may be provided through a combination of primary and umbrella/excess policies):

a) Commercial General Liability Insurance with a limit of not less than $5,000,000 each occurrence. Such liability shall be written on the ISO occurrence form CG 00 01, or a substitute form providing equivalent coverages and shall cover liability arising from premises operations, independent contractors, products-completed operations, broad form property damage, personal & advertising injury, cross liability coverage, liability assumed in a contract (including the tort liability of another assumed in a contract) and explosion, collapse & underground coverage.

1. If such insurance contains an aggregate limit, it shall apply separately on a per job or per project basis.

b) Comprehensive Business Automobile Liability Insurance with a limit of not less than $2,000,000 each accident. Such insurance shall cover liability arising out of any automobile including owned, leased, hired and non-owned automobiles.

c) If the work involves abatement, removal, repair, replacement, enclosure, encapsulation and/or disposal of any petroleum, petroleum product, hazardous material or substance, the Contractor shall maintain in full force and effect throughout the term hereof, pollution legal liability insurance with limits of not less than $5,000,000, providing coverage for bodily injury and property damage, including loss of use of damaged property or of property that has not been physically injured. Such policy shall provide coverage for actual, alleged or threatened emission, discharge, dispersal, seepage, release or escape of pollutants, including any loss, cost or expense incurred as a result of any cleanup of pollutants or in the investigation, settlement or defense of any claim, suit, or proceedings against OGS arising from Contractors work.

If coverage is written on a claims-made policy, the Contractor warrants that any applicable retroactive date precedes the effective date of this Contract; and that continuous coverage will be maintained, or an extended discovery period exercised, for a period of not less than two years from the time work under this Contract is completed.

If the Contract includes disposal of materials from the job site, the Contractor must furnish to OGS, evidence of pollution legal liability insurance in the amount of $2,000,000 maintained by the disposal site operator for losses arising from the disposal site accepting waste under this Contract.

If autos are used for transporting hazardous materials, the Contractor shall provide pollution liability broadened coverage for covered autos (endorsement CA 99 48) as well as proof of MCS 90.

d) If providing professional services, the Contractor shall maintain, or if subcontracting professional services, shall certify that Subcontractor maintain, errors and omissions liability insurance with a limit of not less than $5,000,000 per loss.

Such insurance shall apply to professional errors, acts, or omissions arising out of the scope of services covered by this Contract and, if the project involves abatement, removal, repair, replacement, enclosure, encapsulation and/or disposal of any hazardous material or substance, it may not exclude bodily injury, property damage, pollution or asbestos related claims, testing, monitoring, measuring, or laboratory analyses.

If coverage is written on a claims-made policy, the Contractor warrants that any applicable retroactive date precedes the effective date of this Contract; and that continuous coverage will be maintained, or an extended discovery period exercised, for a period of not less than two years from the time work under this Contract is completed.

e) Waiver of Subrogation. Contractor shall cause to be included in each of its policies insuring against loss, damage or destruction by fire or other insured casualty a waiver of the insurer’s right of subrogation against OGS, or, if such waiver is unobtainable (i) an express agreement that such policy shall not be invalidated if Contractor waives or has waived before the casualty, the right of recovery against OGS or (ii) any other form of permission for the release of OGS.
Contractor acknowledges that failure to obtain any or all required insurance on behalf of OGS constitutes a material breach of contract and subjects it to liability for damages, indemnification and all other legal remedies available to OGS.

f) WORKERS’ COMPENSATION / DISABILITY INSURANCE:

Workers’ Compensation, Employer’s Liability, and Disability Benefits meeting all New York State statutory requirements are required. If coverage is obtained from an insurance company through an insurance policy, the policy shall provide coverage for all states of operation that apply to the performance of the contract. In addition, if employees will be working on, near or over navigable waters, coverage provided under the US Longshore and Harbor Workers’ Compensation Act must be included. Also, if the contract is for temporary services, or involves renting equipment with operators, the Alternate Employer Endorsement, WC 00 03 01A, must be included on the policy naming the People of the State of New York as the alternate employer.

PROOF of COMPLIANCE WITH WORKERS’ COMPENSATION COVERAGE REQUIREMENTS:

ACORD forms are NOT acceptable proof of workers’ compensation coverage.

In order to provide proof of compliance with the requirements of the Workers’ Compensation Law pertaining to workers’ compensation coverage, contractors shall:

A) Be legally exempt from obtaining workers’ compensation insurance coverage;

or

B) Obtain such coverage from insurance carriers;

or

C) Be a Board-approved self-insured employer or participate in an authorized self-insurance plan.

Contractors seeking to enter into contracts with the State of New York shall provide one of the following forms to the Office of General Services at the time of bid submission or shortly after the opening of bids:

Form CE-200, Certificate of Attestation for New York Entities With No Employees and Certain Out of State Entities, That New York State Workers’ Compensation and/or Disability Benefit Insurance Coverage is Not Required which is available on the Workers’ Compensation Board’s website (www.wcb.state.ny.us);

or

B) Certificate of Workers’ Compensation Insurance:

1) Form C-105.2 (9/07) if coverage is provided by the contractor’s insurance carrier, contractor must request its carrier to send this form to the New York State Office of General Services;

or

2) Form U-26.3 if coverage is provided by the State Insurance Fund, contractor must request that the State Insurance Fund send this form to the New York State Office of General Services;

or

C) Certificate of Workers’ Compensation Self-Insurance - Form SI-12, available from the New York State Workers’ Compensation Board’s Self-Insurance Office;

or


PROOF of COMPLIANCE WITH DISABILITY BENEFITS COVERAGE REQUIREMENTS:

In order to provide proof of compliance with the requirements of the Workers’ Compensation Law pertaining to disability benefits, contractors shall:

A) Be legally exempt from obtaining disability benefits coverage;

or

B) Obtain such coverage from insurance carriers;

or
C) Be a Board-approved self-insured employer.

Contractors seeking to enter into contracts with the State of New York shall provide one of the following forms to the Office of General Services at the time of bid submission or shortly after the opening of bids:

A) Form CE-200, Certificate of Attestation for New York Entities With No Employees and Certain Out of State Entities, That New York State Workers’ Compensation and/or Disability Benefits Insurance Coverage is Not Required which is available on the Workers’ Compensation Board’s website (www.wcb.state.ny.us);

or

B) Form DB-120.1, Certificate of Disability Benefits Insurance. Contractor must request its business insurance carrier to send this form to the New York State Office of General Services;

or

C) Form DB-155, Certificate of Disability Benefits Self-Insurance. The Contractor must call the Board’s Self-Insurance Office at 518-402-0247 to obtain this form.

All forms must name the Office of General Services – Financial Administration, 40th Floor, Mayor Erastus Corning 2nd Tower, Empire State Plaza, Albany NY 12242, as the Entity Requesting Proof of Coverage (Entity being listed as the Certificate Holder).

5.4 Tax and Finance Clause

TAX LAW § 5-A:

Section 5-a of the Tax Law, as amended, effective April 26, 2006, requires certain contractors awarded state contracts for commodities, services and technology valued at more than $100,000 to certify to the Department of Taxation and Finance (DTF) that they are registered to collect New York State and local sales and compensating use taxes. The law applies to contracts where the total amount of such contractors’ sales delivered into New York State are in excess of $300,000 for the four quarterly periods immediately preceding the quarterly period in which the certification is made, and with respect to any affiliates and subcontractors whose sales delivered into New York State exceeded $300,000 for the four quarterly periods immediately preceding the quarterly period in which the certification is made.

This law imposes upon certain contractors the obligation to certify whether or not the contractor, its affiliates, and its subcontractors are required to register to collect state sales and compensating use tax and contractors must certify to DTF that each affiliate and subcontractor exceeding such sales threshold is registered with DTF to collect New York State and local sales and compensating use taxes. The law prohibits the State Comptroller, or other approving agency, from approving a contract awarded to a contractor meeting the registration requirements but who is not so registered in accordance with the law.

Contractor certification forms and instructions for completing the forms are attached to this IFB. Form ST-220-TD must be filed with and returned directly to DTF. Unless the information upon which the ST-220-TD is based changes, this form only needs to be filed once with DTF. If the information changes for the contractor, its affiliate(s), or its subcontractor(s) a new Form ST-220-TD must be filed with DTF.

Form ST-220-CA must be filed with the bid and submitted to the procuring covered agency certifying that the contractor filed the ST-220-TD with DTF. Proposed contractors should complete and return the certification forms within two business days of request (if the forms are not completed with bid submission). Failure to make either of these filings may render a Bidder non-responsive and non-responsible. Bidders shall take the necessary steps to provide properly certified forms within a timely manner to ensure compliance with the law.

Vendors may call DTF at 1-800-698--2909 for any and all questions relating to Section 5-a of the Tax Law and relating to a company's registration status with the DTF. For additional information and frequently asked questions, please refer to the DTF web site: <http://www.nystax.gov

5.5 Participation Opportunities For New York State Certified Minorities and Women-Owned Businesses

In accordance with Article 15-A of the New York State Executive Law and regulations adopted pursuant thereto, OGS has established separate goals for participation of New York State Certified minority and women-owned business enterprises for all State contracts. OGS is required to implement the provisions of Article 15-A and 5 NYCRR Part 143 for all State
contracts (1) in excess of $25,000 for labor, services, equipment, materials, or any combination of the foregoing and (2) in excess of $100,000 for real property renovations and construction. For purposes of this procurement, OGS hereby establishes a goal of 3% for Minority-owned Business Enterprises (MBE) participation and 3% for Women-owned Business Enterprises (WBE) participation. As a condition of this procurement, the contractor and OGS agree to be bound by the provisions of §316 of Article 15-A of the New York State Executive Law regarding enforcement. Contractors must document “good faith efforts” to provide meaningful participation by New York State Certified M/WBE subcontractors or suppliers in the performance of this contract. For guidance on how OGS will determine a contractor’s “good faith efforts,” refer to 5 NYCRR §143.8. Additionally, Offerors must refer to Appendix C of this document for a list of forms that must be provided in order to fully comply with Article 15-A of the New York State Executive Law and 5 NYCRR Part 143.

5.6 Freedom of Information Law / Trade Secrets

During the evaluation process, the content of each bid/bid will be held in confidence and details of any bid/bid will not be revealed (except as may be required under the Freedom of Information Law or other State law). The Freedom of Information Law provides for an exemption from disclosure for trade secrets or information the disclosure of which would cause injury to the competitive position of commercial enterprises. This exception would be effective both during and after the evaluation process.

SHOULD YOU FEEL YOUR FIRM’S BID/BID CONTAINS ANY SUCH TRADE SECRETS OR OTHER CONFIDENTIAL OR PROPRIETARY INFORMATION, YOU MUST SUBMIT A REQUEST TO EXCEPT SUCH INFORMATION FROM DISCLOSURE. SUCH REQUEST MUST BE IN WRITING, MUST STATE THE REASONS WHY THE INFORMATION SHOULD BE EXCEPTED FROM DISCLOSURE AND MUST BE PROVIDED AT THE TIME OF SUBMISSION OF THE SUBJECT INFORMATION.

REQUESTS FOR EXEMPTION OF THE ENTIRE CONTENTS OF A BID/BID FROM DISCLOSURE HAVE GENERALLY NOT BEEN FOUND TO BE MERITORIOUS AND ARE DISCOURAGED. KINDLY LIMIT ANY REQUESTS FOR EXEMPTION OF INFORMATION FROM DISCLOSURE TO BONA FIDE TRADE SECRETS OR SPECIFIC INFORMATION, THE DISCLOSURE OF WHICH WOULD CAUSE A SUBSTANTIAL INJURY TO THE COMPETITIVE POSITION OF YOUR FIRM.

5.7 General Requirements

- The Bidder agrees to adhere to all State and Federal laws and regulations in connection with the contract.
- The Bidder agrees to notify the Office of General Services of any changes in the legal status or principal ownership of the firm, forty five (45) days in advance of said change.
- The Bidder agrees that in any contract resulting from this IFB it shall be completely responsible for its work, including any damages or breakdowns caused by its failure to take appropriate action.
- The Bidder agrees that any contract resulting from this IFB may not be assigned, transferred, conveyed or the work subcontracted without the prior written consent of the Commissioner of General Services.
- For reasons of safety and public policy, in any contract resulting from this IFB, the use of illegal drugs and/or alcoholic beverages by the Contractor or its personnel shall not be permitted while performing any phase of the work herein specified.
- For purposes of any contract resulting from this IFB, the State will not be liable for any expense incurred by the Contractor for any parking fees or as a consequence of any traffic infraction or parking violations attributable to employees of the Contractor.
- The Commissioner's interpretation of specifications shall be final and binding upon the Contractor.
- The Commissioner of General Services will make no allowance or concession to the Bidder for any alleged misunderstanding because of quantity, quality, character, location or other conditions.
- Should it appear that there is a real or apparent discrepancy between different sections of specifications concerning the nature, quality or extent of work to be furnished, it shall be assumed that the Bidder has based its bid on the more expensive option. Final decision will rest with the Commissioner of General Services.
- INSPECTION – For purposes of any contract resulting from this IFB, the quality of service is subject to inspection and may be made at any reasonable time by the State of New York. Should it be found that quality of services being
performed is not satisfactory and that the requirements of the specifications are not being met, the Commissioner of the Office of General Services may terminate the contract and employ another contractor to fulfill the requirements of the contract. The existing Contractor and its surety shall be liable to the State of New York for costs incurred on account thereof.

- STOP WORK ORDER - The Commissioner of General Services reserves the right to stop the work covered by this IFB and any contract(s) resulting therefrom at any time that it is deemed the successful Bidder is unable or incapable of performing the work to the state’s satisfaction. In the event of such stopping, the Office of General Services shall have the right to arrange for the completion of the work in such manner as it may deem advisable and if the cost thereof exceeds the amount of the bid, the successful Bidder and its surety shall be liable to the State of New York for any such costs on account thereof. In the event that the Office of General Services issues a stop work order for the work as provided herein, the Contractor shall have ten (10) working days to respond thereto before any such stop work order shall become effective.

- It is the Contractor’s responsibility to maintain the equipment and materials provided for the work consistent with applicable safety and health codes.

- The Office of General Services reserves the right to reject and bar from the facility any employee hired by the Contractor.

5.8 Contract Terms

All provisions and requirements of Appendix A Standard Clauses for New York State Contracts, which is attached hereto and forms a part hereof, will be incorporated into any contract resulting from this IFB, and will be binding upon the parties to such contract.

All provisions and requirements, which are attached hereto and form a part hereof, will be incorporated into any contract resulting from this IFB, and will be binding upon the parties to such contract.

It is stipulated and agreed by the parties that the law of the State of New York shall solely and in all respects govern with relation to any dispute, litigation, or interpretation arising out of or connected with any contract resulting from this IFB.

Any contract resulting from this IFB shall not be deemed executed, valid or binding unless and until approved in writing by the Attorney General and the Comptroller of the State of New York.

5.9 Subcontractors

The Contractor’s use of subcontractors shall not diminish the Contractor’s obligations to complete the work in accordance with the contract. The Contractor shall coordinate and control the work of the subcontractors.

The Contractor shall be responsible for informing the subcontractors of all terms, conditions, and requirements of the Contract Documents including, but not limited to the General Conditions and Requirements.

During the term of the Contract, before any part of the contract shall be sublet, the Contractor shall submit to OGS or their designee, Governor Nelson A. Rockefeller Empire State Plaza, Albany, New York 12242, in writing, the name of each proposed subcontractor and obtain written consent to such subcontractor. The names shall be submitted in ample time to permit acceptance or rejection of each proposed subcontractor without causing delay in the work of this contract. The Contractor shall promptly furnish such information as the Director may require concerning the proposed subcontractor’s ability and qualifications.

5.10 Procurement Rights

The State of New York reserves the right to:

- Reject any and all bids received in response to this IFB.
- Disqualify a Bidder from receiving the award if the Bidder, or anyone in the Bidder’s employ, has previously failed to perform satisfactorily in connection with public bidding or contracts.
- Waive or modify minor irregularities in bids received, after prior notification to the Bidder.
- Adjust any Bidder’s expected costs of the bid price based on a determination of the evaluation committee that the selection of the said Bidder will cause the State to incur additional costs.
• Utilize any and all ideas submitted in the bids received.
• The State may begin contract negotiations with another bidding Contractor(s) in order to serve the best interests of the State of New York should the State of New York be unsuccessful in negotiating a contract with the selected Contractor within 21 days of selection notification.
• The State is not liable for any cost incurred by a Bidder in the preparation and production of a bid or for any work performed prior to the issuance of a contract.
• Waive any non-material requirement not met by all Bidders.
• Not make an award from this IFB.
• If two or more offers are found to be substantially equivalent, the Commissioner of OGS, at his sole discretion, will determine award.
• The State reserves the right to make multiple contract awards pursuant to the IFB.
• OGS retains the right to have any service completed via separate competitive bid or other means, as determined to be in the best interest of the State.
• Seek clarifications of bids.
• Make an award under this IFB in whole or in part.

5.11 Right to Know
In accordance with the New York State Toxic Substance Act (Right-to-Know Law) and the United States Occupational Safety and Health Administration's Hazard Communication Standard, the Office of General Services has established and implemented a Right-to-Know/Hazard Communication Program. It is the policy of OGS to provide information and training to advise employees of potentially hazardous substances known to be in the workplace. Part of this information is a collection of Material Safety Data Sheets for all chemicals used at State Office Buildings by contract vendors.

5.12 Extent of Services
OGS reserves the right to re-negotiate at its discretion, to expand or reduce the amount of services provided under any contract resulting from this solicitation. Compensation for these services shall be adjusted accordingly. This expansion or reduction in services shall be effectuated by written amendment to the contract and subject to approval by the Office of the State Comptroller.

5.13 Debriefings
Bidders will be accorded fair and equal treatment with respect to their opportunity for debriefing. Prior to contract award, OGS shall, upon request, provide a debriefing which would be limited to review of that bidder’s bid or bid. After contract award, OGS shall, upon request, provide a debriefing to any bidder that responded to the IFB, regarding the reason that the bid or bid submitted by the unsuccessful bidder was not selected for a contract award. The post award debriefing should be requested by the bidder within thirty days of contract approval as posted on the OSC website (web address below).

http://ww1.osc.state.ny.us/transparency/contracts/contractsearch.cfm

5.14 Termination
A) Termination
The Office of General Services may, upon thirty (30) days notice, terminate the contract resulting from this IFB in the event of the awarded Bidder’s failure to comply with any of the proposal’s requirements unless the awarded Bidder obtained a waiver of the requirement.

In addition, OGS may also terminate any contract resulting from this IFB upon ten (10) days written notice if the Contractor makes any arrangement or assignment for the benefit of the creditors.
Furthermore, OGS shall have the right, in its sole discretion, at any time to terminate a contract resulting from this RFP/IFB, or any unit portion thereof, with or without cause, by giving thirty (30) days written notice of termination to the Contractor.

Any termination by OGS under this Section shall in no event constitute or be deemed a breach of any contract resulting from this IFB and no liability shall be incurred by or arise against the Office of General Services, its agents and employees therefore for lost profits or any other damages.

B.) Procurement Lobbying Termination

The Office of General Services reserves the right to terminate this Agreement in the event it is found that the certification filed by the Contractor in accordance with New York State Finance Law §139-k was intentionally false or intentionally incomplete. Upon such finding, the Office of General Services may exercise its termination right by providing written notification to the Contractor in accordance with the written notification terms of this Agreement.

5.15 NYS Standard Vendor Responsibility Questionnaire

Contractor agrees to fully and accurately complete the NYS Standard Vendor Responsibility Questionnaire, which is attached as part of Attachment A hereto and hereby incorporated by reference and made a part hereof as fully as set forth at length herein (hereinafter the “Questionnaire”). The Contractor acknowledges that the State’s execution of any Agreement resulting from this IFB is contingent upon the State’s determination that the Contractor is responsible, and that the State will be relying upon the Contractor’s responses to the Questionnaire in making that determination. The parties agree that if it is found by the State that the Contractor's responses to the Questionnaire were intentionally false or intentionally incomplete, on such finding, OGS may terminate the Agreement resulting from this IFB by providing ten (10) days written notification to the Contractor. In no case shall the State’s termination hereunder be deemed a breach of the Agreement resulting from this IFB, nor shall the State be liable for any damages for lost profits or otherwise, which may be sustained by the Contractor as a result of such a termination.

5.16 Ethics Compliance

All bidders/contractors and their employees must comply with the requirements of §§73 and 74 of the Public Officers Law, other state codes, rules, regulations, and executive orders establishing ethical standards for the conduct of business with New York State. In signing the Contract, the Contractor certifies full compliance with those provisions for any present or future dealings, transactions, sales, contracts, services, offers, relations, etc., involving New York State and/or its employees. Failure to comply with those provisions may result in disqualification from the bidding process, termination of contract, and/or other civil or criminal proceedings as required by law.

5.17 Extension of Use

Any contract resulting from the solicitation may be extended to additional State Agencies upon mutual agreement between the requesting agency, OGS, and the contractor, and subject to applicable approvals. OGS reserves the right to negotiate additional discounts based on any increased volume generated by such extensions.

5.18 Indemnification

The Contractor shall assume all risks of liability for its performance, or that of any of its officers, employees, subcontractors or agents, of any contract resulting from this solicitation and shall be solely responsible and liable for all liabilities, losses, damages, costs or expenses, including attorney's fees, arising from any claim, action or proceeding relating to or in any way connected with the performance of this Agreement and covenants and agrees to indemnify and hold harmless the State of New York, its agents, officers and employees, from any and all claims, suits, causes of action and losses of whatever kind and nature, arising out of or in connection with its performance of any contract resulting from this solicitation, including negligence, active or passive or improper conduct of the Contractor, its officers, agents, subcontractors or employees, or the failure by the Contractor, its officers, agents, subcontractors or employees to perform any obligations or commitments to the State or third parties arising out of or resulting from any contract resulting from this solicitation. Such indemnity shall not be limited to the insurance coverage herein prescribed.
5.19 Short Term Extension

In the event the replacement contract has not been issued, any contract let and awarded hereunder by the State, may be extended unilaterally by the State for an additional period of up to one month upon notice to the contractor with the same terms and conditions as the original contract including, but not limited to, quantities (prorated for such one month extension), prices, and delivery requirements. With the concurrence of the contractor, the extension may be for a period of up to three months in lieu of one month. However, this extension terminates should the replacement contract be issued in the interim.

5.20 Prevailing Wage Rate Advisory Notice

Contractors are reminded that the payment of prevailing wages and supplements is a requirement of ALL contracts for public works. Information indicating that prevailing wages are not being paid on a public works project will be forwarded to the New York State Department of Labor for investigation. Willful violations of the prevailing wage provisions of the Labor Law may result in debarment from the bidding and award of public contracts. NOTE: ALL PUBLIC WORKS CONTRACTS, REGARDLESS OF DOLLAR VALUE, REQUIRE THE PAYMENT OF PREVAILING WAGES AND SUPPLEMENTS.

A copy of the prevailing rate schedule is included in Appendix E – New York State Prevailing Rate Schedule. Contractors are required to supply each of their subcontractors with copies of the prevailing rate schedule and to obtain an affidavit acknowledging receipt and agreeing to pay required wages before entering into a subcontract. Contractors are responsible for assuring that their subcontractors pay prevailing wages and supplements. NOTE: CONTRACTORS ARE FURTHER REQUIRED TO POST THE PREVAILING WAGE RATES AT THE WORK SITE ON BULLETIN BOARDS PROVIDED BY THE FACILITY MANAGER AND INFORM EMPLOYEES OF THE POSTING. FACILITY MANAGERS WILL ENFORCE THIS PROVISION.

Contractors are advised that the Office of General Services may make random inquiries of employees of both prime and subcontractors as to the rate of wages being paid and may request certified copies of one or more weekly payrolls of a contractor or any subcontractor to verify proper payment of wages.

Any discrepancy found in information supplied will be reported to the Department of Labor for investigation.

5.21 Information Security Breach

In accordance with the Information and Security Breach Notification Act (ISBNA) (Chapter 442 of the Laws of 2005, as amended by Chapter 491 of the Laws of 2005), a Contractor with OGS shall be responsible for all applicable provisions of the ISBNA and the following terms herein with respect to any private information (as defined in the ISBNA) received by or on behalf of OGS under this Contract.

- Contractor shall supply OGS with a copy of its notification policy, which shall be modified to be in compliance with this provision, as well as OGS’s notification policy.
- Contractor must encrypt any database fields and backup tapes that contain private data elements, as set forth in the ISBNA.
- Contractor must ensure that private data elements are encrypted in transit to / from their systems.
- In general, contractor must ensure that private data elements are not displayed to users on computer screens or in printed reports; however, specific users who are authorized to view the private data elements and who have been properly authenticated may view/receive such data.
- Contractor must monitor for breaches of security to any of its systems that store or process private data owned by OGS.
- Contractor shall take all steps as set forth in ISBNA to ensure private information shall not be released without authorization from OGS.
- In the event a security breach occurs as defined by ISBNA Contractor shall immediately notify OGS and commence an investigation in cooperation with OGS to determine the scope of the breach.
- Contractor shall also take immediate and necessary steps needed to restore the information security system to prevent further breaches.
- Contractor shall immediately notify OGS following the discovery that OGS’s system security has been breached.
- Unless the Contractor is otherwise instructed, Contractor is to first seek consultation and receive authorization from OGS prior to notifying the individuals whose personal identity information was compromised by the breach of security, the State Office of Cyber Security and Critical Infrastructure Coordination, the State Consumer Protection Board, the Attorney General's Office or any consuming reporting agencies of a breach of the information security system or concerning any determination to delay notification for law enforcement investigations.

- Contractor shall be responsible for providing all notices required by the ISBNA and for all costs associated with providing said notices.

- This policy and procedure shall not impair the ability of the Attorney General to bring an action against the Contractor to enforce all provisions of the ISBNA or limit the Contractor's liability for any violations of the ISBNA.

**APPENDIX A**

**STANDARD CLAUSES FOR NEW YORK STATE CONTRACTS**
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STANDARD CLAUSES FOR NYS CONTRACTS

The parties to the attached contract, license, lease, amendment or other agreement of any kind (hereinafter, "the contract" or "this contract") agree to be bound by the following clauses which are hereby made a part of the contract (the word "Contractor" herein refers to any party other than the State, whether a contractor, licensor, licensee, lessor, lessee or any other party):

1. **EXECUTORY CLAUSE.** In accordance with Section 41 of the State Finance Law, the State shall have no liability under this contract to the Contractor or to anyone else beyond funds appropriated and available for this contract.

2. **NON-ASSIGNMENT CLAUSE.** In accordance with Section 138 of the State Finance Law, this contract may not be assigned by the Contractor or its right, title or interest therein assigned, transferred, conveyed, sublet or otherwise disposed of without the previous consent, in writing, of the State and any attempts to assign the contract without the State's written consent are null and void. The Contractor may, however, assign its right to receive payment without the State's prior written consent unless this contract concerns Certificates of Participation pursuant to Article 5-A of the State Finance Law.

3. **COMPTROLLER'S APPROVAL.** In accordance with Section 112 of the State Finance Law (or, if this contract is with the State University or City University of New York, Section 355 or Section 6218 of the Education Law), if this contract exceeds $50,000 (or the minimum thresholds agreed to by the Office of the State Comptroller for certain S.U.N.Y. and C.U.N.Y. contracts), or if this is an amendment for any amount to a contract which, as so amended, exceeds said statutory amount, or if, by this contract, the State agrees to give something other than money when the value or reasonably estimated value of such consideration exceeds $10,000, it shall not be valid, effective or binding upon the State until it has been approved by the State Comptroller and filed in his office. Comptroller's approval of contracts let by the Office of General Services is required when such contracts exceed $85,000 (State Finance Law Section 163.6.a).

4. **WORKERS' COMPENSATION BENEFITS.** In accordance with Section 142 of the State Finance Law, this contract shall be void and of no force and effect unless the Contractor shall provide and maintain coverage during the life of this contract for the benefit of such employees as are required to be covered by the provisions of the Workers' Compensation Law.

5. **NON-DISCRIMINATION REQUIREMENTS.** To the extent required by Article 15 of the Executive Law (also known as the Human Rights Law) and all other State and Federal statutory and constitutional non-discrimination provisions, the Contractor will not discriminate against any employee or applicant for employment because of race, creed, color, sex, national origin, sexual orientation, age, disability, genetic predisposition or carrier status, or marital status. Furthermore, in accordance with Section 220-e of the Labor Law, if this is a contract for the construction, alteration or repair of any public building or public work or for the manufacture, sale or distribution of materials, equipment or supplies, and to the extent that this contract shall be performed within the State of New York, Contractor agrees that neither it nor its subcontractors shall, by reason of race, creed, color, disability, sex, or national origin: (a) discriminate in hiring against any New York State citizen who is qualified and available to perform the work; or (b) discriminate against or intimidate any employee hired for the performance of work under this contract. If this is a building service contract as defined in Section 230 of the Labor Law, then, in accordance with Section 239 thereof, Contractor agrees that neither it nor its subcontractors shall by reason of race, creed, color, national origin, age, sex or disability: (a) discriminate in hiring against any New York State citizen who is qualified and available to perform the work; or (b) discriminate against or intimidate any employee hired for the performance of work under this contract. Contractor is subject to fines of $50.00 per person per day for any violation of Section 220-e or Section 239 as well as possible termination of this contract and forfeiture of all moneys due hereunder for a second or subsequent violation.

6. **WAGE AND HOURS PROVISIONS.** If this is a public work contract covered by Article 8 of the Labor Law or a building service contract covered by Article 9 thereof, neither Contractor's employees nor the employees of its subcontractors may be required or permitted to work more than the number of hours or days stated in said statutes, except as otherwise provided in the Labor Law and as set forth in prevailing wage and supplement schedules issued by the State Labor Department. Furthermore, Contractor and its subcontractors must pay at least the prevailing wage rate and pay or provide the prevailing supplements, including the premium rates for overtime pay, as determined by the State Labor Department in accordance with the Labor Law.

7. **NON-COLLUSIVE BIDDING CERTIFICATION.** In accordance with Section 139-d of the State Finance Law, if this contract was awarded based upon the submission of bids, Contractor affirms, under penalty of perjury, that its bid was arrived at independently and without collusion aimed at restricting competition. Contractor further affirms that, at the time Contractor submitted its bid, an authorized and responsible person executed and delivered to the State a non-collusive bidding certification on Contractor's behalf.
8. INTERNATIONAL BOYCOTT PROHIBITION. In accordance with Section 220-f of the Labor Law and Section 139-h of the State Finance Law, if this contract exceeds $5,000, the Contractor agrees, as a material condition of the contract, that neither the Contractor nor any substantially owned or affiliated person, firm, partnership or corporation has participated, is participating, or shall participate in an international boycott in violation of the federal Export Administration Act of 1979 (50 USC App. Sections 2401 et seq.) or regulations thereunder. If such Contractor, or any of the aforesaid affiliates of Contractor, is convicted or is otherwise found to have violated said laws or regulations upon the final determination of the United States Commerce Department or any other appropriate agency of the United States subsequent to the contract's execution, such contract, amendment or modification thereto shall be rendered forfeit and void. The Contractor shall so notify the State Comptroller within five (5) business days of such conviction, determination or disposition of appeal (2NYCRR 105.4).

9. SET-OFF RIGHTS. The State shall have all of its common law, equitable and statutory rights of set-off. These rights shall include, but not be limited to, the State's option to withhold for the purposes of set-off any moneys due to the Contractor under this contract up to any amounts due and owing to the State with regard to this contract, any other contract with any State department or agency, including any contract for a term commencing prior to the term of this contract, plus any amounts due and owing to the State for any other reason including, without limitation, tax delinquencies, fee delinquencies or monetary penalties relative thereto. The State shall exercise its set-off rights in accordance with normal State practices including, in cases of set-off pursuant to an audit, the finalization of such audit by the State agency, its representatives, or the State Comptroller.

10. RECORDS. The Contractor shall establish and maintain complete and accurate books, records, documents, accounts and other evidence directly pertinent to performance under this contract (hereinafter, collectively, “the Records”). The Records must be kept for the balance of the calendar year in which they were made and for six (6) additional years thereafter. The State Comptroller, the Attorney General and any other person or entity authorized to conduct an examination, as well as the agency or agencies involved in this contract, shall have access to the Records during normal business hours at an office of the Contractor within the State of New York or, if no such office is available, at a mutually agreeable and reasonable venue within the State, for the term specified above for the purposes of inspection, auditing and copying. The State shall take reasonable steps to protect from public disclosure any of the Records which are exempt from disclosure under Section 87 of the Public Officers Law (the “Statute”) provided that: (i) the Contractor shall timely inform an appropriate State official, in writing, that said records should not be disclosed; and (ii) said records shall be sufficiently identified; and (iii) designation of said records as exempt under the Statute is reasonable. Nothing contained herein shall diminish, or in any way adversely affect, the State’s right to discovery in any pending or future litigation.

11. IDENTIFYING INFORMATION AND PRIVACY NOTIFICATION. (a) FEDERAL EMPLOYER IDENTIFICATION NUMBER and/or FEDERAL SOCIAL SECURITY NUMBER. All invoices or New York State standard vouchers submitted for payment for the sale of goods or services or the lease of real or personal property to a New York State agency must include the payee’s identification number, i.e., the seller’s or lessor’s identification number. The number is either the payee’s Federal employer identification number or Federal social security number, or both such numbers when the payee has both such numbers. Failure to include this number or numbers may delay payment. Where the payee does not have such number or numbers, the payee, on its invoice or New York State standard voucher, must give the reason or reasons why the payee does not have such number or numbers.

(b) PRIVACY NOTIFICATION. (1) The authority to request the above personal information from a seller of goods or services or a lessor of real or personal property, and the authority to maintain such information, is found in Section 5 of the State Tax Law. Disclosure of this information by the seller or lessor to the State is mandatory. The principal purpose for which the information is collected is to enable the State to identify individuals, businesses and others who have been delinquent in filing tax returns or may have understated their tax liabilities and to generally identify persons affected by the taxes administered by the Commissioner of Taxation and Finance. The information will be used for tax administration purposes and for any other purpose authorized by law.

(2) The personal information is requested by the purchasing unit of the agency contracting to purchase the goods or services or lease the real or personal property covered by this contract or lease. The information is maintained in New York State’s Central Accounting System by the Director of Accounting Operations, Office of the State Comptroller, 110 State Street, Albany, New York 12236.

12. EQUAL EMPLOYMENT OPPORTUNITIES FOR MINORITIES AND WOMEN. In accordance with Section 312 of the Executive Law, if this contract is: (i) a written agreement or purchase order instrument, providing for a total expenditure in excess of $25,000.00, whereby a contracting agency is committed to expend or does expend funds in return for labor, services, supplies, equipment, materials or any combination of the foregoing, to be performed for, or rendered or furnished to the contracting agency; or (ii) a written agreement in excess of $100,000.00 whereby a contracting agency is committed to expend or does expend funds for the acquisition, construction, demolition, replacement, major repair or renovation of real property and improvements thereon; or (iii) a written agreement in excess of $100,000.00 whereby the owner of a State assisted housing project is committed to expend or does expend funds for the acquisition, construction, demolition, replacement, major repair or renovation of real property and improvements thereon for such project, then:
(a) The Contractor will not discriminate against employees or applicants for employment because of race, creed, color, national origin, sex, age, disability or marital status, and will undertake or continue existing programs of affirmative action to ensure that minority group members and women are afforded equal employment opportunities without discrimination. Affirmative action shall mean recruitment, employment, job assignment, promotion, upgradings, demotion, transfer, layoff, or termination and rates of pay or other forms of compensation;

(b) at the request of the contracting agency, the Contractor shall request each employment agency, labor union, or authorized representative of workers with which it has a collective bargaining or other agreement or understanding, to furnish a written statement that such employment agency, labor union or representative will not discriminate on the basis of race, creed, color, national origin, sex, age, disability or marital status and that such union or representative will affirmatively cooperate in the implementation of the contractor's obligations herein; and

(c) the Contractor shall state, in all solicitations or advertisements for employees, that, in the performance of the State contract, all qualified applicants will be afforded equal employment opportunities without discrimination because of race, creed, color, national origin, sex, age, disability or marital status.

Contractor will include the provisions of "a", "b", and "c" above, in every subcontract over $25,000.00 for the construction, demolition, replacement, major repair, renovation, planning or design of real property and improvements thereon (the "Work") except where the Work is for the beneficial use of the Contractor. Section 312 does not apply to: (i) work, goods or services unrelated to this contract; or (ii) employment outside New York State; or (iii) banking services, insurance policies or the sale of securities. The State shall consider compliance by a contractor or subcontractor with the requirements of any federal law concerning equal employment opportunity which effectuates the purpose of this section. The contracting agency shall determine whether the imposition of the requirements of the provisions hereof duplicate or conflict with any such federal law and if such duplication or conflict exists, the contracting agency shall waive the applicability of Section 312 to the extent of such duplication or conflict. Contractor will comply with all duly promulgated and lawful rules and regulations of the Governor's Office of Minority and Women's Business Development pertaining hereto.

13. CONFLICTING TERMS. In the event of a conflict between the terms of the contract (including any and all attachments thereto and amendments thereof) and the terms of this Appendix A, the terms of this Appendix A shall control.

14. GOVERNING LAW. This contract shall be governed by the laws of the State of New York except where the Federal supremacy clause requires otherwise.

15. LATE PAYMENT. Timeliness of payment and any interest to be paid to Contractor for late payment shall be governed by Article 11-A of the State Finance Law to the extent required by law.

16. NO ARBITRATION. Disputes involving this contract, including the breach or alleged breach thereof, may not be submitted to binding arbitration (except where statutorily authorized), but must, instead, be heard in a court of competent jurisdiction of the State of New York.

17. SERVICE OF PROCESS. In addition to the methods of service allowed by the State Civil Practice Law & Rules ("CPLR"), Contractor hereby consents to service of process upon it by registered or certified mail, return receipt requested. Service hereunder shall be complete upon Contractor's actual receipt of process or upon the State's receipt of the return thereof by the United States Postal Service as refused or undeliverable. Contractor must promptly notify the State, in writing, of each and every change of address to which service of process can be made. Service by the State to the last known address shall be sufficient. Contractor will have thirty (30) calendar days after service hereunder is complete in which to respond.

18. PROHIBITION ON PURCHASE OF TROPICAL HARDWOODS. The Contractor certifies and warrants that all wood products to be used under this contract award will be in accordance with, but not limited to, the specifications and provisions of State Finance Law §165. (Use of Tropical Hardwoods) which prohibits purchase and use of tropical hardwoods, unless specifically exempted, by the State or any governmental agency or political subdivision or public benefit corporation. Qualification for an exemption under this law will be the responsibility of the contractor to establish to meet with the approval of the State.
In addition, when any portion of this contract involving the use of woods, whether supply or installation, is to be performed by any subcontractor, the prime Contractor will indicate and certify in the submitted cost proposal that the subcontractor has been informed and is in compliance with specifications and provisions regarding use of tropical hardwoods as detailed in §165 State Finance Law. Any such use must meet with the approval of the State; otherwise, the bid may not be considered responsive. Under bidder certifications, proof of qualification for exemption will be the responsibility of the Contractor to meet with the approval of the State.

19. **MACBRIDE FAIR EMPLOYMENT PRINCIPLES.** In accordance with the MacBride Fair Employment Principles (Chapter 807 of the Laws of 1992), the Contractor hereby stipulates that the Contractor either (a) has no business operations in Northern Ireland, or (b) shall take lawful steps in good faith to conduct any business operations in Northern Ireland in accordance with the MacBride Fair Employment Principles (as described in Section 165 of the New York State Finance Law), and shall permit independent monitoring of compliance with such principles.

20. **OMNIBUS PROCUREMENT ACT OF 1992.** It is the policy of New York State to maximize opportunities for the participation of New York State business enterprises, including minority and women-owned business enterprises as bidders, subcontractors and suppliers on its procurement contracts.

Information on the availability of New York State subcontractors and suppliers is available from:

NYS Department of Economic Development  
Division for Small Business  
30 South Pearl St -- 7th Floor  
Albany, New York  12245  
Telephone:  518-292-5220  
Fax:  518-292-5884  
http://www.empire.state.ny.us

A directory of certified minority and women-owned business enterprises is available from:

NYS Department of Economic Development  
Division of Minority and Women's Business Development  
30 South Pearl St -- 2nd Floor  
Albany, New York  12245  
Telephone:  518-292-5250  
Fax:  518-292-5803  
http://www.empire.state.ny.us

The Omnibus Procurement Act of 1992 requires that by signing this cost proposal or contract, as applicable, Contractors certify that whenever the total bid amount is greater than $1 million:

(a) The Contractor has made reasonable efforts to encourage the participation of New York State Business Enterprises as suppliers and subcontractors, including certified minority and women-owned business enterprises, on this project, and has retained the documentation of these efforts to be provided upon request to the State;

(b) The Contractor has complied with the Federal Equal Opportunity Act of 1972 (P.L. 92-261), as amended;

(c) The Contractor agrees to make reasonable efforts to provide notification to New York State residents of employment opportunities on this project through listing any such positions with the Job Service Division of the New York State Department of Labor, or providing such
notification in such manner as is consistent with existing collective bargaining contracts or agreements. The Contractor agrees to document these efforts and to provide said documentation to the State upon request; and

(d) The Contractor acknowledges notice that the State may seek to obtain offset credits from foreign countries as a result of this contract and agrees to cooperate with the State in these efforts.

21. **RECIPROCITY AND SANCTIONS PROVISIONS.** Bidders are hereby notified that if their principal place of business is located in a country, nation, province, state or political subdivision that penalizes New York State vendors, and if the goods or services they offer will be substantially produced or performed outside New York State, the Omnibus Procurement Act 1994 and 2000 amendments (Chapter 684 and Chapter 383, respectively) require that they be denied contracts which they would otherwise obtain. NOTE: As of May 15, 2002, the list of discriminatory jurisdictions subject to this provision includes the states of South Carolina, Alaska, West Virginia, Wyoming, Louisiana and Hawaii. Contact NYS Department of Economic Development for a current list of jurisdictions subject to this provision.

22. **PURCHASES OF APPAREL.** In accordance with State Finance Law 162 (4-a), the State shall not purchase any apparel from any vendor unable or unwilling to certify that: (i) such apparel was manufactured in compliance with all applicable labor and occupational safety laws, including, but not limited to, child labor laws, wage and hours laws and workplace safety laws, and (ii) vendor will supply, with its bid (or, if not a bid situation, prior to or at the time of signing a contract with the State), if known, the names and addresses of each subcontractor and a list of all manufacturing plants to be utilized by the bidder.

End of Appendix A
APPENDIX B

Required Forms
NYS Office of General Services
Solicitation #1525 – Kitchen Exhaust Duct Cleaning
In the Albany Area

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Contractor Information

SOLICITATION NUMBER 1525

___________________________________  ______________________________________
(Authorized Signature)    (Date)

___________________________________  ______________________________
(Print Name)      (Title)

___________________________________  ______________________________
(Company Name)     (Federal I.D. Number)

______________________________________________________________________________
(Address)

______________________________________________________________________________
(City, State, Zip)

______________________________________________________________________________
(County)

___________________________Ext. ______  _____________________Ext.______
(Telephone Number)    (Toll Free Phone)

____________________________________  ______________________________
(Fax Number)    (Toll Free Fax Number)

_______________________________________________________________
(E-mail)

New York State Small Business   Circle One: Yes  No

New York State Certified Minority Owned Business   Circle One: Yes  No

New York State Certified Woman Owned Business   Circle One: Yes  No

Do you understand and is your firm capable of meeting the insurance requirements to enter into a contract with New York State?   Circle One: Yes  No

Does your bid meet all the requirements of this solicitation?   Circle One: Yes  No
INDIVIDUAL, CORPORATION, PARTNERSHIP, OR LLC ACKNOWLEDGMENT

STATE OF                }
                           : ss.:
COUNTY OF                }

On the _____ day of ________________ in the year 20____, before me personally appeared:
________________________________________________________________________, known to me to be the person who executed the foregoing
instrument, who, being duly sworn by me did depose and say that _he resides at________________________
________________________________________________________________________.

Town of____________________________, County of _________________________, State of
__________________________________, and further that:

[Check One]

☐ If an individual): _he executed the foregoing instrument in his/her name and on his/her own
behalf.

☐ If a corporation): _he is the ___________________ of ___________________________ , the
corporation described in said instrument; that, by authority of the Board of Directors of said
corporation, _he is authorized to execute the foregoing instrument on behalf of the corporation
for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing
instrument in the name of and on behalf of said corporation as the act and deed of said
corporation.

☐ If a partnership): _he is the ____________________of____________________________,
the partnership described in said instrument; that, by the terms of said partnership, _he is
authorized to execute the foregoing instrument on behalf of the partnership for purposes set
forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the
name of and on behalf of said partnership as the act and deed of said partnership.

☐ If a limited liability company): _he is a duly authorized member of______________________,
LLC, the limited liability company described in said instrument; that _he is authorized to
execute the foregoing instrument on behalf of the limited liability company for purposes set
forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the
name of and on behalf of said limited liability company as the act and deed of said limited
liability company.

___________________________
Notary Public
Registration No.
New York State
Standard Vendor Responsibility Questionnaire

Each Contracting Agency conducts a review of prospective contractors (“vendors”) to provide reasonable assurances that the vendor is responsible. This questionnaire is used for all non-construction contracts with a contract value of $100,000.00 or more and is designed to provide information to assess a vendor’s authorization to do business in New York State, as well as your business integrity, financial and organizational capacity, and performance history. (Review of construction contractors will be based upon the Uniform Contracting Questionnaire developed by the Council of Contracting Agencies.)

Each vendor must answer every question contained in this questionnaire. Where a response requires additional information, the vendor must attach a written response that adequately details the requested information. Please number each response to match the question number. The completed questionnaire and attached responses will become part of the procurement record.

In order to expedite the required review, when providing additional information for a “YES” answer to Questions 14 a-s, or any other response which requires additional explanation, your information and responses should address the relationship of the issue to the proposed contract. Be brief, concise and to the point. Discuss as appropriate the following:

- Provide a description of the issue and identify the actions taken or currently being implemented to ensure that the issue will not occur again.
- State whether the staff and/or organizational component involved in the identified issue(s) will work on the proposed contract. If so, provide information to assure the agency that the issue will not be repeated.
- Identify the relationship (or lack thereof) between the product/services involved in the issue and the type of product/services proposed for this contract.
- State whether the issue will affect your financial or organizational ability to perform under the proposed contract.
- Provide copies of relevant documents or any other information that would assist the agency in its vendor responsibility evaluation.

It is imperative that the person completing the vendor responsibility questionnaire be knowledgeable about the proposing vendor’s business and operations, as an owner or officer of the vendor must attest to the questionnaire information. Please be advised that at the end of this questionnaire, you must certify, under oath, all responses given.
STATE OF NEW YORK
Standard Vendor Responsibility Questionnaire

1. LEGAL BUSINESS NAME: ________________________________________________________________

2. FEDERAL EMPLOYER ID NO. (FEIN): _____________________________________________________

3. D/B/A — Doing Business As (if applicable): ________________________________________________
   COUNTY FILED: ________________________________________________________________________

4. WEBSITE ADDRESS (if applicable): _________________________________________________________

5. PRINCIPAL PLACE OF BUSINESS ADDRESS: ______________________________________________

6. TELEPHONE NUMBER: _________________________     7. FAX NUMBER: _____________________

8. AUTHORIZED CONTACT FOR THIS QUESTIONNAIRE:
Name: _____________________________________
Title: ______________________________________
Telephone Number: _________________________    Fax Number: _____________________
E-mail: ____________________________________

9. TYPE OF BUSINESS: (please check appropriate box and provide additional information):
   a) Corporation
      State of Incorporation: ________________________________
   b) Sole Proprietor
      State/County filed in: __________________________________
   c) General Partnership
      State/County filed in: __________________________________
   d) Not-for-Profit Corporation
      Charities Registration Number: ____________________________
   e) Limited Liability Company (LLC)
      Jurisdiction filed: _______________________________________
   f) Limited Partnership
      State/County filed in: __________________________________
   g) Other — Specify
      Jurisdiction Filed (if applicable): __________________________

10. IF NOT INCORPORATED OR FORMED IN NEW YORK STATE, PLEASE PROVIDE A CURRENT
    CERTIFICATE OF GOOD STANDING FROM YOUR STATE OR APPLICABLE LOCAL JURISDICTION.

11. LIST NAME AND TITLE OF EACH PRINCIPAL, OWNER, OFFICER, MAJOR STOCKHOLDER (10% OR
    MORE OF THE VOTING SHARES FOR PUBLICLY TRADED COMPANIES, 25% OR MORE OF THE
    SHARES FOR ALL OTHER COMPANIES), DIRECTOR AND MEMBER, as applicable:
    a) ________________________________________________________
    b) ________________________________________________________
    c) ________________________________________________________
    d) ________________________________________________________
    e) ________________________________________________________
    f) ________________________________________________________
    g) ________________________________________________________
    h) ________________________________________________________

12. AUTHORIZED CONTACT FOR THE PROPOSED CONTRACT:
Name: _____________________________________
Title: ______________________________________
Telephone Number: _________________________   Fax Number: ______________________
E-mail: ____________________________________
STATE OF NEW YORK
Standard Vendor Responsibility Questionnaire

VENDOR FEIN: ____________

13. DOES THE VENDOR USE, OR HAS IT USED IN THE PAST FIVE (5) YEARS, ANY OTHER BUSINESS NAME, FEIN, OR D/B/A OTHER THAN WHAT IS LISTED IN QUESTIONS 1-3 ABOVE?
   ☐ Yes  ☐ No

   If yes, provide the name(s), FEIN(s) and d/b/a(s) and the address for each such company and d/b/a on a separate piece of paper and attach to this response.

14. WITHIN THE PAST FIVE (5) YEARS, HAS THE VENDOR, ANY PRINCIPAL, OWNER, OFFICER, MAJOR STOCKHOLDER (10% OR MORE OF THE VOTING SHARES FOR PUBLICLY TRADED COMPANIES, 25% OR MORE OF THE SHARES FOR ALL OTHER COMPANIES), AFFILIATE1 OR ANY PERSON INVOLVED IN THE BIDDING, CONTRACTING OR LEASING PROCESS BEEN THE SUBJECT OF ANY OF THE FOLLOWING:
   (a) a judgment or conviction for any business related conduct constituting a crime under federal, state or local government law including, but not limited to, fraud, extortion, bribery, racketeering, price-fixing or bid collusion or any crime related to truthfulness and/or business conduct?
      ☐ Yes  ☐ No
   (b) a criminal investigation or indictment for any business related conduct constituting a crime under federal, state or local government law including, but not limited to, fraud, extortion, bribery, racketeering, price-fixing or bid collusion or any crime related to truthfulness and/or business conduct?
      ☐ Yes  ☐ No
   (c) an unsatisfied judgment, injunction or lien for any business related conduct obtained by any federal, state or local government agency including, but not limited to, judgments based on taxes owed and fines and penalties assessed by any federal, state or local government agency?
      ☐ Yes  ☐ No
   (d) an investigation for a civil or criminal violation for any business related conduct by any federal, state or local agency?
      ☐ Yes  ☐ No
   (e) a grant of immunity for any business-related conduct constituting a crime under federal, state or local governmental law including, but not limited to, fraud, extortion, bribery, racketeering, price-fixing, bid collusion or any crime related to truthfulness and/or business conduct?
      ☐ Yes  ☐ No
   (f) a federal, state or local government suspension or debarment from the contracting process?
      ☐ Yes  ☐ No
   (g) a federal, state or local government contract suspension or termination for cause prior to the completion of the term of the contract?
      ☐ Yes  ☐ No

1"Affiliate"meaning: (a) any entity in which the vendor owns more than 50% of the voting stock; (b) any individual, entity or group of principal owners or officers who own more than 50% of the voting stock of the vendor; or (c) any entity whose voting stock is more than 50% owned by the same individual, entity or group described in clause (b). In addition, if a vendor owns less than 50% of the voting stock of another entity, but directs or has the right to direct such entity’s daily operations, that entity will be an “affiliate” for purposes of this questionnaire.
STATE OF NEW YORK
Standard Vendor Responsibility Questionnaire

VENDOR FEIN:__________

(h) a federal, state or local government denial of a lease or contract award for non-responsibility?

Yes  No

(i) an administrative proceeding or civil action seeking specific performance or restitution in connection with any federal, state or local contract or lease?

Yes  No

(j) a federal, state or local determination of a willful violation of any public works or labor law or regulation?

Yes  No

(k) a sanction imposed as a result of judicial or administrative proceedings relative to any business or professional license?

Yes  No

(l) a consent order with the New York State Department of Environmental Conservation, or a federal, state or local government enforcement determination involving a violation of federal, state or local environmental laws?

Yes  No

(m) an Occupational Safety and Health Act citation and Notification of Penalty containing a violation classified as serious or willful?

Yes  No

(n) a rejection of a bid on a New York State contract or a lease with the State for failure to comply with the MacBride Fair Employment Principles?

Yes  No

(o) a citation, violation order, pending administrative hearing or proceeding or determination issued by a federal, state or local government for violations of:
- health laws, rules or regulations
- unemployment insurance or workers’ compensation coverage or claim requirements
- ERISA (Employee Retirement Income Security Act)
- human rights laws
- federal U.S. Citizenship and Immigration Services laws
- Sherman Act or other federal anti-trust laws

Yes  No

(p) entered into an agreement to a voluntary exclusion from contracting with a federal, state or local governmental entity?

Yes  No

(q) a denial, decertification, revocation or forfeiture of Women’s Business Enterprise, Minority Business Enterprise or Disadvantaged Business Enterprise status?

Yes  No

(r) a rejection of a low bid on a federal, state or local contract for failure to meet statutory affirmative action or Minority or Women's Business Enterprise or Disadvantaged Business Enterprise status requirements on a previously held contract?

Yes  No

(s) a finding of non-responsibility by an agency or authority due to a violation of State Finance Law §139-j?

Yes  No

FOR EACH YES ANSWER TO QUESTIONS 14 a-s, PROVIDE DETAILS ON ADDITIONAL SHEETS REGARDING THE FINDING, INCLUDING BUT NOT LIMITED TO CAUSE, CURRENT STATUS, RESOLUTION, ETC.
STATE OF NEW YORK
Standard Vendor Responsibility Questionnaire

VENDOR FEIN: ____________

15. DURING THE PAST THREE YEARS, HAS THE VENDOR FAILED TO:

(a) FILE RETURNS OR PAY ANY APPLICABLE FEDERAL, STATE OR LOCAL GOVERNMENT TAXES?

☐ Yes ☐ No

If yes, identify the taxing jurisdiction, type of tax, liability year(s) and tax liability amount the company failed to file/pay and the current status of the liability: ________________________________
_________________________________________________________________________________.

(b) FILE RETURNS OR PAY NEW YORK STATE UNEMPLOYMENT INSURANCE?

☐ Yes ☐ No

If yes, indicate the years the company failed to file/pay the insurance and the current status of the liability:
__________________________________________________________________________________.

16. HAVE ANY BANKRUPTCY PROCEEDINGS BEEN INITIATED BY OR AGAINST THE VENDOR OR ITS AFFILIATES WITHIN THE PAST SEVEN YEARS (WHETHER OR NOT CLOSED) OR IS ANY BANKRUPTCY PROCEEDING PENDING BY OR AGAINST THE VENDOR OR ITS AFFILIATES, REGARDLESS OF THE DATE OF FILING?

☐ Yes ☐ No

If yes, indicate if this is applicable to the submitting vendor or one of its affiliates: __________________

If it is an affiliate, include the affiliate’s name and FEIN: _______________________________________

Provide the court name, address and docket number: ___________________________________________

Indicate if the proceedings have been initiated, remain pending or have been closed: _______________

If closed, provide the date closed: ______________________________

17. DOES VENDOR HAVE THE FINANCIAL RESOURCES NECESSARY TO FULFILL THE REQUIREMENTS OF THE PROPOSED CONTRACT?

☐ Yes ☐ No
STATE OF NEW YORK  
Standard Vendor Responsibility Questionnaire

VENDOR FEIN: ____________

State of )
) ss:
County of )

CERTIFICATION:

The undersigned, personally and on behalf of the vendor identified in questions 1-3 above, does hereby state and certify to The New York State Office of General Services that the information given above is true, accurate and complete. It is further acknowledged that the State of New York and the Office of General Services will rely upon the information contained herein and in any attached pages for purposes of evaluating our company for vendor's responsibility for contract award and the State may, in its discretion, by means which it may choose, verify the truth and accuracy of all statements made herein. It is further acknowledged that intentional submission of false or misleading information may constitute a felony under Penal Law Section 175.35 or may constitute a misdemeanor under Penal Law Sections 175.30, 210.35 or 210.45, and may also be punishable by a fine and/or imprisonment of up to five years under 18 USC Section 1001 and may result in contract termination.

________________________________________________________________________
Name of Business

Address

City, State, Zip

Signature of Officer

Typed Copy of Signature

Sworn to before me this _____ day of ____________20__ .

_______________________
Notary Public:
Registration No:
State:
Offerer’s Affirmation of Understanding of and Agreement pursuant to New York State Finance Law §139-j (3) and §139-j (6) (b)

New York State Finance Law §139-j(6)(b) provides that:

Every Governmental Entity shall seek written affirmations from all Offerers as to the Offerer’s understanding of and agreement to comply with the Governmental Entity’s procedures relating to permissible contacts during a Governmental Procurement pursuant to subdivision three of this section.

Offerer affirms that it understands and agrees to comply with the procedures of the Government Entity relative to permissible contacts as required by New York State Finance Law §139-j (3) and §139-j (6) (b).

By: _____________________________ Date: _____________________________

Name: _____________________________

Title: _____________________________

Contractor Name: ________________________________________________________

Contractor Address: _____________________________________________________
______________________________________________________________________
______________________________________________________________________
Offerer Disclosure of Prior Non-Responsibility Determinations

Background:

New York State Finance Law §139-k(2) obligates a Governmental Entity to obtain specific information regarding prior non-responsibility determinations with respect to State Finance Law §139-j. This information must be collected in addition to the information that is separately obtained pursuant to State Finance Law §163(9). In accordance with State Finance Law §139-k, an Offerer must be asked to disclose whether there has been a finding of non-responsibility made within the previous four (4) years by any Governmental Entity due to: (a) a violation of State Finance Law §139-j or (b) the intentional provision of false or incomplete information to a Governmental Entity. The terms “Offerer” and “Governmental Entity” are defined in State Finance Law § 139-k(1). State Finance Law §139-j sets forth detailed requirements about the restrictions on Contacts during the procurement process. A violation of State Finance Law §139-j includes, but is not limited to, an impermissible Contact during the restricted period (for example, contacting a person or entity other than the designated contact person, when such contact does not fall within one of the exemptions).

As part of its responsibility determination, State Finance Law §139-k(3) mandates consideration of whether an Offerer fails to timely disclose accurate or complete information regarding the above non-responsibility determination. In accordance with law, no Procurement Contract shall be awarded to any Offerer that fails to timely disclose accurate or complete information under this section, unless a finding is made that the award of the Procurement Contract to the Offerer is necessary to protect public property or public health safety, and that the Offerer is the only source capable of supplying the required Article of Procurement within the necessary timeframe. See State Finance Law §§139-j (10)(b) and 139-k(3).

Instructions:

A Governmental Entity must include a disclosure request regarding prior non-responsibility determinations in accordance with State Finance Law §139-k in its solicitation of proposals or bid documents or specifications or contract documents, as applicable, for procurement contracts. The attached form is to be completed and submitted by the individual or entity seeking to enter into a Procurement Contract. It shall be submitted to the Governmental Entity conducting the Governmental Procurement.
## Offerer Disclosure of Prior Non-Responsibility Determinations

Name of Individual or Entity Seeking to Enter into the Procurement Contract:

__________________________________________________________________________

Address:  __________________________________________________________________
__________________________________________________________________________

Name and Title of Person Submitting this Form:

__________________________________________________________________________
__________________________________________________________________________

Contract Procurement Number:  _____________________

Date:___________________________

1. Has any Governmental Entity made a finding of non-responsibility regarding the individual or entity seeking to enter into the Procurement Contract in the previous four years?  (Please circle):
   - No ___
   - Yes ___

If yes, please answer the next questions:

2. Was the basis for the finding of non-responsibility due to a violation of State Finance Law §139-j? (Please circle):
   - No ___
   - Yes ___

3. Was the basis for the finding of non-responsibility due to the intentional provision of false or incomplete information to a Governmental Entity?  (Please circle):
   - No ___
   - Yes ___

4. If you answered yes to any of the above questions, please provide details regarding the finding of non-responsibility below.

   Governmental Entity:  __________________________________________________________
   
   Date of Finding of Non-responsibility:  _____________________________________________
   
   Basis of Finding of Non-Responsibility:  _____________________________________________
   _____________________________________________
   _____________________________________________
   _____________________________________________
   _____________________________________________
   _____________________________________________

   (Add additional pages as necessary)

5. Has any Governmental Entity or other governmental agency terminated or withheld a Procurement Contract with the above-named individual or entity due to the intentional provision of false or incomplete information?  (Please circle):
   - No ___
   - Yes ___
6. If yes, please provide details below.

Governmental Entity: ____________________________________________________________

Date of Termination or Withholding of Contract: ____________________________________

Basis of Termination or Withholding: ____________________________________________
________________________________________
________________________________________
________________________________________
________________________________________
________________________________________
________________________________________

(Add additional pages as necessary)

Offerer certifies that all information provided to the Governmental Entity with respect to State Finance Law §139-k is complete, true and accurate.

By: ___________________________ Date: ___________________________

Signature
Offerer’s Certification of Compliance with State Finance Law §139-k(5)

New York State Finance Law §139-k(5) requires that every Procurement Contract award subject to the provisions of State Finance Law §§139-k or 139-j shall contain a certification by the Offerer that all information provided to the Office of General Services with respect to State Finance Law §139-k is complete, true and accurate.

Offerer Certification:

I certify that all information provided to the Office of General Services with respect to State Finance Law §139-k is complete, true and accurate.

By: _______________________________ Date: _______________________________

Name: ________________________________________
Title: _________________________________________
Contractor Name: ______________________________________________________
Contractor Address: _____________________________________________________
________________________________________________________________________

Procurement Lobbying Termination

The Office of General Services reserves the right to terminate this contract in the event it is found that the certification filed by the Offerer in accordance with New York State Finance Law §139-k was intentionally false or intentionally incomplete. Upon such finding, the Office of General Services may exercise its termination right by providing written notification to the Offerer in accordance with the written notification terms of this contract.
New York State Department of Taxation and Finance

Contractor Certification (ST-220-TD)

Contractor Certification to Covered Agency (ST-220-CA)
New York State Department of Taxation and Finance  
Contractor Certification  
(Pursuant to Section 5-a of the Tax Law, as amended, effective April 26, 2006)

For information, consult Publication 223, Question and Answers Concerning Tax Law Section 5-a (see Need help? below).

<table>
<thead>
<tr>
<th>Contractor’s principal place of business</th>
<th>City</th>
<th>State</th>
<th>ZIP code</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Contractor’s mailing address (if different than above)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Contractor’s federal employer identification number (EIN)</th>
<th>Contractor’s sales tax ID number (if different from contractor’s EIN)</th>
<th>Contractor’s telephone number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Covered agency name</th>
<th>Contract number or description</th>
<th>Estimated contract value over the full term of the contract (but not including renewals) $</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Covered agency address</th>
<th>Covered agency telephone number</th>
</tr>
</thead>
</table>

**General information**

Section 5-a of the Tax Law, as amended, effective April 26, 2006, requires certain contractors awarded certain state contracts valued at more than $100,000 to certify to the Tax Department that they are registered to collect New York State and local sales and compensating use taxes, if they made sales delivered by any means to locations within New York State of tangible personal property or taxable services having a cumulative value in excess of $300,000, measured over a specified period. In addition, contractors must certify to the Tax Department that each affiliate and subcontractor exceeding such sales threshold during a specified period is registered to collect New York State and local sales and compensating use taxes. Contractors must also file a Form ST-220-CA, certifying to the procuring state entity that they filed Form ST-220-TD with the Tax Department and that the information contained on Form ST-220-TD is correct and complete as of the date they file Form ST-220-CA.

For more detailed information regarding this form and section 5-a of the Tax Law, see Publication 223, Questions and Answers Concerning Tax Law Section 5-a, (as amended, effective April 26, 2006), available at www.nystax.gov. Information is also available by calling the Tax Department’s Contractor Information Center at 1 800 698-2931.

**Note:** Form ST-220-TD must be signed by a person authorized to make the certification on behalf of the contractor, and the acknowledgement on page 4 of this form must be completed before a notary public.

Mail completed form to:

**NYS TAX DEPARTMENT**  
DATA ENTRY SECTION  
W A HARRIMAN CAMPUS  
ALBANY NY 12227

**Privacy notification**

The Commissioner of Taxation and Finance may collect and maintain personal information pursuant to the New York State Tax Law, including but not limited to, sections 5-a, 171, 171-a, 287, 308, 429, 475, 505, 697, 1096, 1142, and 1415 of that Law; and may require disclosure of social security numbers pursuant to 42 USC 405(c)(2)(C)(i).

This information will be used to determine and administer tax liabilities and, when authorized by law, for certain tax offset and exchange of tax information programs as well as for any other lawful purpose.

Information concerning quarterly wages paid to employees is provided to certain state agencies for purposes of fraud prevention, support enforcement, evaluation of the effectiveness of certain employment and training programs and other purposes authorized by law.

Failure to provide the required information may subject you to civil or criminal penalties, or both, under the Tax Law.

This information is maintained by the Director of Records Management and Data Entry, NYS Tax Department, W A Harriman Campus, Albany NY 12227; telephone 1 800 225-5829. From areas outside the United States and outside Canada, call (518) 485-6800.

**Need Help?**

- **Internet access:** www.nystax.gov
  (for information, forms, and publications)

- **Fax-on-demand forms:** 1 800 748-3676

- **Telephone assistance** is available from 8:00 A.M. to 5:00 P.M. (eastern time), Monday through Friday.
  To order forms and publications: 1 800 698-2031

- **Sales Tax Information Center:** 1 800 462-8100

  From areas outside the U.S. and outside Canada: (518) 485-6800

- **Hearing and speech impaired** (telecommunications device for the deaf (TDD) callers only): 1 800 634-2110

  **Persons with disabilities:** In compliance with the Americans with Disabilities Act, we will ensure that our lobbies, offices, meeting rooms, and other facilities are accessible to persons with disabilities. If you have questions about special accommodations for persons with disabilities, please call 1 800 972-1233.
I, ____________________________ , hereby affirm, under penalty of perjury, that I am ________________________
(name) (title)
of the above-named contractor, and that I am authorized to make this certification on behalf of such contractor.

Make only one entry in each section below.

Section 1 - Contractor registration status

☐ The contractor has made sales delivered by any means to locations within New York State of tangible personal property or taxable services having a cumulative value in excess of $300,000 during the four sales tax quarters which immediately precede the sales tax quarter in which this certification is made. The contractor is registered to collect New York State and local sales and compensating use taxes with the Commissioner of Taxation and Finance pursuant to sections 1134 and 1253 of the Tax Law, and is listed on Schedule A of this certification.

☐ The contractor has not made sales delivered by any means to locations within New York State of tangible personal property or taxable services having a cumulative value in excess of $300,000 during the four sales tax quarters which immediately precede the sales tax quarter in which this certification is made.

Section 2 - Affiliate registration status

☐ The contractor does not have any affiliates.

☐ To the best of the contractor’s knowledge, the contractor has one or more affiliates having made sales delivered by any means to locations within New York State of tangible personal property or taxable services having a cumulative value in excess of $300,000 during the four sales tax quarters which immediately precede the sales tax quarter in which this certification is made, and each affiliate exceeding the $300,000 cumulative sales threshold during such quarters is registered to collect New York State and local sales and compensating use taxes with the Commissioner of Taxation and Finance pursuant to sections 1134 and 1253 of the Tax Law. The contractor has listed each affiliate exceeding the $300,000 cumulative sales threshold during such quarters on Schedule A of this certification.

☐ To the best of the contractor’s knowledge, the contractor has one or more affiliates, and each affiliate has not made sales delivered by any means to locations within New York State of tangible personal property or taxable services having a cumulative value in excess of $300,000 during the four sales tax quarters which immediately precede the sales tax quarter in which this certification is made.

Section 3 - Subcontractor registration status

☐ The contractor does not have any subcontractors.

☐ To the best of the contractor’s knowledge, the contractor has one or more subcontractors having made sales delivered by any means to locations within New York State of tangible personal property or taxable services having a cumulative value in excess of $300,000 during the four sales tax quarters which immediately precede the sales tax quarter in which this certification is made, and each subcontractor exceeding the $300,000 cumulative sales threshold during such quarters is registered to collect New York State and local sales and compensating use taxes with the Commissioner of Taxation and Finance pursuant to sections 1134 and 1253 of the Tax Law. The contractor has listed each subcontractor exceeding the $300,000 cumulative sales threshold during such quarters on Schedule A of this certification.

☐ To the best of the contractor’s knowledge, the contractor has one or more subcontractors, and each subcontractor has not made sales delivered by any means to locations within New York State of tangible personal property or taxable services having a cumulative value in excess of $300,000 during the four sales tax quarters which immediately precede the sales tax quarter in which this certification is made.

Sworn to this______ day of _________, 20 __________
(sign before a notary public)                                            (title)
Schedule A - Listing of each person (contractor, affiliate, or subcontractor) exceeding $300,000 cumulative sales threshold

List the contractor, or affiliate, or subcontractor in Schedule A only if such person exceeded the $300,000 cumulative sales threshold during the specified sales tax quarters. See directions below. For more information, see Publication 223.

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relationship to Contractor</td>
<td>Name</td>
<td>Address</td>
<td>Federal ID Number</td>
<td>Sales Tax ID Number</td>
<td>Registration In Progress</td>
</tr>
</tbody>
</table>

Column A - Enter **C** in column A if the contractor; **A** if an affiliate of the contractor; or **S** if a subcontractor.

Column B - Name - If person is a corporation or limited liability company, enter the exact legal name as registered with the NY Department of State, if applicable. If person is a partnership or sole proprietor, enter the name of the partnership and each partner's given name, or the given name(s) of the owner(s), as applicable. If person has a different DBA (doing business as) name, enter that name as well.

Column C - Address - Enter the street address of person's principal place of business. Do not enter a PO box.

Column D - ID number - Enter the federal employer identification number (EIN) assigned to the person or person's business, as applicable. If the person is an individual, enter the social security number of that person.

Column E - Sales tax ID number - Enter only if different from federal EIN in column D.

Column F - If applicable, enter an X if the person has submitted Form DTF-17 to the Tax Department but has not received its certificate of authority as of the date of this certification.
Individual, Corporation, Partnership, or LLC Acknowledgment

STATE OF } 
COUNTY OF } 

On the ______ day of ___________ in the year 20___, before me personally appeared _______________________, known to me to be the person who executed the foregoing instrument, who, being duly sworn by me did depose and say that

—he resides at ________________________________ ,

Town of ________________________________ ,

County of ________________________________ ,

State of ________________________________ ; and further that:

[Mark an X in the appropriate box and complete the accompanying statement.]

☐ (If an individual): _he executed the foregoing instrument in his/her name and on his/her own behalf.

☐ (If a corporation): _he is the __________ of ________________________, the corporation described in said instrument; that, by authority of the Board of Directors of said corporation, _he is authorized to execute the foregoing instrument on behalf of the corporation for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said corporation as the act and deed of said corporation.

☐ (If a partnership): _he is a __________ of ________________________, the partnership described in said instrument; that, by the terms of said partnership, _he is authorized to execute the foregoing instrument on behalf of the partnership for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said partnership as the act and deed of said partnership.

☐ (If a limited liability company): _he is a duly authorized member of ________________________, LLC, the limited liability company described in said instrument; that _he is authorized to execute the foregoing instrument on behalf of the limited liability company for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said limited liability company as the act and deed of said limited liability company.

Notary Public

Registration No. _________________________
ST-220-CA
(6/06)

New York State Department of Taxation and Finance
Contractor Certification to Covered Agency
(Pursuant to Section 5-a of the Tax Law, as amended, effective April 26, 2006)

For information, consult Publication 223, Question and Answers Concerning Tax Law Section 5-a (see Need Help? on back)

Contractor name
Contractor’s principal place of business
City
State
ZIP code

For covered agency use only Contract number or description

Contractor’s mailing address (if different than above)

Contractor’s federal employer identification number (EIN)
Contractor’s sales tax ID number (if different from contractor’s EIN)

Estimated contract value over the full term of contract (but not including renewals)

$  

Contractor’s telephone number

Covered agency name
Covered agency address
Covered agency telephone number

I, ________________________________ , hereby affirm, under penalty of perjury, that I am ______________________________ (name)                                                                                                                                      (title)
of the above-named contractor, that I am authorized to make this certification on behalf of such contractor, and I further certify that:
(Mark an X in only one box)

☐ The contractor has filed Form ST-220-TD with the Department of Taxation and Finance in connection with this contract and, to the best of contractor’s knowledge, the information provided on the Form ST-220-TD, is correct and complete.

☐ The contractor has previously filed Form ST-220-TD with the Tax Department in connection with (insert contract number or description) and, to the best of the contractor’s knowledge, the information provided on that previously filed Form T-220-TD, is correct and complete as of the current date, and thus the contractor is not required to file a new Form ST-220-TD at this time.

Sworn to this______ day of _________, 20 ___

______________________________
(sign before a notary public)                                           (title)

Instructions

General Information
Tax Law section 5-a was amended, effective April 26, 2006. On or after that date, in all cases where a contract is subject to Tax Law section 5-a, a contractor must file (1) Form ST-220-CA, Contractor Certification to Covered Agency, with a covered agency, and (2) Form ST-220-TD with the Tax Department before a contract may take effect. The circumstances when a contract is subject to section 5-a are listed in Publication 223, Q&A 3. This publication is available on our Web site, by fax, or by mail. (See Need help? for more information on how to obtain this publication.) In addition, a contractor must file a new Form ST-220-CA with a covered agency before an existing contract with such agency may be renewed.

If you have questions, please call our information center at 1 800 698-2931.

Note: Form ST-220-CA must be signed by a person authorized to make the certification on behalf of the contractor, and the acknowledgement on page 2 of this form must be completed before a notary public.

When to complete this form
As set forth in Publication 223, a contract is subject to section 5-a, and you must make the required certification(s), if:

i. The procuring entity is a covered agency within the meaning of the statute (see Publication 223, Q&A 5);

ii. The contractor is a contractor within the meaning of the statute (see Publication 223, Q&A 6); and

iii. The contract is a contract within the meaning of the statute. This is the case when it (a) has a value in excess of $100,000 and (b) is a contract for commodities or services, as such terms are defined for purposes of the statute (see Publication 223, Q&A 8 and 9).

Furthermore, the procuring entity must have begun the solicitation to purchase on or after January 1, 2005, and the resulting contract must have been awarded, amended, extended, renewed, or assigned on or after April 26, 2006 (the effective date of the section 5-a amendments).
Individual, Corporation, Partnership, or LLC Acknowledgment

STATE OF:  
COUNTY OF:  

On the day of ______ in the year 20____, before me personally appeared __________________________________________________________, known to me to be the person who executed the foregoing instrument, who, being duly sworn by me did depose and say that

__he resides at __________________________________________________________,

Town of ____________________________,

County of __________________________,

State of ____________________________; and further that:

[Mark an X in the appropriate box and complete the accompanying statement.]

☐ (If an individual): _he executed the foregoing instrument in his/her name and on his/her own behalf.

☐ (If a corporation): _he is the ______ of __________________________, the corporation described in said instrument; that, by authority of the Board of Directors of said corporation, _he is authorized to execute the foregoing instrument on behalf of the corporation for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said corporation as the act and deed of said corporation.

☐ (If a partnership): _he is the ______ of __________________________, the partnership described in said instrument; that, by the terms of said partnership, _he is authorized to execute the foregoing instrument on behalf of the partnership for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said partnership as the act and deed of said partnership.

☐ (If a limited liability company): _he is a duly authorized member of __________________________ LLC, the limited liability company described in said instrument; that _he is authorized to execute the foregoing instrument on behalf of the limited liability company for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said limited liability company as the act and deed of said limited liability company.

Notary Public

Registration No.

Privacy notification

The Commissioner of Taxation and Finance may collect and maintain personal information pursuant to the New York State Tax Law, including but not limited to, sections 5-a, 171, 171-a, 287, 308, 429, 475, 505, 697, 1096, 1142, and 1415 of that Law; and may require disclosure of social security numbers pursuant to 42 USC 405(c)(2)(C)(i).

This information will be used to determine and administer tax liabilities and, when authorized by law, for certain tax offset and exchange of tax information programs as well as for any other lawful purpose.

Information concerning quarterly wages paid to employees is provided to certain state agencies for purposes of fraud prevention, support enforcement, evaluation of the effectiveness of certain employment and training programs and other purposes authorized by law.

Failure to provide the required information may subject you to civil or criminal penalties, or both, under the Tax Law.

This information is maintained by the Director of Records Management and Data Entry, NYS Tax Department, W A Harriman Campus, Albany NY 12227; telephone 1 800 225-6292. From areas outside the United States and outside Canada, call (518) 485-6800.

Need Help?

Internet access: www.nystax.gov
(for information, forms, and publications)

Fax-on-demand forms: 1 800 748-3676

Telephone assistance is available from 8:00 A.M. to 5:00 P.M. (eastern time), Monday through Friday: 1 800 698-2931

To order forms and publications: 1 800 462-8100

From areas outside the U.S. and outside Canada: (518) 485-6800

Hearing and speech impaired (telecommunications device for the deaf (TDD) callers only): 1 800 634-2110

Persons with disabilities: In compliance with the Americans with Disabilities Act, we will ensure that our lobbies, offices, meeting rooms, and other facilities are accessible to persons with disabilities. If you have questions about special accommodations for persons with disabilities, please call 1 800 972-1233.
Bidder is required to sign both sections on this page.

MACBRIDE FAIR EMPLOYMENT PRINCIPLES

NONDISCRIMINATION IN EMPLOYMENT IN NORTHERN IRELAND:
MACBRIDE FAIR EMPLOYMENT PRINCIPLES

In accordance with Chapter 807 of the Laws of 1992 the bidder, by submission of this bid, certifies that it or any individual or legal entity in which the bidder holds a 10% or greater ownership interest, or any individual or legal entity that holds a 10% or greater ownership interest in the bidder, either: (answer yes or no to one or both of the following, as applicable:

1. Have business operations in Northern Ireland,
   
   ☐ Yes  ☐ No

   If yes:
   2. Shall take lawful steps in good faith to conduct any business operations they have in Northern Ireland in accordance with the MacBride Fair Employment Principles relating to nondiscrimination in employment and freedom of workplace opportunity regarding such operations in Northern Ireland, and shall permit independent monitoring of their compliance with such Principles.
   
   ☐ Yes  ☐ No

(Contractor’s Signature)  (Name of Business)

NON-COLLUSIVE BIDDING CERTIFICATION

By submission of this bid, each bidder and each person signing on behalf of any bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of his knowledge and belief) The prices in this bid have been arrived at independently without collusion, consultation, communication, or agreement, for the purpose of restricting competition, as to any matter relating to such prices with any other bidder or with any competitor) Unless otherwise required by law, the prices which have been quoted in this bid have not been knowingly disclosed by the bidder and will not knowingly be disclosed by the bidder prior to opening, directly or indirectly, to any other bidder or to any competitor; an) No attempt has been made or will be made by the bidder to induce any other person, partnership or corporation to submit or not to submit a bid for the purpose of restricting competition.

(Contractor’s Signature)  (Name of Business)
Facility Site Visit Verification Form – IFB #1525

I, ________________, representing ________________________________
(Name) (Company Name)
by personal examination of the specification and review of the actual work to be performed at the

______________________________
(Facility Name and Address)

On ________________, at __________ met with the Facility Manager and designated
(Day and Date) (Time)
representative to comply with the site visit verification requirement as stated in the contract
specification.

______________________________
(Company Representative Signature) (date)

______________________________
(Email Address)

For Agency Use Only

Verification of site visit confirmed by Agency Representative

Print Name: ________________________________
Title: ______________________________________
Signature: __________________________________
Date: ______________________________________
Appendix C

Minority/Women-Owned Business Opportunities
APPENDIX C

Contractor Requirements and Procedures for Equal Employment and Business Participation Opportunities for Minority Group Members and Certified Minority/Women-Owned Businesses on OGS Contracts

In accordance with Article 15-A of the Executive Law (Participation by Minority Group Members and Women with Respect to State Contracts) and in conformance with the Regulations promulgated by the Minority and Women’s Business Development Division of the New York State Department of Economic Development set forth at 5 NYCRR Parts 140-144, the Offeror/Contractor agrees to be bound by the following to promote equality of economic opportunities for minority group members and women, and the facilitation of minority and women-owned business enterprise participation on all covered OGS contracts.

Equal Employment Opportunity Requirements

By submission of a bid or proposal in response to this solicitation, the Offeror agrees with all of the terms and conditions of Appendix A including Clause 12 - Equal Employment Opportunities for Minorities and Women. The contractor is required to ensure that the provisions of Appendix A clause 12 - Equal Employment Opportunities for minorities and women, are included in every subcontract in such a manner that the requirements of these provisions will be binding upon each subcontractor as to work in connection with the State contract.

The following forms are required to ensure offeror compliance with the Equal Employment Opportunity requirements:

1. Staffing Plan (Form EEO 100)
   To ensure compliance with the foregoing section, the Offeror shall submit a staffing plan to document the composition of the proposed workforce to be utilized in the performance of this contract broken down by the specified categories listed, including ethnic background, gender, and Federal occupational categories. Offerors shall complete the Staffing Plan form and submit it as part of their bid or proposal or within a reasonable time thereafter, but no later than the time of award of the contract.

   A contractor’s failure to submit a Staffing Plan prior to the time required shall result in the rejection of the bid or proposal.

2. Workforce Employment Utilization/Compliance Report (Form EEO 101).
   Once a contract has been awarded, the Contractor is responsible to update OGS on any changes to the Staffing Plan submitted. This information is to be submitted on a quarterly basis during the life of the contract to report the actual workforce utilized in the performance of the contract broken down by the specified categories listed including ethnic background, gender, and Federal occupational categories. The Workforce Employment Utilization/Compliance Report (Utilization/Compliance Report) must be submitted to report this information. Separate forms are to be completed for the contractor and any subcontractor performing work on the contract.

   Please note that in all instances, the Contractor may not be able to separate out the workforce utilized in the performance of the contract from the Contractor’s and/or sub contractor’s total workforce. When a separation can be made, the Contractor shall submit the Utilization/Compliance Report and indicate that the information provided relates to the actual workforce utilized on the subject contract. When the workforce to be utilized on the contract cannot be separated out from the Contractor’s and/or
The Contractor shall submit the Utilization/Compliance Report and indicate that the information provided is the Contractor's total workforce during the subject time frame, not limited to work specifically under the contract.

The Utilization/Compliance Report is to be completed for the quarters ending on 3/31, 6/30, 9/30 and 12/31 and submitted to the OGS Office of Minority/Women-owned Business Enterprise Program Operations (OM/WBEPO) within 15 days of the end of each quarter. If there are no changes to the workforce utilized on the contract during the reporting period, the Contractor can submit a copy of the previously submitted report with the date and reporting period updated, indicating no change.

Requirements and Procedures Regarding Business Participation Opportunities for Certified Minorities and Women on OGS Contracts

In accordance with Article 15-A of the Executive Law and regulations adopted pursuant thereto, the following forms are required to ensure compliance with the Minority and Women-owned Business participation requirements. In accordance with these requirements, the Offeror agrees to make every good faith effort to promote and assist the participation of New York State Certified Minority and Women-owned Business Enterprises (M/WBE) as subcontractors and suppliers on this contract for the provision of services and materials. The directory of New York State Certified Businesses can be viewed at: http://www.nylovesmwbe.ny.gov/

In addition, the Offeror agrees to submit the following documents as evidence of compliance with the foregoing:

1. M/WBE Utilization Plan (Form M/WBE 100).

   A. Offerors are required to submit a Utilization Plan on Form M/WBE 100 with this bid or proposal. The Utilization Plan shall list NYS Certified minority or women-owned business enterprises which the contractor intends to use to perform the State contract and a description of the contract scope of work which the contractor intends to structure to increase the participation by NYS Certified minority or women-owned enterprises on the State contract, and the estimated or, if known, actual dollar amounts to be paid to and performance dates of each component of a State contract which the contractor intends to be performed by a NYS Certified minority or woman-owned business. Any modifications or changes to the agreed participation by NYS Certified M/WBEs after the Contract Award and during the term of the contract must be reported on a revised M/WBE Utilization Plan and submitted to the OGS OM/WBEPO.

   B. The OGS OM/WBEPO will review the M/WBE Utilization Plan and will issue to the Offeror a written notice of acceptance or deficiency within twenty (20) days of its receipt. A notice of deficiency shall include (i) the name of any M/WBE which is not acceptable for the purpose of complying with the M/WBE participation goals and the reasons why it is not acceptable; (ii) elements of the Contract scope of work which OGS has determined can be reasonably structured by the Offeror to increase the likelihood of participation in the Contract by M/WBEs; and (iii) other information which OGS determines to be relevant to the M/WBE Utilization Plan.

   C. The Offeror shall respond to the notice of deficiency within seven (7) business days of receipt by submitting to OGS OM/WBEPO a written remedy in response to the notice of deficiency. If the written remedy that is submitted is not timely or is found by OGS OM/WBEPO to be inadequate, OGS OM/WBEPO shall notify the Offeror and direct the Offeror to submit, within five (5) business days, a request for a partial or total waiver of M/WBE participation goals on forms.
provided by OGS OM/WBEPO. Failure to file the waiver form in a timely manner may be grounds for disqualification of the bid or proposal.

D. OGS may disqualify an Offeror as being non-responsive under the following circumstances:
   a) If an Offeror fails to submit a M/WBE Utilization Plan;
   b) If an Offeror fails to submit a written remedy to a notice of deficiency in a M/WBE Utilization Plan;
   c) If an Offeror fails to submit a request for waiver; or
   d) If the OGS OM/WBEPO determines that the Offeror has failed to document good faith efforts.

2. Request for Waiver Form (if applicable) (Form M/WBE 101). An Offeror who documents good faith efforts to meet the goal requirements may submit a request for a partial or total waiver at the same time it submits its M/WBE Utilization Plan. If a request for waiver is submitted with the M/WBE Utilization plan and is not accepted by the OGS OM/WBEPO at that time, the provisions of clauses 1 (B & C), regarding the notice of deficiency and written remedy will apply.

The Awarded Contractor shall attempt to utilize, in good faith, any MBE or WBE identified within its M/WBE Utilization Plan, during the performance of the contract. Requests for a partial or total waiver of established goal requirements made subsequent to award of a Contract may be made at any time during the term of the Contract to the OGS OM/WBEPO but prior to the submission of a request for final payment on the Contract.

3. Monthly M/WBE Contractor Compliance Report (Form M/WBE 102). Contractors are required to submit a Monthly M/WBE Contractor Compliance Report to OGS OM/WBEPO by the 10th day of each month over the term of the contract documenting the progress made towards achievement of the M/WBE goals of the Contract.

Please Note: Failure to comply with the foregoing requirements may result in a finding of non-responsiveness, non-responsibility and/or a breach of contract, leading to the withholding of funds or such other actions or enforcement proceedings as allowed by the contract.

Copies of all referenced forms can be found on the OGS Website at: http://www.ogs.state.ny.us/mwbe/forms.html

If you have any questions regarding the foregoing requirements or the requirements of Article 15-A of the Executive Law and 5 NYCRR Parts 140-144, please contact the identified Designated Contact(s) for this solicitation.
### EQUAL EMPLOYMENT OPPORTUNITY
#### STAFFING PLAN
Submit with Bid or Proposal – Instructions on page 2

<table>
<thead>
<tr>
<th>Solicitation No.:</th>
<th>Report includes:</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>□ Work force to be utilized on this contract</td>
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<tr>
<td></td>
<td>□ Contractor/Subcontractor’s total work force</td>
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<th>Offeror’s Name:</th>
<th>Reporting Entity:</th>
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<tbody>
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<td>□ Contractor</td>
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<tr>
<td></td>
<td>□ Subcontractor</td>
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<td>Subcontractor’s name________________</td>
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<tr>
<th>Offeror’s Address:</th>
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Enter the total number of employees for each classification in each of the EEO-Job Categories identified

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<tr>
<th>EEO-Job Category</th>
<th>Total Work force</th>
<th>Work force by Gender</th>
<th>Work force by Race/Ethnic Identification</th>
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<tr>
<td></td>
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<td>Total Female (F)</td>
<td>White (M)</td>
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<tr>
<td>Officials/Administrators</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Professionals</td>
<td></td>
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<tr>
<td>Technicians</td>
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<td>Sales Workers</td>
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<td>Office/Clerical</td>
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<td>Craft Workers</td>
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<td>Laborers</td>
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<td>Temporary /Apprentices</td>
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<tr>
<td>Totals</td>
<td></td>
<td></td>
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</tbody>
</table>

**PREPARED BY (Signature):**

**TELEPHONE NO.:**

**EMAIL ADDRESS:**

**DATE:**

**NAME AND TITLE OF PREPARER (Print or Type):**

Submit completed plan with bid or proposal  EEO 100 (Rev 6-08)
General instructions: All Offerors and each subcontractor identified in the bid or proposal must complete an EEO Staffing Plan (EEO 100) and submit it as part of the bid or proposal package. Where the work force to be utilized in the performance of the State contract can be separated out from the contractor’s or subcontractor’s total work force, the Offeror shall complete this form only for the anticipated work force to be utilized on the State contract. Where the work force to be utilized in the performance of the State contract cannot be separated out from the contractor’s or subcontractor’s total work force, the Offeror shall complete this form for the contractor’s or subcontractor’s total work force.

Instructions for completing:
1. Enter the Solicitation number that this report applies to along with the name and address of the Offeror.
2. Check off the appropriate box to indicate if the Offeror completing the report is the contractor or a subcontractor.
3. Check off the appropriate box to indicate if the work force being reported is just for the contract or the Offerors’ total work force.
4. Enter the total work force by EEO job category.
5. Break down the total work force by gender and enter under the heading ‘Work force by Gender’
6. Break down the total work force by race/ethnic background and enter under the heading ‘Work force by Race/Ethnic Identification’. Contact the Designated Contact(s) for the solicitation if you have any questions.
7. Enter information on disabled or veterans included in the work force under the appropriate headings.
8. Enter the name, title, phone number and email address for the person completing the form. Sign and date the form in the designated boxes.

RACE/ETHNIC IDENTIFICATION
Race/ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than one race/ethnic group. The race/ethnic categories for this survey are:

- WHITE (Not of Hispanic origin) All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- BLACK a person, not of Hispanic origin, who has origins in any of the black racial groups of the original peoples of Africa.
- HISPANIC a person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.
- ASIAN & PACIFIC ISLANDER a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands.
- NATIVE INDIAN (NATIVE AMERICAN/ ALASKAN NATIVE) a person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

OTHER CATEGORIES
- DISABLED INDIVIDUAL any person who: - has a physical or mental impairment that substantially limits one or more major life activity(ies)
  - has a record of such an impairment; or
  - is regarded as having such an impairment.
- VIETNAM ERA VETERAN a veteran who served at any time between and including January 1, 1963 and May 7, 1975.
- GENDER
**EQUAL EMPLOYMENT OPPORTUNITY**
**WORK FORCE EMPLOYMENT UTILIZATION/COMPLIANCE REPORT**

**Contract No.:**
- **Reporting Entity:**
  - Contractor
  - Subcontractor

**Reporting Period:**
- January 1, 20___ - March 31, 20___
- April 1, 20___ - June 30, 20___
- July 1, 20___ - September 30, 20___
- October 1, 20___ - December 31, 20___

**Offeror's Name:**
**Offeror's Address:**

**Report includes:**
- Work force to be utilized on this contract
- Contractor/Subcontractor’s total work force

Enter the total number of employees in each classification in each of the EEO-Job Categories identified.

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<tr>
<td></td>
<td></td>
<td>Male (M)  Female (F)</td>
<td>White (M)  White (F)  Black (M)  Black (F)  Hispanic (M)  Hispanic (F)  Asian (M)  Asian (F)  Native American (M)  Native American (F)  Disabled (M)  Disabled (F)  Veteran (M)  Veteran (F)</td>
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</tbody>
</table>

**PREPARED BY (Signature):**
**TELEPHONE NO.:**
**EMAIL ADDRESS:**
**DATE:**

**NAME AND TITLE OF PREPARER (Print or Type):**
Submit completed form for OGS contract to:
- NYS Office of General Services
- Office of Minority/Woman-owned Business Enterprise Program Operations
- Corning Tower, 41st Floor
- Empire State Plaza, Albany NY, 12242

EEO 101 (Revised 6/08)
General Instructions: The work force utilization/compliance report (EEO 101) is to be submitted on a quarterly basis during the life of the contract to report the actual work force utilized in the performance of the contract broken down by the specified categories. When the work force utilized in the performance of the contract can be separated out from the contractor’s or subcontractor’s total work force, the contractor or subcontractor shall submit a Utilization Report of the work force utilized on the contract. When the work force to be utilized on the contract cannot be separated out from the contractor’s or subcontractor’s total work force, information on the contractor’s total work force shall be included in the Utilization Report. Utilization reports are to be completed for the quarters ended 3/31, 6/30, 9/30 and 12/31 and submitted to OGS within 15 days of the end of each quarter. If there are no changes to the work force utilized on the contract during the reporting period, the contractor can submit a written statement of no change or submit a copy of the previously submitted report with the date and reporting period updated.

Instructions for completing:
1. Enter the number of the contract that this report applies to along with the name and address of the Contractor preparing the report.
2. Check off the appropriate box to indicate if the entity completing the report is the contractor or a subcontractor.
3. Check off the box that corresponds to the reporting period for this report.
4. Check off the appropriate box to indicate if the work force being reported is just for the contract or the Contractor’s total work force.
5. Enter the total work force by EEO job category.
6. Break down the total work force by gender and enter under the heading ‘Work force by Gender’
7. Break down the total work force by race/ethnic background and enter under the heading ‘Work force by Race/Ethnic Identification’. Contact the OGS Office of Minority/Woman-Owned Business Enterprise Programs at (518) 473-5212 if you have any questions.
8. Enter information on any disabled or veteran employees included in the work force under the appropriate heading.
9. Enter the name, title, phone number and email address for the person completing the form. Sign and date the form in the designated boxes.

RACE/ETHNIC IDENTIFICATION
Race/ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than one race/ethnic group. The race/ethnic categories for this survey are:

- **WHITE** (Not of Hispanic origin) All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- **BLACK** a person, not of Hispanic origin, who has origins in any of the black racial groups of the original peoples of Africa.
- **HISPANIC** a person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.
- **ASIAN & PACIFIC** a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands.
- **ISLANDER**
- **NATIVE INDIAN (NATIVE AMERICAN/ ALASKAN NATIVE)** a person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

OTHER CATEGORIES
- **DISABLED INDIVIDUAL** any person who: - has a physical or mental impairment that substantially limits one or more major life activity(ies)
  - has a record of such an impairment; or
  - is regarded as having such an impairment.
- **VIETNAM ERA VETERAN** a veteran who served at any time between and including January 1, 1963 and May 7, 1975.
- **GENDER**
OFFICE OF MINORITY/WOMEN-OWNED BUSINESS ENTERPRISE PROGRAM OPERATIONS
M/WBE UTILIZATION PLAN

INSTRUCTIONS: This form must be submitted with any bid, proposal, or proposed negotiated contract or within a reasonable time thereafter, but prior to contract award, for an OGS contract. This Utilization Plan must contain a detailed description of the supplies and/or services to be provided by each certified Minority and Women-owned Business Enterprise (M/WBE) under the contract. Attach additional sheets if necessary.

Offeror’s Name: Federal Identification Number:
Address:
City, State, Zip Code: Telephone Number:
Region/Location of Work:
M/WBE Goals in the Contract: MBE % WBE %

<table>
<thead>
<tr>
<th>1. Certified M/WBE Subcontractors/Suppliers Name, Address, Email Address, Telephone No.</th>
<th>2. Classification</th>
<th>3. Federal ID No.</th>
<th>4. Detailed Description of Work (Attach additional sheets, if necessary)</th>
<th>5. Dollar Value of Subcontracts/Supplies/Services and intended performance dates of each component of the contract.</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. NYS ESD CERTIFIED</td>
<td>□ MBE</td>
<td>□ WBE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. NYS ESD CERTIFIED</td>
<td>□ MBE</td>
<td>□ WBE</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

REVIEWED BY: 
DATE: 

PREPARED BY: 
Signature: ______________________________________
DATE: 
TELEPHONE NO: 
EMAIL ADDRESS: 
NAME AND TITLE OF PREPARER (Print or Type):

FOR OGS USE ONLY

UTILIZATION PLAN APPROVED: □ YES □ NO Date:
Contract No:
Contract Award Date:
Estimated Date of Completion:
Amount Obligated Under the Contract:
NOTICE OF DEFICIENCY ISSUED: □ YES □ NO Date:__________
NOTICE OF ACCEPTANCE ISSUED: □ YES □ NO Date:__________

SUBMISSION OF THIS FORM CONSTITUTES THE OFFEROR’S ACKNOWLEDGEMENT AND AGREEMENT TO COMPLY WITH THE M/WBE REQUIREMENTS SET FORTH UNDER NYS EXECUTIVE LAW, ARTICLE 15-A, 5 NYCRR PART 143, AND THE ABOVE-REFERENCED SOLICITATION.
OFFICE OF MINORITY/WOMEN-OWNED BUSINESS ENTERPRISE PROGRAM OPERATIONS

REQUEST FOR WAIVER FORM

INSTRUCTIONS: SEE PAGE 2 OF THIS ATTACHMENT FOR REQUIREMENTS AND DOCUMENT SUBMISSION INSTRUCTIONS.

<table>
<thead>
<tr>
<th>Offeror/Contractor Name:</th>
<th>Federal Identification No.:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Address:</td>
<td>Solicitation/Contract No.:</td>
</tr>
<tr>
<td>City, State, Zip Code:</td>
<td>M/WBE Goals: MBE % WBE %</td>
</tr>
</tbody>
</table>

By submitting this form and the required information, the offeror/contractor certifies that every Good Faith Effort has been taken to promote M/WBE participation pursuant to the M/WBE requirements set forth under the contract.

Contractor is requesting a:

1. ☐ MBE Waiver – A waiver of the MBE Goal for this procurement is requested. ☐ Total ☐ Partial

2. ☐ WBE Waiver – A waiver of the WBE Goal for this procurement is requested. ☐ Total ☐ Partial

3. ☐ Waiver Pending ESD Certification – (Check here if subcontractors or suppliers of Contractor are not certified M/WBE, but an application for certification has been filed with Empire State Development.) Date of such filing with Empire State Development: ______________________

PREPARED BY (Signature):

Date:

SUBMISSION OF THIS FORM CONSTITUTES THE OFFEROR/CONTRACTOR’S ACKNOWLEDGEMENT AND AGREEMENT TO COMPLY WITH THE M/WBE REQUIREMENTS SET FORTH UNDER NYS EXECUTIVE LAW, ARTICLE 15-A AND 5 NYCRR PART 143. FAILURE TO SUBMIT COMPLETE AND ACCURATE INFORMATION MAY RESULT IN A FINDING OF NONCOMPLIANCE AND/OR TERMINATION OF THE CONTRACT.

Name and Title of Preparer (Printed or Typed):

Telephone Number: Email Address:

Submit with the bid or proposal or if submitting after award, for an OGS contract, submit to:

NYS Office of General Services
Office of Minority/Woman-owned Business Enterprise Program Operations
Corning Tower, 41st Floor
Empire State Plaza
Albany, NY 12242

Waiver Granted: ☐ YES ☐ No ☐ MBE: ☐ ☐ WBE: ☐

☐ Total Waiver ☐ ESD Certification Waiver ☐ Partial Waiver
☐ Notice of Deficiency Issued ☐ *Conditional

*Comments:

M/WBE 101 (Revised 6-08)
REQUIREMENTS AND DOCUMENT SUBMISSION INSTRUCTIONS

When completing the Request for Waiver Form please check all boxes that apply. To be considered, the Request for Waiver Form must be accompanied by documentation for items 1 – 11, as listed below. If box # 3 has been checked above, please see item 11. Copies of the following information and all relevant supporting documentation must be submitted along with the request:

1. A statement setting forth your basis for requesting a partial or total waiver.

2. The names of general circulation, trade association, and M/WBE-oriented publications in which you solicited certified M/WBEs for the purposes of complying with your participation goals.

3. A list identifying the date(s) that all solicitations for certified M/WBE participation were published in any of the above publications.

4. A list of all certified M/WBEs appearing in the NYS Directory of Certified Firms that were solicited for purposes of complying with your certified M/WBE participation levels.

5. Copies of notices, dates of contact, letters, and other correspondence as proof that solicitations were made in writing and copies of such solicitations, or a sample copy of the solicitation if an identical solicitation was made to all certified M/WBEs.

6. Provide copies of responses made by certified M/WBEs to your solicitations.

7. Provide a description of any contract documents, plans, or specifications made available to certified M/WBEs for purposes of soliciting their bids and the date and manner in which these documents were made available.

8. Provide documentation of any negotiations between you, the Offeror/Contractor, and the M/WBEs undertaken for purposes of complying with the certified M/WBE participation goals.

9. Provide any other information you deem relevant which may help us in evaluating your request for a waiver.

10. Provide the name, title, address, telephone number, and email address of offeror/contractor’s representative authorized to discuss and negotiate this waiver request.

11. Copy of notice of application receipt issued by Empire State Development (ESD).

Note:
Unless a Total Waiver has been granted, Offeror/Contractor will be required to submit all reports and documents pursuant to the provisions set forth in the Contract, as deemed appropriate by OGS, to determine M/WBE compliance.
OFFICE OF MINORITY/WOMEN-OWNED BUSINESS ENTERPRISE PROGRAM OPERATIONS
MONTHLY M/WBE CONTRACTOR COMPLIANCE REPORT

INSTRUCTIONS: BEGINNING THIRTY (30) DAYS AFTER A CONTRACT IS AWARDED; MONTHLY COMPLIANCE REPORTS ARE DUE ON THE TENTH DAY OF EACH MONTH FOR THE PRECEDING MONTH'S ACTIVITY.

Contractor's Name:       Federal Identification No.: 
Address:       Contract No.: 
City, State, Zip Code:       Telephone No: 

AS EVIDENCE OF THE PROGRESS MADE TOWARDS ACHIEVEMENT OF THE MINORITY/WOMEN-OWNED BUSINESS ENTERPRISE (M/WBE) GOAL(S), CONTRACTOR IS REQUIRED TO COMPLETE AND SUBMIT THE FOLLOWING FOR EACH MBE OR WBE (PLEASE USE A SEPARATE FORM FOR EACH MBE OR WBE.):

1. Copy (ies) of the written agreement with certified M/WBEs (submit with first monthly report).
2. List below the name, address and telephone number(s) of the certified M/WBE(s) utilized during the preceding month.
   NAME        TELEPHONE NO. 
   ADDRESS       LOCATION OF WORK PERFORMED 
   CITY, STATE, ZIP 
3. Description of the work performed by the certified M/WBE in the reporting period (attach separate sheet if needed))
4. Dates of performance of the work by the certified M/WBE
5. Actual payments made to the certified M/WBE in the reporting period $
6. Actual total amount(s) of all payments made over the life of the contract by the Contractor to the certified M/WBE as of the date the compliance report is being submitted $

PREPARED BY (Signature):       DATE: 

SUBMISSION OF THIS FORM CONSTITUTES THE CONTRACTOR'S ACKNOWLEDGEMENT 
AND AGREEMENT TO COMPLY WITH THE M/WBE REQUIREMENTS SET FORTH UNDER 
NYS EXECUTIVE LAW, ARTICLE 15-A AND 5 NYCRR PART 143. FAILURE TO SUBMIT 
COMPLETE AND ACCURATE INFORMATION MAY RESULT IN A FINDING OF 
NONCOMPLIANCE AND/OR TERMINATION OF THE CONTRACT

NAME AND TITLE OF PREPARER (Print or Type):       TELEPHONE NO.:       EMAIL ADDRESS: 

Monthly reports for OGS contracts should be submitted by the 10th day of each month to:
Financial Administration
New York State - Office of General Services
40th Floor, Mayor Erastus Corning 2nd Tower
The Governor Nelson A. Rockefeller
Empire State Plaza
Albany, NY 12242

FOR OGS USE ONLY

REVIEWS BY:       DATE: 

Monthy reports for OGS contracts should be submitted by the 10th day of each month to:
Financial Administration
New York State - Office of General Services
40th Floor, Mayor Erastus Corning 2nd Tower
The Governor Nelson A. Rockefeller
Empire State Plaza
Albany, NY 12242

M/WBE 102 (rev 6-08)
SERVICE AGREEMENT

Contract No. C00XXXX
Proposal #1525

This agreement made this ____ day of ______ 2009 by and between THE PEOPLE OF THE STATE OF NEW YORK, hereinafter referred to as “STATE”, acting by and through John C. Egan, Commissioner of General Services, thereinafter referred to as “Commissioner”, whose office is in the Mayor Erastus Corning II Tower, Empire State Plaza, the City and County of Albany, State of New York and; ________________________________________________________hereinafter referred to as "Contractor."

WHEREAS, the State has formally requested contractors for proposals for the following described PROJECT: clean and maintain the kitchen exhaust duct work at various State facilities in Albany, NY, a copy of which is hereto annexed and made a part thereof, hereinafter referred to as the “Invitation for Bids” or “IFB”, and;

WHEREAS, the Commissioner has determined that the contractor is the successful bidder, and the contractor is willing to undertake the services and to provide the necessary materials, labor, and equipment in connection therewith.

NOW THEREFORE, in consideration of the terms hereinafter mentioned and also the covenants and obligations moving to each party hereto from the other, the parties hereto do hereby agree as follows:

1) The Contractor agrees to perform this contract and to furnish the services, labor and materials required in connection therewith, in accordance with all of the conditions, covenants and representations contained in the proposal and specifications which are hereto annexed and incorporated herein and which are deemed to be a part of this contract with the same force and effect as herein set forth separately, specifically and at length, and the State agrees to pay to the Contractor therefore those rates specified in the proposal.

2) It is understood by and between the parties hereto that this agreement shall be deemed executory to the extent of the monies available to the State and no liability on account thereof shall be incurred by the State beyond monies available for the purpose thereof.
3) Inconsistencies:

In the event of any discrepancy, disagreement or ambiguity between this contract agreement and its Appendices, or between any Appendices, the documents shall be given preference in the following order to interpret and to resolve such discrepancy, disagreement or ambiguity:

(i) Appendix A
(ii) This Contract Agreement
(iii) Invitation for Bid including any Addenda
(iv) The Contractor’s Bid

4) Termination:

A.) Termination

The Office of General Services may, upon thirty (30) days notice, terminate this Agreement in the event of the Contractor’s failure to comply with any of the bid’s requirements unless the Contractor obtained a waiver of the requirement. In addition, OGS may also terminate this Agreement upon ten (10) days written notice if the Contractor makes any arrangement or assignment for the benefit of creditors. Furthermore, OGS shall have the right, in its sole discretion, at any time to terminate this Agreement, or any unit portion thereof, with or without cause, by giving thirty (30) days written notice of termination to the Contractor. Any termination by OGS under this Section shall in no event constitute or be deemed a breach of this Agreement and no liability shall be incurred by or arise against the Office of General Services, its agents and employees therefore for lost profits or any other damages.

B.) Procurement Lobbying Termination

The Office of General Services reserves the right to terminate this Agreement in the event it is found that the certification filed by the Contractor in accordance with New York State Finance Law §139-k was intentionally false or intentionally incomplete. Upon such finding, the Office of General Services may exercise its termination right by providing written notification to the Contractor in accordance with the written notification terms of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the day and year first above written.
AGENCY CERTIFICATION
(In addition to the acceptance of this contract, I also certify that original copies of this signature page will be attached to all other exact copies of this contract.)

AGENCY SIGNATURE  CONTRACTOR’S SIGNATURE

SIGNATURE

SIGNATURE

PRINT NAME

PRINT NAME

TITLE

TITLE

DATED __________

DATED __________

COMPANY


ADDRESS


CITY  STATE / ZIP


TELEPHONE NUMBER


FEDERAL I.D. NUMBER


ATTORNEY GENERAL’S SIGNATURE
Approved:


DATED __________


COMPTROLLER’S SIGNATURE
Approved:


DATED __________
INDIVIDUAL, CORPORATION, PARTNERSHIP, OR LLC ACKNOWLEDGMENT

STATE OF } : SS.: 
COUNTY OF }

On the ____ day of ___________________ in the year 20 __, before me personally appeared ________________________________________, known to me to be the person who executed the foregoing instrument, who, being duly sworn by me did depose and say that he resides at ______________________________________________________________, Town of _________________________________, County of __________________________________., State of ______________________________ ; and further that:

[Check One]

☐ If an individual): _he executed the foregoing instrument in his/her name and on his/her own behalf.

☐ If a corporation): _he is the _________________________________ of _________________________________________, the corporation described in said instrument; that, by authority of the Board of Directors of said corporation, _he is authorized to execute the foregoing instrument on behalf of the corporation for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said corporation as the act and deed of said corporation.

☐ If a partnership): _he is the ________________________________ of _________________________________________, the partnership described in said instrument; that, by the terms of said partnership, _he is authorized to execute the foregoing instrument on behalf of the partnership for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said partnership as the act and deed of said partnership.

☐ If a limited liability company): _he is a duly authorized member of _________________________________________, LLC, the limited liability company described in said instrument; that _he is authorized to execute the foregoing instrument on behalf of the limited liability company for purposes set forth therein; and that, pursuant to that authority, _he executed the foregoing instrument in the name of and on behalf of said limited liability company as the act and deed of said limited liability company.

__________________________________________
Notary Public
Registration No. ____________________________  State of: ________________________________
Appendix E

Prevailing Wage Rate Schedules
Introduction to the Prevailing Rate Schedule

Information About Prevailing Rate Schedule

This information is provided to assist you in the interpretation of particular requirements for each classification of worker contained in the attached Schedule of Prevailing Rates.

Classification

It is the duty of the Commissioner of Labor to make the proper classification of workers taking into account whether the work is heavy and highway, building, sewer and water, tunnel work, or residential, and to make a determination of wages and supplements to be paid or provided. It is the responsibility of the public work contractor to use the proper rate. If there is a question on the proper classification to be used, please call the district office located nearest the project. District office locations and phone numbers are listed below.

Prevailing Wage Schedules are issued separately for "General Construction Projects" and "Residential Construction Projects" on a county-by-county basis.

General Construction Rates apply to projects such as: Buildings, Heavy & Highway, and Tunnel and Water & Sewer rates.

Residential Construction Rates generally apply to construction, reconstruction, repair, alteration, or demolition of one family, two family, row housing, or rental type units intended for residential use.

Some rates listed in the Residential Construction Rate Schedule have a very limited applicability listed along with the rate. Rates for occupations or locations not shown on the residential schedule must be obtained from the General Construction Rate Schedule. Please contact the local Bureau of Public Work office before using Residential Rate Schedules, to ensure that the project meets the required criteria.

Paid Holidays

Paid Holidays are days for which an eligible employee receives a regular day’s pay, but is not required to perform work. If an employee works on a day listed as a paid holiday, this remuneration is in addition to payment of the required prevailing rate for the work actually performed.

Overtime

At a minimum, all work performed on a public work project in excess of eight hours in any one day or more than five days in any workweek is overtime. However, the specific overtime requirements for each trade or occupation on a public work project may differ. Specific overtime requirements for each trade or occupation are contained in the prevailing rate schedules.

Overtime holiday pay is the premium pay that is required for work performed on specified holidays. It is only required where the employee actually performs work on such holidays.

The applicable holidays are listed under HOLIDAYS: OVERTIME. The required rate of pay for these covered holidays can be found in the OVERTIME PAY section listings for each classification.

Supplemental Benefits

Particular attention should be given to the supplemental benefit requirements. Although in most cases the payment or provision of supplements is for each hour worked, some classifications require the payment or provision of supplements for each hour paid (including paid holidays on which no work is performed) and/or may require supplements to be paid or provided at a premium rate for premium hours worked.

Effective Dates

When you review the schedule for a particular occupation, your attention should be directed to the dates above the column of rates. These are the dates for which a given set of rates is effective. The rate listed is valid until the next effective rate change or until the new annual determination which takes effect on July 1 of each year. All contractors and subcontractors are required to pay the current prevailing rates of wages and supplements. If you have any questions please contact the Bureau of Public Work or visit the New York State Department of Labor website (www.labor.state.ny.us) for current wage rate information.

Apprentice Training Ratios

The following are the allowable ratios of registered Apprentices to Journey-workers.

For example, the ratio 1:1,1:3 indicates the allowable initial ratio is one Apprentice to one Journeyworker. The Journeyworker must be in place on the project before an Apprentice is allowed. Then three additional Journeyworkers are needed before a second Apprentice is allowed. The last ratio repeats indefinitely. Therefore, three more Journeyworkers must be present before a third Apprentice can be hired, and so on.

Please call Apprentice Training Central Office at (518) 457-6820 if you have any questions.

<table>
<thead>
<tr>
<th>Title (Trade)</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boilermaker</td>
<td>1:1,1:3</td>
</tr>
<tr>
<td>Mason</td>
<td>1:1,1:4</td>
</tr>
<tr>
<td>Carpenter</td>
<td>1:1,1:4</td>
</tr>
<tr>
<td>Electrical (Outside) Lineman</td>
<td>1:1,1:2</td>
</tr>
<tr>
<td>Electrician (Inside)</td>
<td>1:1,1:3</td>
</tr>
</tbody>
</table>
Elevator/ Escalator Construction & Modernizer 1:1,1:2
Glazier 1:1,1:3
Insulation & Asbestos Worker 1:1,1:4
Iron Worker 1:1,1:6
Laborer 1:1,1:3
Op Engineer 1:1,1:5
Painter 1:1,1:3
Plumber & Steamfitter 1:1,1:3
Roofer 1:1,1:2
Sheet Metal Worker 1:1,1:3
Sprinkler Fitter 1:1,1:2

If you have any questions concerning the attached schedule or would like additional information, please contact the nearest BUREAU of PUBLIC WORK District Office or write to:

New York State Department of Labor
Bureau of Public Work
State Office Campus, Bldg. 12
Albany, NY 12240

District Office Locations: Telephone # FAX #
Bureau of Public Work - Buffalo 716-847-7159 716-847-7650
Bureau of Public Work - Garden City 516-228-3915 516-794-3518
Bureau of Public Work - Newburgh 845-568-5287 845-568-5332
Bureau of Public Work - New York City 212-775-3568 212-775-3579
Bureau of Public Work - Patchogue 631-687-4883 631-687-4904
Bureau of Public Work - Rochester 585-258-4505 585-258-4708
Bureau of Public Work - Syracuse 315-428-4056 315-428-4671
Bureau of Public Work - Utica 315-793-2314 315-793-2514
Bureau of Public Work - White Plains 914-997-9507 914-997-9523
Bureau of Public Work - Central Office 518-457-5589 518-485-1870
Asbestos Worker

**JOB DESCRIPTION**  Asbestos Worker

**DISTRICT**  9


**WAGES**

<table>
<thead>
<tr>
<th>Date</th>
<th>Asbestos Worker</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2007</td>
<td>Removal &amp; hazardous abatement Only $ 20.83</td>
</tr>
</tbody>
</table>

Only for the removal of insulation materials from mechanical systems which are not going to be scrapped.

**SUPPLEMENTAL BENEFITS**

<table>
<thead>
<tr>
<th>Date</th>
<th>Journeymen</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 14.65</td>
</tr>
</tbody>
</table>

Boilermaker

**JOB DESCRIPTION**  Boilermaker

**DISTRICT**  1


**WAGES**

<table>
<thead>
<tr>
<th>Date</th>
<th>Boilermaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$ 28.55</td>
</tr>
<tr>
<td>10/01/2008</td>
<td>$ 29.65</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B, E, *Q, **T, V) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE
Overtime:  See (5, 6, 10, 11, 15) on HOLIDAY PAGE

*Code Q applies to 4,6,25.
**Code T applies to 2.

REGISTERED APPRENTICES

Wages per hour
( 1/2 ) year terms at the following percentage of Journeymen's wage.

<table>
<thead>
<tr>
<th>Year Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked.
All Apprentices get same benefits as Journeyman.

### Carpenter - Building

**JOB DESCRIPTION** Carpenter - Building  
**DISTRICT** 1  
**ENTIRE COUNTIES** Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

### WAGES

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>06/01/2009 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$ 25.20</td>
<td>$ 25.20</td>
<td>$ 1.75</td>
</tr>
<tr>
<td>Floor Coverer</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Carpet Layer</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Dry-Wall</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Lather</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Piledriver</td>
<td>25.70</td>
<td>25.70</td>
<td>1.75</td>
</tr>
<tr>
<td>Diver-Wet Day</td>
<td>58.75</td>
<td>58.75</td>
<td>1.25*</td>
</tr>
<tr>
<td>Diver -Dry Day</td>
<td>26.20</td>
<td>26.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Diver Tender</td>
<td>26.20</td>
<td>26.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Welder</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
</tbody>
</table>

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 PER HOUR.

*Divers $1.25 raise becomes effective on July 1st of each year, not June 1st.

### SUPPLEMENTAL BENEFITS

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$ 13.915</td>
<td>$ 14.315</td>
</tr>
</tbody>
</table>

### OVERTIME PAY

See (B, E, E2, Q) on OVERTIME PAGE

### HOLIDAY

Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE

### REGISTERED APPRENTICES

Wages per hour

One year terms at the following percentage of Journeyman's base wage:

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st year term</td>
<td>$ 6.345</td>
<td>$ 6.745</td>
</tr>
<tr>
<td>2nd year term</td>
<td>10.12</td>
<td>10.520</td>
</tr>
<tr>
<td>3rd year term</td>
<td>13.915</td>
<td>14.315</td>
</tr>
<tr>
<td>4th year term</td>
<td>13.915</td>
<td>14.315</td>
</tr>
</tbody>
</table>

### Carpenter - Heavy&Highway

**JOB DESCRIPTION** Carpenter - Heavy&Highway  
**DISTRICT** 1  
**ENTIRE COUNTIES** Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

### WAGES

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>07/01/2009 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$ 25.74</td>
<td>$ 25.34</td>
<td>$ 1.80</td>
</tr>
<tr>
<td>Millwrights</td>
<td>25.74</td>
<td>25.34</td>
<td>1.80</td>
</tr>
</tbody>
</table>
Piledriver  25.74  25.34  1.80
Diver - Wet Day  58.75  58.75  1.25
Diver - Dry Day  26.74  26.34  1.80
Tender  26.74  26.34  1.80

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 per hour.
Certified welders when required to perform welding work will receive an additional $1.50 per hour.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman  $ 13.90  $ 14.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid:  See (2, 17) on HOLIDAY PAGE
Overtime:  See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

One year terms at the following percentage of Journeyman's base wage
1st  2nd  3rd  4th
50%  60%  70%  80%

Supplemental Benefits per hour worked

1st year terms  $ 6.36  $ 6.76
2nd year terms  10.135  10.535
3rd year terms  13.90  14.30
4th year terms  13.90  14.30

1-370H/H

Electrician  05/01/2009

JOB DESCRIPTION  Electrician  DISTRICT  1

ENTIRE COUNTIES

PARTIAL COUNTIES
Greene:  All of the city of Catskill and that portion of the county that lies north of Route 23A.
Otsego:  Only the Towns of Decatur and Worcester

WAGES
Per hour

07/01/2008  06/01/2009
Additional

Electrician  $ 29.75  $ 1.61
Audio/Sound  29.75  1.61
Video  29.75  1.61
Tele-Data  29.75  1.61
Certified Welder  32.73  1.61

An additional 5% above rate for work over 30' above floor when working on tooth picks, structural steel, temp. platforms, swing scaffolds & boatswain chairs.

An additional 10% above rate on towers & smoke stacks over 100' high.

An additional 20% above rate in shafts over 25' deep or tunnels over 50' lg that are under construction.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman  $ 15.31
+3% of
Wage
OVERTIME PAY
See (B, *E, Q) on OVERTIME PAGE
* DOUBLE TIME AFTER 10 HOURS ON SATURDAY

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Hours</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>8:00 AM to 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2nd</td>
<td>4:30 PM to 12:30 AM</td>
<td>REGULAR RATE PLUS 10%</td>
</tr>
<tr>
<td>3rd</td>
<td>12:30 AM to 8:00 AM</td>
<td>REGULAR RATE PLUS 15%</td>
</tr>
</tbody>
</table>

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 hour terms at the following percentage of Journeyman’s wage.
6mo :  1yr
  40% :  45%

1500 hour terms at the following percentage of Journeyman’s wage.
2nd yr : 3rd yr : 4th yr : 5th yr
  50% :  60% :  70% :  80%

Supplemental Benefits per hour worked
1st term : $ 8.20*
2nd term :  8.20*
All others : 15.31*

*Note - Plus 3% of wage.

---

Elevator Constructor 05/01/2009

JOB DESCRIPTION Elevator Constructor

ENTIRE COUNTIES

PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Kinderhook, Chatham, Canaan, Stockport, Ghent, Austerlitz, Greenport, Claverack, Hillsdale and New Lebanon.
Greene: Towns of Durham, Greenville, New Baltimore, Cosacki, Ciro, & Athens

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanic</td>
<td>$ 35.46</td>
<td>$ 36.46</td>
</tr>
<tr>
<td>Helper</td>
<td>$ 24.82</td>
<td>$ 25.52</td>
</tr>
</tbody>
</table>

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the ‘4 Day/10 Hour Work Schedule,’ you must submit an ‘Employer Registration for Use of 4 Day/10 Hour Work Schedule,’ form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
</table>
JOB DESCRIPTION Glazier


WAGES
Per hour

07/01/2008

Glazier base wage $22.50
+ additional $0.60 per hour for all hours worked

*High Work Base Wage 25.65
+ additional $3.35 per hour for all hours worked

*When working on Swing Stage or Lift 100 feet or more in height, measured from the ground level up.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeymen $11.48
Journeymen
High Work 15.73

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE
Premium is applied to the respective base wage only.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Apprentice Glazier One Half Year (900 hr) terms at the following percentage of Journeymen's base wage.

1st 2nd 3rd 4th 5th 6th 7th 8th
35% 45% 55% 65% 75% 85% 90% 95%
+ additional $0.60 per hour for all hours worked for all terms

Apprentice Glazier Hi-Work One Half Year (900 hr) terms at the following percentage of Journeymen's Hi-Work base wage.
Insulator - Heat & Frost 05/01/2009

JOB DESCRIPTION Insulator - Heat & Frost

ENTIRE COUNTIES

WAGES
Per Hour 07/01/2008 05/01/2009
Additional
Asbestos Worker $ 26.34 $ 27.84 $ 1.50
Insulator $ 26.34 $ 27.84 1.50
Firestopping Worker* $ 22.39 $ 23.89 1.50

* On Mechanical Systems only.

SUPPLEMENTAL BENEFITS
Per hour worked
Journeyman $ 16.20

OVERTIME PAY
See (*B1, **Q) on OVERTIME PAGE
*B1=Double time begins after 10 hours on Saturday
**Q=Triple time on Labor Day if worked.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

one year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:
Apprentice $ 16.20

Ironworker 05/01/2009

JOB DESCRIPTION Ironworker

ENTIRE COUNTIES

PARTIAL COUNTIES
Fulton: Only the Townships of Broadalbin, Mayfield, Northampton, Bleecker and Johnstown.
Hamilton: Only the Townships of Hope, Benson and Wells.
Montgomery: Only the Townships of Florida, Amsterdam, Charleston, Glen, Mohawk and Root.
Otsego: Only the Towns of Unadilla, Butternut, Morris, Otego, Oneonta, Laurens, Millford, Maryand and Worchester.

WAGES
Per hour 07/01/2008

Ornamental $ 25.65

Page 30
Reinforcing 25.65  
Rodman 25.65  
Sheeter Bucker-up 25.78  
Structural & Precast 25.65  
Mover/Rigger 25.65  
Fence Erector 25.65  
Stone Derrickman 25.65  
Sheeter 25.90  
Curtain Wall Installer 25.65  
Metal Window Installer 25.65  

**SUPPLEMENTAL BENEFITS**

Per hour worked

| JOURNEYMAN | $ 19.06 |

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

one YEAR TERMS AT THE FOLLOWING WAGE RATES:

<table>
<thead>
<tr>
<th></th>
<th>1st yr</th>
<th>2nd yr</th>
<th>3rd yr</th>
<th>4th yr</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr</td>
<td>$ 15.00</td>
<td>17.00</td>
<td>19.00</td>
<td>21.00</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th></th>
<th>1st year</th>
<th>2nd year</th>
<th>3rd year</th>
<th>4th year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st year</td>
<td>$ 8.00</td>
<td>14.93</td>
<td>15.92</td>
<td>16.91</td>
</tr>
</tbody>
</table>

**Laborer - Building**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Laborer - Building</th>
<th>DISTRICT 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Albany, Rensselaer, Washington</td>
<td></td>
</tr>
<tr>
<td>WAGES</td>
<td>05/01/2009</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PER HOUR</th>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Additional</td>
<td>Additional</td>
<td>Additional</td>
</tr>
<tr>
<td>Group #1:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Classifications</td>
<td>$ 21.26</td>
<td>$ 1.55</td>
<td>$ 1.65</td>
</tr>
<tr>
<td>except as noted in Groups 2 &amp; 3</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Group #2:  
Blaster, Wagon Drill Operator, Metal Formsetter (sidewalk), Well Pointing & Laser Operator  
21.76  
1.55  
1.65

Group #3:  
Handling of Asbestos or Toxic Materials  
22.61  
1.55  
1.65

**SUPPLEMENTAL BENEFITS**

Per hour worked

| Journeyman | $ 13.83 |

Page 31
## OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

## HOLIDAY
Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE

## REGISTERED APPRENTICES
Wages per hour  
1000 HOUR TERMS AT THE FOLLOWING PERCENTAGE OF JOURNEYMAN'S BASIC HOURLY WAGE.

<table>
<thead>
<tr>
<th></th>
<th>1ST</th>
<th>2ND</th>
<th>3RD</th>
<th>4TH</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked  
Apprentices $13.83

## JOB DESCRIPTION
### Laborer - Heavy&Highway

### ENTIRE COUNTIES
Albany, Rensselaer, Washington

### PARTIAL COUNTIES
- Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.
- Greene: Entire county except the Township of Catskill.
- Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford.

### WAGES

<table>
<thead>
<tr>
<th>GROUP #</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Basic, Drill Helper, Flagman, Outboard and Hand Boats</td>
</tr>
<tr>
<td>B</td>
<td>Chain Saw, Concrete Aggregate Bin, Concrete Bootmen, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of Steelmesh, Small Generators for Laborers' Tools, Installation of Bridge Drainage Pipe, Pipe Layers, Vibrator Type Rollers, Tamper, Drill Doctor, Tail or Screw Operator on Asphalt Paver, Water Pump Operators(1-1/2&quot; and Single Diaphragm) Nozzle (Asphalt, Gunite, Seeding and Sand Blasting), Laborers on Chain Link Fence. Rock Splitter and Power Unit, Pusher Type Concrete Saw and all other Gas, Electric, Oil and Air Tool Operators, Wrecking Laborer.</td>
</tr>
<tr>
<td>C</td>
<td>All Rock or Drilling Machine Operators (Except Quarry Master and Similar Type), Acetylene Torch Operators, Asphalt Raker and Powderman.</td>
</tr>
<tr>
<td>D</td>
<td>Blasters, Metal Form Setters(sidewalk), Stone or Granite Curb Setters.</td>
</tr>
</tbody>
</table>

### WAGES per hour

<table>
<thead>
<tr>
<th>GROUP #</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>$22.99</td>
</tr>
<tr>
<td>B</td>
<td>$23.19</td>
</tr>
<tr>
<td>C</td>
<td>$23.39</td>
</tr>
<tr>
<td>D</td>
<td>$23.59</td>
</tr>
</tbody>
</table>

Additional 2.00 per hr. over base rate for work on a State or Federally designated waste site & where relevant State or Federal regulations require employees to use or wear forms of personal protection.

All employees who work an irregular work day that starts from 5:00 pm to 1:00 am on a governmental mandated night shift shall be paid an additional $1.50 per hour.

### SUPPLEMENTAL BENEFITS
Per hour worked  
Journeyman $13.95
1000 hour terms at the following percentage of Journeyman’s wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $13.95

---

**Lineman Electrician**

**DISTRICT** 6

**ENTIRE COUNTIES**


**WAGES**

Per hour:

Includes Teledata Work within Ten feet of High Voltage Transmission Lines

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Tech./Welder</td>
<td>$42.19</td>
<td>$44.30</td>
</tr>
<tr>
<td>Cable splicer</td>
<td>42.19</td>
<td>44.30</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>37.97</td>
<td>39.87</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>35.86</td>
<td>37.66</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Flagman</td>
<td>25.31</td>
<td>26.58</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr for entire crew when a helicopter is used.

Above rates applicable on all overhead Transmission line work & Fiber Optic Cable where other construction trades are or have been involved. This applies to transmission line work only, not other construction.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician/Welder</td>
<td>$40.98</td>
<td>$43.08</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>36.88</td>
<td>38.77</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>34.83</td>
<td>36.62</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Mech. 1st Class</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Flagman</td>
<td>24.59</td>
<td>25.85</td>
</tr>
<tr>
<td>Certified WelderPipe Type Cable</td>
<td>43.03</td>
<td>45.23</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>45.08</td>
<td>47.39</td>
</tr>
</tbody>
</table>

Additional 1.00 per hour for entire crew when a helicopter job.

Above rates apply on Switching Structures, Maintenance projects, Railroad Catenary install/maint, Third rail installation, Bonding of Rails and pipe type cable and installation of Fiber Optic Cable.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman /Technician</td>
<td>$39.67</td>
<td>$41.78</td>
</tr>
<tr>
<td>Welder/Cable Splicer</td>
<td>39.67</td>
<td>41.78</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr for entire crew when a helicopter is used.

Above rates applicable on all overhead and underground distribution and maintenance work, and all overhead and underground transmission line work and the installation of Fiber Optic Cable where no other construction trades are or have been involved.
Lineman/Technician $ 39.67 $ 41.78
Cable Splicer pipe type cable 43.64 45.96
Certified Welder pipe type 41.65 43.87
Digging Machine Operato 35.70 37.60
Tractor Trailer Driver 33.72 35.51
Mechanic 1st Class 31.74 33.42
Groundman/Truck Driver 31.74 33.42
Flagman 23.80 25.07

Additional $ 1.00 per hour for entire crew when a helicopter is used.

Above rates applicable on all electrical sub-stations, switching structures, fiber optic cable and all other work not defined as "Utility outside electrical work"

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **

Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday. Friday may be used as a make-up day.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS

Per hour worked including holidays listed below:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00 12.25
*plus 7% of *plus 7% of
hourly wage paid hourly wage paid

OVERTIME PAY

See (B, E, Q,) on OVERTIME PAGE. Double time for all emergency work designated by the Dept. of Jurisdiction.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE ( 5 ) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

1st shift 8:00 AM to 4:30 PM REGULAR RATE
2nd shift 4:30 PM to 1:00 AM REGULAR RATE PLUS 17.3 %
3rd shift 12:30 AM to 9:00 AM REGULAR RATE PLUS 31.4 %

HOLIDAY

Paid See ( 5, 6, 8, 13, 25 ) on HOLIDAY PAGE plus Gov. Election Day.
Overtime See ( 5, 6, 8, 13, 25 ) on HOLIDAY PAGE plus Gov. Election Day.

SUPPLEMENTS for holidays paid at straight time

REGISTERED APPRENTICES

(1000) hr terms at the following percentage of Journeyman's wage.

1st 2nd 3rd 4th 5th 6th 7th
60% 65% 70% 75% 80% 85% 90%

Supplemental Benefits per hour worked:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00 12.25
*plus 7% of *plus 7% of
hourly wage paid hourly wage paid

*NOTE: The 7% is based on the hourly wage paid, straight time rate or premium rate.

6-1249a

Lineman Electrician - Teledata 05/01/2009
WAGES
Per hour:

FOR WORK OUTSIDE BUILDING PROPERTY LINES.

07/01/2008

Cable Splicer $ 24.85
Installer/Repairman 23.60
Teledata Lineman 23.60
Technician/Equip Oper 23.60
Groundman 12.51

NOTE: EXCLUDES Teledata work within ten feet of High Voltage (600 volts and over) transmission lines. For this work please see LINEMAN.

SUPPLEMENTAL BENEFITS
Per hour worked:

$4.43
*plus 3% of hourly wage paid

NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 16) on HOLIDAY PAGE

Lineman Electrician - Traffic Signal Lighting

JOB DESCRIPTION Lineman Electrician - Traffic Signal Lighting


WAGES
Per hour:

07/01/2008 05/04/2009
Certified Welder $ 38.20 $ 40.16
Lineman/Technician 36.38 38.25
Digging Mach 32.74 34.43
Tractor trailer driver 30.92 32.51
Groundman Truck Driver 29.10 30.60
Mechanic 1st Class 29.10 30.60
Flagman 21.83 22.95

Above rates applicable on all Lighting and Traffic Signal Systems with the installation, testing, operation, maintenance and repair of all traffic control and illumination projects, traffic monitoring systems, road weather information systems and the installation of Fiber Optic Cable.

SUPPLEMENTAL BENEFITS
Per hour worked:

The following SUPPLEMENTAL BENEFITS apply to all classifications including apprentices.

$ 12.00 $12.25
*plus 6.5% of hourly wage paid *plus 6.5% of hourly wage paid

NOTE: Additional $1.00 per hr. for entire crew when a helicopter is used.

*NOTE: The 6.5% is based on the hourly wage paid, straight time rate or premium rate.
OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

NOTE: DOUBLE TIME FOR ALL EMERGENCY WORK DESIGNATED BY THE DEPT. OF JURISDICTION.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

1ST SHIFT  8:00 AM TO 4:30 PM  REGULAR RATE
2ND SHIFT  4:30 PM TO 1:00 AM  REGULAR RATE PLUS 17.3%
3RD SHIFT  12:30 AM TO 9:00 AM  REGULAR RATE PLUS 31.4%

HOLIDAY
Paid: See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.
Overtime: See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.

REGISTERED APPRENTICES
(1000) hour terms at the following percentage of Journeymans Wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

Lineman Electrician - Tree Trimmer 05/01/2009

JOB DESCRIPTION  Lineman Electrician - Tree Trimmer

ENTIRE COUNTIES

WAGES
Per hour:
Applies to line clearance, tree work and right-of-way preparation on all new or existing overhead electrical, telephone and CATV lines.

07/01/2008

<table>
<thead>
<tr>
<th></th>
<th>Per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tree trimmer</td>
<td>$ 21.22</td>
</tr>
<tr>
<td>Equip Operator</td>
<td>18.72</td>
</tr>
<tr>
<td>Mechanic</td>
<td>18.72</td>
</tr>
<tr>
<td>Truck Driver</td>
<td>15.82</td>
</tr>
<tr>
<td>Ground person</td>
<td>12.99</td>
</tr>
<tr>
<td>Flag person</td>
<td>9.25</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked:

$ 5.60
*plus 3% of hourly wage paid

Supplements paid at STRAIGHT TIME rate for holidays.

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE

Mason - Building 05/01/2009

JOB DESCRIPTION  Mason - Building

ENTIRE COUNTIES
WAGES
Per hour 07/01/2008

Marble, Tile, Slate & Terrazzo
Setter $ 26.81
Finisher 21.05

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman Setter $ 14.89
Journeyman Finisher 12.71

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Hour terms at the following percentage of Journeyman's wage

Setter:
1st term 500 hours 60%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Finisher:
1st term 500 hours 70%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Supplemental Benefits per hour worked
Setter:
1st term $ 8.89
All others 14.89

Finishers:
1st term $ 8.45
All others 12.71

Mason - Building 05/01/2009

JOB DESCRIPTION Mason - Building

ENTIRE COUNTIES

PARTIAL COUNTIES
Warren: Only the Townships of Bolton, Lake George, Lake Luzerne, Queensbury, Stony Creek, Thurman & Warrensburg.

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009 Additional</th>
<th>05/01/2010 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayer</td>
<td>$ 26.29</td>
<td>$ 1.71</td>
<td>$ 1.76</td>
</tr>
<tr>
<td>Cement Mason(Bldg)</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Plasterer/Fireproofing*</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Pointer/Caulker/Cleaner</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Stone Mason</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
</tbody>
</table>

*Fireproofing of Structural only.

SUPPLEMENTAL BENEFITS
Per hour worked
Journeyman $ 15.39

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 hour terms at the following percentage of Journey's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

1st term $ 9.04
All others 15.39

---

Mason - Heavy&Highway 05/01/2009

JOB DESCRIPTION Mason - Heavy&Highway

ENTIRE COUNTIES

PARTIAL COUNTIES
Onondaga: All classifications except Cement Masons.

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 27.23</td>
<td>$ 1.71</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 14.47</td>
<td></td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 HR TERMS at the following percent of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

1st term $ 8.72
All others 14.47

---

Millwright 05/01/2009

JOB DESCRIPTION Millwright

ENTIRE COUNTIES
Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES
Per hour: 07/01/2008
Millwright $ 26.09

Millwright Welder & Hazardous Waste Work 27.34

SUPPLEMENTAL BENEFITS
Per hour worked:

Millwright $ 13.90

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour:

One year terms at the following percentage of Journeyman's wage:
1st 2nd 3rd 4th
50% 60% 70% 80%

Supplemental Benefits per hour worked:

1st Year Term $ 6.36
2nd Year Term 10.884
3rd Year Term 11.638
4th Year Term 12.392

Operating Engineer - Building 05/01/2009

JOB DESCRIPTION Operating Engineer - Building

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: Northern part of Dutchess (to the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedelt Road, then east along Bedelt Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to Connecticut).
Herkimer: East of a North/South line through the Railroad Station at Little Falls.

WAGES
Master Mechanic:

CLASS A1:
Crane, Hydraulic Cranes, Tower Crane, Locomotive Crane, Piledriver, Cableway, Derricks, Whirleys, Dragline, Boom truck over 5 ton.

CLASS A:
Maintenance Engineer, Self-Contained Crawler Drill, Hydraulic Rock drill, shovel, All Excavators including rubber tire & full swing, Backhoe(except tractor mtd. rubber tired), Gradalis, Power road grader, all CMI equipment, Front-end rubber tire loader, Tractor-mounted drill (quarry master), Mucking machine, Concrete central mix plant, Concrete pump, Belcrete system, Automated asphalt concrete plant, Tractor road paver, Boom Trucks 5 ton & under.

CLASS B:
Backhoe(rubber tired backhoe/loader combination), Bulldozer, Push cat, Tractor, Traxcavator, Scraper, LeTourneau grader, Form fine Grader, Road Roller, Blacktop Roller, Blacktop Spreader, Power Brooms, Sweepers, Trenching Machine, Barber Greene loader, Side booms, Hydro hammer, Concrete spreader, Concrete finishing machine, One Drum Hoist, Power Hoisting(single drum), hoist-two drum or more, 3 Drum Eng., power hoisting (2 drum & over) 2 & 3 Drum & Swing Engine, Hod Hoist, A-L Frame Winchs, Core & Well Drillers(one drum), Post Hole Digger, CHB Vibro Tamp or Similar Mach. Batch Pin & Plant Oper., Dinky Locom., Skid Steer loader, Track excav. 5/8 cu yd or under.

CLASS C:
Forklift, High Lift, Lull, Oiler, Fireman and Heavy-duty Greaser, Boilers, Steam Generators, Vibrator, Mortar Mixer, Air Compressor, Dust Collector, Welding Machine, Well Point, Mechanical Heater, Generators, Temporary Light Plants, Electric Submersible Pump 4" and over, Murphy type diesel generator, Conveyor, Elevators, Concrete Mixer and Belcrete power pack (Belcrete system), Seeding & Mulching Machines, Pumps and Pump Truck.
* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

**WAGES per hour**

07/01/2008

<table>
<thead>
<tr>
<th>Class #</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1</td>
<td>$31.98</td>
</tr>
<tr>
<td>A</td>
<td>31.54</td>
</tr>
<tr>
<td>B</td>
<td>30.63</td>
</tr>
<tr>
<td>C</td>
<td>28.06</td>
</tr>
</tbody>
</table>

Cranes: over 150 ft add .50 per hr, Cranes: over 200 ft add 1.00 per hr, tower Cranes add .50 per hr over class A1 rate.

Additional $2.50 per hr. for hazardous or toxic waste work.
Additional $2.00 per hr over B rate for Nuclear Leader work.
Additional $0.40 per hr for tunnel or excavation of shaft 40’ or more deep.

**SUPPLEMENTAL BENEFITS**

Per hour paid

Journeyman $17.37

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

1000 hours terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>60% of</td>
<td>70% of</td>
<td>80% of</td>
<td>90% of</td>
</tr>
<tr>
<td>B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour paid

All classes $13.55

---

**Operating Engineer - Heavy&Highway**

05/01/2009

**JOB DESCRIPTION** Operating Engineer - Heavy&Highway

**DISTRICT** 1

**ENTIRE COUNTIES**


**PARTIAL COUNTIES**

Dutchess: (*NOTE: This description is in effect up to 08/31/2006). *North of a West/East line through Dutchess County starting at the Northern Boundary of the City of Poughkeepsie.

**NOTE: This change takes effect on 09/01/2006)** The part of Dutchess (defined by the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedell Road, then east along Bedell Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rt. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to the border line of the State of Connecticut, and bordered on the west by the middle of the Hudson River).

Herkimer: East of a North/South line through the RailroadStation at Little Falls.

**WAGES**

**MASTER MECHANIC:**

CLASS 1A:
Crane, Cherry Picker(over 5 ton capacity, Derricks (steel erection) Dragline, Overhead Crane (gantry or straddle), Piledriver, Boom Truck (Over 5 tons).

CLASS A:
Automated Concrete Spreader (CMI Type), Automatic Fine Grader, Backhoe (except tractor-mounted, rubber tired), Backhoe Excavator Full Swing (CAT 212 or similar), Belt Placer (CMI Type), Blacktop Plant (automated), Cableway, Caissain Auger, Central Mix Concrete Plant (automated), Concrete Pump (8" or over), Dredge, Dual Drum Paver, Excavator (all purpose-hydraulic Gradall or similar), Profiler (over 105 H.P.), Front End Loader (4c.y. & over), Head Tower (Sauerman or equal), Hoist (two or three Drum), Mine Hoist, Holland Loader, Mucking Machine or Mole, Power Grader, Quadj 9, Quarry Master (or equivalent), Scraper, Shovel, Side Boom, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (mandated, rented equipment excluded) & Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Pavement Breaker (sp) Wertgen; PB-4 & similar type.

CLASS B:
Backhoe (Tractor-Mounted, Rubber Tired), Bituminous Spreader & Mixer, Blacktop Plant (non-automated), Blast or Rotary Drill (Truck or Tractor Mounted), Boring Machine, Cage Hoist, Central Mix Plant (Non-Automated), All Concrete Batching Plants, Cherry Picker (5 ton capacity & under), Compressors (4 or less exceeding 2000 cfm combined capacity), Concrete Paver over 16S, Concrete Pump (Under 8"), Bituminous Recycling machine Crawler Drill Self Contained, Crusher, Diesel Power Unit, Drill Rigs (Tractor Mounted), Front End Loader (under 4 c.y.), Hi-Pressure Boiler (15 lbs. & over), Hoist (One Drum), Kolman Plant Loader & similar type loaders (if employer requires another man, he shall be another Oiler). L.C.M. Work Boat Operator, Locomotive, Greaseman/Lubrication Eng., Welder, Mixer (for stabilized base-self propelled), Monorail Machine, Plant Engineer, Profiler (105 H.P. or under), Pump Crete, Ready Mix Concrete Plant, Refrigeration Equipment (for soil stabilization), Road Widener, Roller (all above sub-grade), Sea Mule, Tractor with Dozer and/or Pusher, Trencher, Tugger Hoist, Winch and Winch Cat, Hydro-Axe, Pug Mill, Skidder, Self-contained Ride-on Rock Drill, excluding Air-Track type drill.

CLASS C:
A Frame (Winch Hoist on) Truck, Ballast Regulator (ride on) Bituminous Heater Self-Propelled, Concrete Pavement Spreaders and Finishers, Conveyors, Rollers (core), Rollers (well), Farm Tractor with Accessories, Fine Grade Machine, Fork Lift, Grout Pump, Gunite Machine, Hammers (hydraulic-self propelled); Hydra-Spiker (ride-on); Hydro-Blaster (water), Power Sweeper, Post Hole Digger & Post Driver, Roller (grade & fill), Scarifier (ride-on), Span Saw (ride-on) Tamper (ride-on), All ride-on Tie Extractors, Tie Handlers, Tie Spacers, Tie Inserters & Track Liners, Tractor (with towed access), Vibratory Compactor, Vibro Harm, Well Point, Tire repair, Skid Steer Bobcat or similar loader, Aggregate Plant, Boiler (used with production), Cement and bin Operator, Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters Concrete Paver or Mixer (165 & under), Concrete Saw (self propelled), Form Tamper, Fireman, Hydraulic Pump (jacking system) Mulching Machine, Oiler, Parapet concrete or pavement grinder, Power Broom (towed), Power Heateman, Revinius Widener, Shell Winder, Steam Cleaner, Tractor, Directional Drilling Machine Locator, Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour 07/01/2008

<table>
<thead>
<tr>
<th>Classification</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master Mechanic</td>
<td>$33.15</td>
</tr>
<tr>
<td>Class 1A</td>
<td>31.97</td>
</tr>
<tr>
<td>Class A</td>
<td>31.54</td>
</tr>
<tr>
<td>Class B</td>
<td>30.63</td>
</tr>
<tr>
<td>Class C</td>
<td>28.06</td>
</tr>
</tbody>
</table>

ALL EMPLOYEES WHO WORK A SINGLE IRREGULAR SHIFT STARTING FROM 5:00 PM TO 1:00 AM THAT IS GOVERNMENTALLY MANDATED NIGHT WORK, SHALL BE PAID AN ADDITIONAL $2.00 PER HOUR.

$0.50 per hr additional for Crane with Boom length & gib 150ft. and over.

$1.00 " " " " " " " 200ft. " " Additional $2.50 per hr. for hazardous or toxic waste work.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman | $17.55

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman's wage Class B

<table>
<thead>
<tr>
<th>Percentage</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>
OPERATING ENGINEER - MARINE CONSTRUCTION

JOB DESCRIPTION: Operating Engineer - Marine Construction

DISTRIBUTION: District 4


WAGES

Per Hour:

DIPPER, CLAMSHELL DREDGES & HYDRAULIC DREDGES

CLASS A
Operator, Leverman,
Lead Dredgeman
$32.09 $32.89

CLASS B
Spider/Spill Barge Operator,
Tug Operator (over 1000 hp),
Operator II, Fill Placer,
Derrick Operator, Engineer,
Chief Mate, Electrician,
Chief Welder,
Maintenance Engineer

Certified Welder,
Boat Operator (licensed)
$26.29 $26.84

CLASS C
Drag Barge Operator,
Steward, Mate,
Assistant Fill Placer,
Welder (please add)
$0.51 $0.06

Boat Operator
$24.79 $25.29

CLASS D
Shoreman, Deckhand,
Rodman, Scowman, Cook,
Messman, Porter/Janitor

Oilier (please add)
$0.09 $0.09

SUPPLEMENTAL BENEFITS

Per Hour:

THE FOLLOWING SUPPLEMENTAL BENEFITS APPLY TO ALL CATEGORIES

Per Hour:

<table>
<thead>
<tr>
<th>Time Period</th>
<th>All Classes A &amp; B</th>
<th>All Class C</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008-10/01/</td>
<td>$7.80 plus 7% of</td>
<td>$7.50 plus</td>
</tr>
<tr>
<td>09/30/2008</td>
<td>straight time wage</td>
<td>7% of straight time wage</td>
</tr>
<tr>
<td></td>
<td>$0.83</td>
<td>$0.75 plus</td>
</tr>
<tr>
<td></td>
<td>$0.83</td>
<td>7% of straight time wage</td>
</tr>
</tbody>
</table>
(overtime hours add) $ 0.48 $ 0.48

All Class D $ 7.20 plus $ 7.45 plus
7% of straight 7% of straight
time wage time wage

(overtime hours add) $ 0.23 $ 0.23

**OVERTIME PAY**
See (B, F, R) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 15, 26) on HOLIDAY PAGE

---

### Operating Engineer - Survey Crew

**JOB DESCRIPTION** Operating Engineer - Survey Crew

**DISTRICT** 6

**ENTIRE COUNTIES**

**PARTIAL COUNTIES**
Dutchess: The Northern portion of the county from the Northern boundry line of the City of Poughkeepsie North.

**WAGES**
Per hour:

SURVEY CLASSIFICATIONS: Party Chief- One who directs a survey party. Instrumentman- One who runs the instrument and assists the Party Chief. Rodman- One who holds the rods and in general, assists the survey party.

07/01/2008

Survey Rates:
Party Chief $29.82
Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

**SUPPLEMENTAL BENEFITS**
Per hour worked:

Journeyman $16.30

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
(1 yr. or 1000 hrs.) terms at the following wage rates.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>16.23</td>
<td>18.94</td>
<td>21.64</td>
</tr>
</tbody>
</table>

Supplemental Benefits:
Per hour worked:

Apprentices $16.30

---

### Operating Engineer - Survey Crew - Consulting Engineer

**JOB DESCRIPTION** Operating Engineer - Survey Crew - Consulting Engineer

**DISTRICT** 6

**ENTIRE COUNTIES**

PARTIAL COUNTIES
Dutchess: the northern portion of the county from the northern boundary line of the City of Poughkeepsie north.

WAGES
Per hour:

Feasibility and preliminary design surveying, line and grade surveying for inspection or supervision of construction when performed under a Consulting Engineer Agreement.

SURVEY CLASSIFICATIONS:
- Party Chief- One who directs a survey party.
- Instrument Man- One who runs the instrument and assists the Party Chief.
- Rodman- One who holds the rods and in general, assists the survey party.

Survey Rates:
- Party Chief $29.82
- Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:

$16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Operating Engineer - Trenchless Pipe Rehab

DISTRICT 4

ENTIRE COUNTIES

WAGES
Per Hour:

07/01/2008

DSET/DSSET Operator $ 31.50
Robotic Unit Operator 31.50
DDCC Injection Operator 31.50
Technician/Equipment Operator 27.00
AM Liner/Hydra Seal Installer 27.00
Hobas Pipe, Polyethylene Pipe or Pull and Inflate Liner Inst. 27.00

SUPPLEMENTAL BENEFITS
Per Hour Worked

All Classifications $ 11.34

OVERTIME PAY
See (B, H) on OVERTIME PAGE

HOLIDAY

6-545 DCE
**REGISTERED APPRENTICES**

At One Year Terms

(Per Hour)

<table>
<thead>
<tr>
<th>Year</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year</td>
<td>$16.00</td>
</tr>
<tr>
<td>Second Year</td>
<td>16.75</td>
</tr>
<tr>
<td>Third Year</td>
<td>17.25</td>
</tr>
<tr>
<td>Fourth Year</td>
<td>18.00</td>
</tr>
</tbody>
</table>

Supplemental Benefit

(Per Hour Worked)

All Terms $11.34

---

**JOB DESCRIPTION** Painter

**DISTRICT** 1

**ENTIRE COUNTIES**

Albany, Fulton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie

**WAGES**

Per hour

<table>
<thead>
<tr>
<th>Category</th>
<th>07/01/2008</th>
<th>05/01/2009</th>
<th>05/01/2010</th>
<th>05/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brush,Roller,Spray</td>
<td>$24.34*</td>
<td>$1.35</td>
<td>$1.35</td>
<td>$1.35</td>
</tr>
<tr>
<td>Dry Wall Taper</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Paper Hanger</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Epoxy, Scaffold</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Sandblasting</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Lead Abatement</td>
<td>25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Structural Steel**</td>
<td>25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
</tbody>
</table>

*PLUS additional $0.05 per hour for all hours worked added to the base wage for all above categories of Painter.

**Employees working on objects with the use of swing stage, boatswain chair, pick and cables only will be paid at Structural Steel rate. Structural Steel rate also applies to tanks over 100,000 gallons or over 20 feet high or under 55 feet wall height, towers, smoke stacks, flag poles.

**Bridge Painter:**

See Bridge Painter rates for the following work.

All Elevated Tanks and Shell Tanks over 55 feet wall height will be performed at the Bridge rate.

**SUPPLEMENTAL BENEFITS**

Per hour worked

Journeymen $6.37

**OVERTIME PAY**

See (B, E2, H) on OVERTIME PAGE

Premium is applied to base wage only.

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

900 hour terms at the following percentage of Journeymen's base wage

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
</tr>
</thead>
<tbody>
<tr>
<td>45%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

PLUS additional $0.05 per hour for all hours worked for all terms added to the wage

Supplemental Benefits per hour worked
## Painter - Bridge & Structural Steel

**JOB DESCRIPTION**  Painter - Bridge & Structural Steel  
**DISTRICT** 9  

**ENTIRE COUNTIES**  

### WAGES

<table>
<thead>
<tr>
<th></th>
<th>Per Hour Worked</th>
<th>07/01/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>STEEL:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bridge Painting</td>
<td>$ 44.00</td>
<td>$ 45.25</td>
<td></td>
</tr>
<tr>
<td>Power Tool/Spray</td>
<td>$ 50.00*</td>
<td>$ 51.25*</td>
<td></td>
</tr>
</tbody>
</table>

Shift Work: If there is a 2nd shift separate from the first crew, then all employees who work the second shift will be paid an additional 10% of the base wage up to seven hours worked after which the employees shall be paid at time and one half of the regular wage rate. If the Employer works a second shift on Saturday or Sunday, all employees will be paid at a 10% differential of their overtime rate of time and one half.

NB: For Bridge Painting Contracts, ALL WORKERS on and off the bridge (including Flagmen) are to be paid Painter's Rate; the contract must be ONLY for Bridge Painting.

### SUPPLEMENTAL BENEFITS

<table>
<thead>
<tr>
<th></th>
<th>Per Hour Worked</th>
<th>07/01/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$ 27.66*</td>
<td>$ 28.31*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>27.66**</td>
<td>28.31**</td>
</tr>
</tbody>
</table>

*For the period of May 1st to November 15th:  
This rate shall be paid up to a maximum of forty (40) hours worked per week. For all hours exceeding 40, the hourly rate shall be $5.00 per hour only. EXCEPT for the first and last week of employment on the project, and for the weeks of Memorial Day, Independence Day and Labor Day, this rate shall be paid for the actual number of hours worked.

**For the period of November 16th to April 30th:  
This rate shall be paid up to a maximum of fifty (50) hours worked per week. For all hours exceeding 50, the hourly rate shall be $5.00 per hour only.

### OVERTIME PAY

See (A, F, R) on OVERTIME PAGE

*Note: When calculating overtime pay for the Power Tool/ Spray classification, add Six dollars to the hourly overtime rate calculated for the "Bridge Painting" classification.

### HOLIDAY

Paid: See (1) on HOLIDAY PAGE  
Overtime: See (4, 6) on HOLIDAY PAGE

### REGISTERED APPRENTICES

(wage per hour Worked):

(1) year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>Apprentices</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>40%</td>
<td>60%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits:

1st Term: Same as Journeyman less $5.00 per hour.

2nd and 3rd term: Same as Journeyman

9-DC-9/806/155-BrSS
ENTIRE COUNTIES

WAGES
Per hour:

Painter (Striping-Highway): 07/01/2008

Striping-Machine Operator*  $ 25.53
Linerman Thermoplastic  $ 30.79

Note: * Includes but is not limited to: Positioning of cones and directing of traffic using hand held devices. Excludes the Driver/Operator of equipment used in the maintenance and protection of traffic safety.

SUPPLEMENTAL BENEFITS
Per hour paid: 07/01/2008
Journeyman:  $ 9.97 + 7% of wage

OVERTIME PAY
See (B, E, P, S) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 20) on HOLIDAY PAGE
Overtime: See (5, 8, 11, 12, 15, 16, 20, 21, 22) on HOLIDAY PAGE

REGISTERED APPRENTICES
55% of Basic Polisher Rate

Painters - Metal Polishers
05/01/2009

JOB DESCRIPTION Painter - Metal Polisher

ENTIRE COUNTIES

WAGES
07/01/2008

Metal Polisher  $ 23.10*

*Note: All workers shall be paid an additional premium in an amount equal to twenty (20%) percent of their basic straight time rate of pay for all time worked on hanging scaffolds and on standing scaffolds while working more than 34 feet off the ground. Such premium are to be paid on top of their straight time or overtime, whichever is applicable. This also applies to employees erecting scaffolding.

SUPPLEMENTAL BENEFITS
Per Hour: 07/01/2008
Journeyman:  $ 11.02

OVERTIME PAY
See (B, E, Q, T) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 15, 16, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 15, 16, 25, 26) on HOLIDAY PAGE

REGISTERED APPRENTICES
55% of Basic Polisher Rate

Plumber 05/01/2009

JOB DESCRIPTION Plumber

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Schenectady, Schoharie

PARTIAL COUNTIES
Hamilton: Only the Towns of Arietta, Benson, Hope, Indian Lake, Inlet, Lake Pleasant, Morehouse and Wells.
Saratoga: Only the Towns of Charlton, Clifton Park, Galway, Halfmoon, Milton, Stillwater and Waterford.

WAGES
Per hour:
### Plumber: 07/01/2008 - 05/01/2009

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pipefitter, Steamfitter</td>
<td>$ 30.31</td>
<td>$ 31.41</td>
</tr>
</tbody>
</table>

#### SUPPLEMENTAL BENEFITS

Per hour worked:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 17.45</td>
</tr>
<tr>
<td></td>
<td>$ 18.62</td>
</tr>
</tbody>
</table>

#### OVERTIME PAY

Overtime Pay See (B1,Q) on OVERTIME PAGE.

#### HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

### Journeyman

#### WAGE: 07/01/2008 - 05/01/2009

#### ROOFER

### Roofer: 05/01/2009

#### JOB DESCRIPTION

Roofer

#### ENTIRE COUNTIES


#### WAGES

Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Additional</td>
</tr>
<tr>
<td>Roofer/Waterproofer</td>
<td>$ 23.65</td>
<td>$ 1.50</td>
</tr>
<tr>
<td>Pitch &amp; Asbestos</td>
<td>24.65</td>
<td>1.50</td>
</tr>
</tbody>
</table>

#### SUPPLEMENTAL BENEFITS

Per hour worked:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 10.62</td>
</tr>
</tbody>
</table>

#### OVERTIME PAY

See (B, E*Note, Q) on OVERTIME PAGE.
* Saturday may be used as a make up day at straight time if employee misses 8 hrs or more during that week due to inclement weather.

#### HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

#### REGISTERED APPRENTICES

Wages per hour

(1/2) year terms at the following per cent of the Roofer's rate.

<table>
<thead>
<tr>
<th>Year</th>
<th>1st half</th>
<th>2nd half</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr</td>
<td>50%</td>
<td>58%</td>
</tr>
<tr>
<td>2nd yr</td>
<td>66%</td>
<td>74%</td>
</tr>
<tr>
<td>3rd yr</td>
<td>82%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Year</th>
<th>1st half</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr 1st half</td>
<td>$ 9.20</td>
</tr>
<tr>
<td>1st yr 2nd half</td>
<td>9.39</td>
</tr>
</tbody>
</table>
Sheetmetal Worker

JOB DESCRIPTION  Sheetmetal Worker

WAGES
Per hour

<table>
<thead>
<tr>
<th>Period</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$26.68</td>
</tr>
<tr>
<td>06/01/2009</td>
<td>$28.83</td>
</tr>
</tbody>
</table>

Additional: $2.15

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman: $19.09

OVERTIME PAY
See (B,E,Q) on OVERTIME PAGE
* Double time after 8 hours on Saturdays.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Hourly Rate</th>
<th>Same Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$12.80</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.66</td>
<td>of new Journeyman rate</td>
</tr>
<tr>
<td>3rd term</td>
<td>14.51</td>
<td></td>
</tr>
<tr>
<td>4th term</td>
<td>15.08</td>
<td></td>
</tr>
<tr>
<td>5th term</td>
<td>16.01</td>
<td></td>
</tr>
<tr>
<td>6th term</td>
<td>17.34</td>
<td></td>
</tr>
<tr>
<td>7th term</td>
<td>18.68</td>
<td></td>
</tr>
<tr>
<td>8th term</td>
<td>20.01</td>
<td></td>
</tr>
<tr>
<td>9th term</td>
<td>21.34</td>
<td></td>
</tr>
<tr>
<td>10th term</td>
<td>22.68</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$12.84</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.08</td>
</tr>
<tr>
<td>3rd term</td>
<td>13.33</td>
</tr>
<tr>
<td>4th term</td>
<td>13.49</td>
</tr>
<tr>
<td>5th term</td>
<td>15.85</td>
</tr>
<tr>
<td>6th term</td>
<td>16.26</td>
</tr>
<tr>
<td>7th term</td>
<td>16.66</td>
</tr>
<tr>
<td>8th term</td>
<td>17.06</td>
</tr>
<tr>
<td>9th term</td>
<td>17.47</td>
</tr>
<tr>
<td>10th term</td>
<td>17.87</td>
</tr>
</tbody>
</table>

Sprinkler Fitter

JOB DESCRIPTION  Sprinkler Fitter

WAGES
<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprinkler Fitter</td>
<td>$29.90</td>
<td>$29.90</td>
<td>$30.65</td>
<td>$30.65</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked

| Journeyman              | $16.30     | $17.30     | $17.30     | $18.35     |

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

One Half Year terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
<th>9th</th>
<th>10th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>50%</td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st &amp; 2nd terms</td>
<td>$7.06</td>
<td>$7.71</td>
<td>$7.71</td>
<td>$8.41</td>
</tr>
<tr>
<td>3rd &amp; 4th terms</td>
<td>$11.30</td>
<td>$12.05</td>
<td>$12.05</td>
<td>$12.85</td>
</tr>
<tr>
<td>All others</td>
<td>$16.30</td>
<td>$17.30</td>
<td>$17.30</td>
<td>$18.35</td>
</tr>
</tbody>
</table>

**WAGES**

GROUP A:

- Straight trucks, winch, transit mix on the site, road oilers,
- dump trucks, pick-ups, panel, water trucks, fuel trucks on the site
  (including nozzle).

GROUP B:

Low boy or Low boy trailer, Euclids or similar equipment.

**WAGES per hour**

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group # A</td>
<td>$23.57</td>
<td>$24.22</td>
<td>$24.87</td>
</tr>
<tr>
<td>Group # B</td>
<td>23.87</td>
<td>24.52</td>
<td>25.17</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked

| Journeyman              | $11.56     | $12.46     | $13.46     |

**OVERTIME PAY**

See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE
Teamster - Heavy&Highway

JOB DESCRIPTION

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

PARTIAL COUNTIES
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Luzerne, Caldwell, and Queensbury.

WAGES
GROUP #1:
Warehousemen, Yardmen, Truck Helpers, Pickups, Panel Trucks, Flatboy Material Trucks (straight jobs), Single Axel Dump Trucks, Dumpsters, Material Checkers and Receivers, Greasers, Truck Tiremen, Mechanics Helpers and Parts Chasers.

GROUP #2:
Tandems and Batch Trucks, Mechanics, Dispatcher.

GROUP #3:
Semi-Trailers, Low-boy Trucks, Asphalt Distributor Trucks, and Agitator, Mixer Trucks and dumpcrete type vehicles, Truck Mechanic, Fuel Trucks.

GROUP #4:
Specialized Earth Moving Equipment, Euclid type, or similar off-highway, where not self-loading, Straddle (Ross) Carrier, and self-contained concrete mobile truck.

GROUP #5:

WAGES per hour

07/01/2008 07/01/09 07/01/10 07/01/11
Group #1 $ 24.27 $ 25.07 $ 25.87 $ 26.67
Group #2 24.32 25.12 25.92 26.72
Group #3 24.37 25.17 25.97 26.77
Group #4 24.52 25.32 26.12 26.92
Group #5 24.67 25.47 26.27 27.07

Hazardous waste projects that require a Level C or greater protection shall be paid an additional $ 1.00 per hour. All employees who work a single irregular work shift starting between 5pm and 1 am on governmental mandated night shifts shall be paid an additional 1.50 per hour. For work bid on or after April 1, 1995, there shall be a 12 month carryover of the negotiated rate in effect at the time of the bid.

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Friday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour paid:

$ 13.15 $ 13.95 $ 14.75 $ 15.65

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Welder

JOB DESCRIPTION

ENTIRE COUNTIES
WAGES
Per hour 07/01/2008

Welder (To be paid the same rate of the mechanic performing the work)

OVERTIME PAY

HOLIDAY

1-As Per Trade
Columbia County General Construction

Asbestos Worker 05/01/2009

JOB DESCRIPTION Asbestos Worker

DISTRICT 9

ENTIRE COUNTIES Columbia, Delaware, Dutchess, Greene, Orange, Putnam, Rockland, Sullivan, Ulster

WAGES

Per hour

07/01/2007

Asbestos Worker:
Removal & Hazardous Abatement Only $28.05

Only for the removal of insulation materials from mechanical systems which are not going to be scrapped.

SUPPLEMENTAL BENEFITS

Per hour paid

Journeyman $15.65

OVERTIME PAY

See (B, E, *Q, **T, V) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (2, 4, 6, 25) on HOLIDAY PAGE

* Code Q applies to 4,6,& 25.
** Code T applies to 2.

Boilermaker 05/01/2009

JOB DESCRIPTION Boilermaker

DISTRICT 1


WAGES

Per hour

07/01/2008 10/01/2008

Boilermaker $28.55 $29.65

SUPPLEMENTAL BENEFITS

Per hour worked

Journeymen $8.96 $8.96

Plus

36.6% 36.6%

of

Wage Wage

OVERTIME PAY

See (B, E, *Q) on OVERTIME PAGE

* DOUBLE TIME AFTER TEN HOURS ON MON.-SAT.

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11, 15) on HOLIDAY PAGE

REGISTERED APPRENTICES

Wages per hour

(1/2 ) year terms at the following percentage of Journeyman's wage.

1st 2nd 3rd 4th 5th 6th 7th 8th
65% 65% 70% 75% 80% 85% 90% 95%

Supplemental Benefits per hour worked.
All Apprentices get same benefits as Journeyman.

**Carpenter - Building / Heavy&Highway**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Carpenter - Building / Heavy&amp;Highway</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Columbia</td>
</tr>
</tbody>
</table>

**WAGES**

WAGES (per hour)

<table>
<thead>
<tr>
<th>07/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
</tr>
<tr>
<td>Carpenter-Floor Cover</td>
</tr>
<tr>
<td>Dockbuilder/Piledriver</td>
</tr>
<tr>
<td>Diver Tender</td>
</tr>
<tr>
<td>Diver(WET)</td>
</tr>
<tr>
<td>Diver(Dry)</td>
</tr>
</tbody>
</table>

On projects for removal and/or abatement of asbestos or any toxic or hazardous material and it is required by the employer or mandated by NYS or Federal Regulation to wear protective equipment an additional $2.00 per hour above their appropriate rate for all classifications including apprentices. For work on smokestacks, silos, or steeples more than fifty (50) feet high, an additional $2.00 per hour, payable from the ground up.

**SUPPLEMENTAL BENEFITS**

(per hour paid)

<table>
<thead>
<tr>
<th>Journeyman</th>
<th>$18.23</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices</td>
<td></td>
</tr>
<tr>
<td>1st term</td>
<td>8.76</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.06</td>
</tr>
<tr>
<td>3rd term</td>
<td>16.76</td>
</tr>
<tr>
<td>4th term</td>
<td>17.11</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B,E,Q) on OVERTIME PAGE

**HOLIDAY**

BUILDING:

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5,6) on HOLIDAY PAGE

HEAVY/HIGHWAY:

Paid: See (5,6,16) on HOLIDAY PAGE including benefits

Overtime: See (5,6,16) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

1Year terms at the following rates

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>$15.18</td>
<td>$17.52</td>
<td>$21.38</td>
<td>$24.79</td>
</tr>
</tbody>
</table>

**Electrician**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Electrician</th>
</tr>
</thead>
<tbody>
<tr>
<td>PARTIAL COUNTIES</td>
<td>Greene: All of the city of Catskill and that portion of the county that lies north of Route 23A. Otsego: Only the Towns of Decatur and Worcester</td>
</tr>
</tbody>
</table>

**WAGES**

Per hour

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional</td>
<td></td>
</tr>
</tbody>
</table>

| Electrician | $29.75 | $29.75 |
| Audio/Sound | 29.75  | 1.61   |
| Video       | 29.75  | 1.61   |
Tele-Data 29.75 1.61
Certified Welder 32.73 1.61

An additional 5% above rate for work over 30' above floor when working on tooth picks, structural steel, temp. platforms, swing scaffolds & boatswain chairs.

An additional 10% above rate on towers & smoke stacks over 100' high.

An additional 20% above rate in shafts over 25' deep or tunnels over 50' lg that are under construction.

**SUPPLEMENTAL BENEFITS**
Per hour worked

Journeyman $15.31 +3% of Wage

**OVERTIME PAY**
See (B, *E, Q) on OVERTIME PAGE
* DOUBLE TIME AFTER 10 HOURS ON SATURDAY

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Hours</th>
<th>Rate Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Shift</td>
<td>8:00 AM to 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2nd Shift</td>
<td>4:30 PM to 12:30 AM</td>
<td>REGULAR RATE PLUS 10%</td>
</tr>
<tr>
<td>3rd Shift</td>
<td>12:30 AM to 8:00 AM</td>
<td>REGULAR RATE PLUS 15%</td>
</tr>
</tbody>
</table>

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour
1000 hour terms at the following percentage of Journeyman's wage.
6mo  1yr
40%  45%

1500 hour terms at the following percentage of Journeyman's wage.
2nd yr  3rd yr  4th yr  5th yr
50%  60%  70%  80%

Supplemental Benefits per hour worked
1st term  $8.20*
2nd term  8.20*
All others  15.31*

*Note - Plus 3% of wage.
** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked

+8% +8%
of wage of wage

Helper 16.285 18.285
+6% +6%
of wage of wage

OVERTIME PAY
See (D, O) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 15, 16) on HOLIDAY PAGE
Overtime: See (5, 6, 15, 16) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1st 6mo 2nd 6mo 2nd yr 3rd yr 4th yr
50 % 55 % 65 % 70 % 80 %

Supplemental Benefits per hour worked

Apprentices $ 16.285 $ 18.285
+6% +6%
of wage of wage

JOB DESCRIPTION Elevator Constructor

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Sullivan, Ulster

PARTIAL COUNTIES
Columbia: Only the Townships of Ancram, Clermont, Copake, Gallatin, Germantown, Livingston and Taghkanic.
Delaware: Towns of Andes, Bovina, Colchester, Davenport, Delhi, Harpersfield, Hemdon, Kortright, Meredith, Middletown, Roxbury, Hancock & Stamford
Greene: The Townships of Ashland, Catskill, Halcott, Hunter, Jewett, Lexington, Rattlesnake & Windham
Rockland: Only the Township of Stony Point.

WAGES
Per Hour 07/01/2008 01/01/2009 Additional
Mechanic $ 45.485 $ 3.00
Helper 70% of Mechanic Wage Rate

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.
SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 16.285
+8% of wage

Helper 16.285
+6% of wage

OVERTIME PAY
See (D, O) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 15, 16) on HOLIDAY PAGE
Overtime: See (5, 6, 15, 16) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1st 6mo 2nd 6mo 2nd yr 3rd yr 4th yr
50 % 55 % 65 % 70 % 80 %

Supplemental Benefits per hour worked

Apprentices $ 16.285
+6% of wage

Glazier 05/01/2009

JOB DESCRIPTION Glazier DISTRICT 1


WAGES Per hour
07/01/2008

Glazier base wage $ 22.50
+ additional $0.60 per hour for all hours worked

*High Work Base Wage 25.65
+ additional $3.35 per hour for all hours worked

*When working on Swing Stage or Lift 100 feet or more in height, measured from the ground level up.

SUPPLEMENTAL BENEFITS Per hour worked

Journeyman $ 11.48
Journeyman
High Work 15.73

OVERTIME PAY See (B, E, E2, Q) on OVERTIME PAGE

Premium is applied to the respective base wage only.

HOLIDAY Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES Wages per hour
Apprentice Glazier One Half Year (900 hr) terms at the following percentage of Journeyman’s base wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>35%</td>
<td>45%</td>
<td>55%</td>
<td>65%</td>
<td>75%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
</tr>
</tbody>
</table>

+ additional $0.60 per hour for all hours worked for all terms

Apprentice Glazier Hi-Work One Half Year (900 hr) terms at the following percentage of Journeyman’s Hi-Work base wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>35%</td>
<td>45%</td>
<td>55%</td>
<td>65%</td>
<td>75%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
</tr>
</tbody>
</table>

+ additional $3.35 per hour for all hours worked for all terms

Supplemental Benefits per hour worked

Apprentice $ 11.48
Apprentice High Work 15.73

Insulator - Heat & Frost 05/01/2009

JOB DESCRIPTION Insulator - Heat & Frost


WAGES Per Hour 07/01/2008 05/01/2009 Additional

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asbestos Worker</td>
<td>$ 26.34</td>
<td>$ 27.84</td>
</tr>
<tr>
<td>Insulator</td>
<td>$ 26.34</td>
<td>$ 27.84</td>
</tr>
<tr>
<td>Firestopping Worker*</td>
<td>$ 22.39</td>
<td>$ 23.89</td>
</tr>
</tbody>
</table>

* On Mechanical Systems only.

SUPPLEMENTAL BENEFITS Per hour worked

Journeyman $ 16.20

OVERTIME PAY See (*B1, **Q) on OVERTIME PAGE

*B1=Double time begins after 10 hours on Saturday
**Q=Triple time on Labor Day if worked.

HOLIDAY Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES Wages per hour

one year terms at the following percentage of Journeyman’s wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

Apprentices $ 16.20

Ironworker 05/01/2009

JOB DESCRIPTION Ironworker

PARTIAL COUNTIES
Fulton: Only the Townships of Broadalbin, Mayfield, Northampton, Bleecker and Johnstown.
Hamilton: Only the Townships of Hope, Benson and Wells.
Montgomery: Only the Townships of Florida, Amsterdam, Charleston, Glen, Mohawk and Root.
Otsego: Only the Towns of Unadilla, Butternut, Morris, Otego, Oneonta, Laurens, Millford, Maryland and Worchester.

WAGES
Per hour 07/01/2008

Ornamental: $ 25.65
Reinforcing: 25.65
Rodman: 25.65
Sheeter Bucker-up: 25.78
Structural & Precast: 25.65
Mover/Rigger: 25.65
Fence Erector: 25.65
Stone Derrickman: 25.65
Sheeter: 25.90
Curtain Wall Installer: 25.65
Metal Window Installer: 25.65

SUPPLEMENTAL BENEFITS
Per hour worked

JOURNEYMAN: $ 19.06

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
One year terms at the following wage rates:

1st yr: $ 15.00
2nd yr: 17.00
3rd yr: 19.00
4th yr: 21.00

Supplemental benefits per hour worked
1st year: $ 8.00
2nd year: 14.93
3rd year: 15.92
4th year: 16.91

Laborer - Building 05/01/2009

JOB DESCRIPTION Laborer - Building

ENTIRE COUNTIES
Dutchess

PARTIAL COUNTIES
Columbia: Only the Townships of Greenport, Claverack, Philmont, Clermont, Germantown, Livingston, Hillsdale, Gallatin, Copake, Ancram, Taghkanic and the City of Hudson.

WAGES
*All work related with Toxic or Any Asbestos or Hazardous Material*

WAGES: (per hour)*

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protective Gear Required</td>
<td>$ 32.30</td>
<td>$ 33.30</td>
</tr>
</tbody>
</table>

Shift Differential: On all Govermental mandated irregular or off shift work, an additional 20% of wage is required.

SUPPLEMENTAL BENEFITS
(per hour worked)
Journeyman: $ 18.00 $ 18.80
OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

---

**Laborer - Building** 05/01/2009

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Laborer - Building</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Albany, Rensselaer, Washington</td>
</tr>
</tbody>
</table>
| PARTIAL COUNTIES | - Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.  
                   - Greene: Entire county except the Township of Catskill.  
                   - Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford. |

**WAGES**

<table>
<thead>
<tr>
<th>Per hour</th>
<th>07/01/2008</th>
<th>07/01/2009 Additional</th>
<th>07/01/2010 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #1: All Classifications</td>
<td>$21.26</td>
<td>$1.55</td>
<td>$1.65</td>
</tr>
<tr>
<td>Group #2: Blaster, Wagon Drill Operator, Metal Formsetter (sidewalk), Well Pointing &amp; Laser Operator</td>
<td>21.76</td>
<td>1.55</td>
<td>1.65</td>
</tr>
<tr>
<td>Group #3: Handling of Asbestos or Toxic Materials</td>
<td>22.61</td>
<td>1.55</td>
<td>1.65</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

| Per hour worked | Journeyman $13.83 |

---

**OVERTIME PAY**
See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

<table>
<thead>
<tr>
<th>Wages per hour</th>
<th>1000 HOUR TERMS AT THE FOLLOWING PERCENTAGE OF JOURNEYMAN'S BASIC HOURLY WAGE.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ST</td>
<td>2ND</td>
</tr>
<tr>
<td>65 %</td>
<td>70 %</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $13.83
All Laborers except those listed in Group 2

GROUP # 2:
Blaster, Laser Beam Oper., Asphalt Rakers & Drillers

WAGES per hour

07/01/2008

GROUP # 1 $ 26.65
GROUP # 2 29.00

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 17.95

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 Hour terms
1st term $ 15.00
2nd term 17.50
3rd term 20.00
4th term 23.00

Supplemental Benefits per hour worked

Apprentices $ 10.20

1-1000

Laborer - Heavy&Highway 05/01/2009

JOB DESCRIPTION Laborer - Heavy&Highway DISTRICT 1

ENTIRE COUNTIES
Dutchess

PARTIAL COUNTIES
Columbia: Only the Townships of Ancram, Claverack, Clermont, Copake, Gallatin, Germantown, Greenport, Hillsdale, Hudson, Livingston, Philmont and Taconic.

WAGES
GROUP # 1:
Flagperson, Placing & maintenance of all flares, cones, lights, signs, barricades, traffic patterns and all reflective type materials for traffic control, custodial work, traffic directors, temporary heat or light tenders, tool room.

GROUP # 2:
All Other Classifications not listed in Group # 1 or Group # 3

GROUP # 3:
Asphalt Raker, Asphalt Screedman, Drillers (all), Laser Beam Operator, Metal Form Setters/Aligners (sidewalk), Blaster, Tunnel and Casson.

WAGES per hour

07/01/2008 05/01/2009 05/01/2010
Additional Additional

Group # 1 $ 23.30 $ 2.10 $ 2.10
Group # 2 27.06 2.10 2.10
Group # 3 28.06 2.10 2.10

All employees who work an irregular work day that starts after 9:00 AM on a governmental mandated schedule shall be paid an additional 15% per hour.

SUPPLEMENTAL BENEFITS
Per hour worked & paid Holidays

Journeyman $ 17.65

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 13, 15, 25) on HOLIDAY PAGE
Overtime: See (5, 6, 13, 15, 25) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hour year terms

1st Term $ 15.00
2nd Term 17.50
3rd Term 20.00
4th Term 23.00

Supplemental Benefits per hour worked & paid Holidays

Apprentices $ 10.00

---

**Laborer - Heavy&Highway**

**JOB DESCRIPTION** Laborer - Heavy&Highway

**ENTIRE COUNTIES**
Albany, Rensselaer, Washington

**PARTIAL COUNTIES**
Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.
Greene: Entire county except the Township of Catskill.
Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford.

**WAGES**
GROUP # A: Basic, Drill Helper, Flagman, Outboard and Hand Boats

GROUP # B: Chain Saw, Concrete Aggregate Bin, Concrete Bootmen, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of Steelmesh, Small Generators for Laborers' Tools, Installation of Bridge Drainage Pipe, Pipe Layers, Vibrator Type Rollers, Tamper, Drill Doctor, Tail or Screw Operator on Asphalt Paver, Water Pump Operators (1-1/2" and Single Diaphragm) Nozzle (Asphalt, Gunite, Seeding and Sand Blasting), Laborers on Chain Link Fence. Rock Splitter and Power Unit, Pusher Type Concrete Saw and all other Gas, Electric, Oil and Air Tool Operators, Wrecking Laborer.

GROUP # C: All Rock or Drilling Machine Operators (Except Quarry Master and Similar Type), Acetylene Torch Operators, Asphalt Raker and Powderman.

GROUP # D: Blasters, Metal Form Setters (sidewalk), Stone or Granite Curb Setters.

**WAGES per hour**

07/01/2008

Group # A $ 22.99
Group # B 23.19
Group # C 23.39
Group # D 23.59

Additional 2.00 per hr. over base rate for work on a State or Federally designated waste site & where relevant State or Federal regulations require employees to use or wear forms of personal protection.

All employees who work an irregular work day that starts from 5:00 pm to 1:00 am on a governmental mandated night shift shall be paid an additional $1.50 per hour.

**SUPPLEMENTAL BENEFITS**
Per hour worked
Journeyman $ 13.95

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

1000 hour terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td>80%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $ 13.95

---

**Laborer - Heavy&Highway** 05/01/2009

**JOB DESCRIPTION** Laborer - Heavy&Highway

**DISTRICT** 8

**ENTIRE COUNTIES**
Dutchess

**PARTIAL COUNTIES**
Columbia: Only the Townships of Greenport, Philmont, Germantown, Livingston, Hillsdale, Taghkanic, Gallatin, Copake, Ancram, City of Hudson.

**WAGES**
*ALL WORK RELATED WITH TOXIC OR ANY ASBESTOS OR HAZARDOUS MATERIAL* (Five feet or more outside of building foundation line)

WAGES:(per hour) 07/01/2008

- Protective Gear Not Required $ 30.60
- Protective Gear Required $ 34.50

**SHIFT DIFFERENTIAL:** On all NYS D.O.T. or other Governmental mandated irregular or off shift work, an additional 15% of wage on straight time pay.

**SUPPLEMENTAL BENEFITS**
(per hour paid)

- Journeyman $ 17.00

---

**OVERTIME PAY**
See (B, E, Q, *S) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6, 13, 15, 26) on HOLIDAY PAGE  
Overtime: See (5, 6, 13, 15, 26) on HOLIDAY PAGE

*NOTE: If Saturday Holiday is worked, Code S applies.*

**REGISTERED APPRENTICES**

Wages per hour

1000 hour year terms

<table>
<thead>
<tr>
<th></th>
<th>1st term</th>
<th>2nd term</th>
<th>3rd term</th>
<th>4th term</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 17.67</td>
<td>21.06</td>
<td>24.46</td>
<td>27.86</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour paid:
Apprentice $ 13.70

Lineman Electrician 05/01/2009

**JOB DESCRIPTION**  Lineman Electrician  
**DISTRICT**  6  
**ENTIRE COUNTIES**  

**WAGES**

Per hour:

Includes Teledata Work within Ten feet of High Voltage Transmission Lines

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Tech./Welder</td>
<td>$ 42.19</td>
<td>$ 44.30</td>
</tr>
<tr>
<td>Cable splicer</td>
<td>42.19</td>
<td>44.30</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>37.97</td>
<td>39.87</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>35.86</td>
<td>37.66</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Flagman</td>
<td>25.31</td>
<td>26.58</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr for entire crew when a helicopter is used.

Above rates applicable on all overhead Transmission line work & Fiber Optic Cable where other construction trades are or have been involved. This applies to transmission line work only, not other construction.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician/Welder</td>
<td>$ 40.98</td>
<td>$ 43.08</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>36.88</td>
<td>38.77</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>34.83</td>
<td>36.62</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Mech. 1st Class</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Flagman</td>
<td>24.59</td>
<td>25.85</td>
</tr>
<tr>
<td>Certified Welder Pipe Type Cable</td>
<td>43.03</td>
<td>45.23</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>45.08</td>
<td>47.39</td>
</tr>
</tbody>
</table>

Additional 1.00 per hour for entire crew when a helicopter job.

Above rates apply on Switching Structures, Maintenance projects, Railroad Catenary install/maint, Third rail installation, Bonding of Rails and pipe type cable and installation of Fiber Optic Cable.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman /Technician</td>
<td>$ 39.67</td>
<td>$ 41.78</td>
</tr>
<tr>
<td>Welder/Cable Splicer</td>
<td>39.67</td>
<td>41.78</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr for entire crew when a helicopter is used.

Above rates applicable on all overhead and underground distribution and maintenance work, and all overhead and underground transmission line work and the installation of Fiber Optic Cable where no other construction trades are or have been involved.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician</td>
<td>$ 39.67</td>
<td>$ 41.78</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>43.64</td>
<td>45.96</td>
</tr>
<tr>
<td>Certified Welder pipe type</td>
<td>41.65</td>
<td>43.87</td>
</tr>
<tr>
<td>Digging Machine Operato</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>
Additional $1.00 per hour for entire crew when a helicopter is used.

Above rates applicable on all electrical sub-stations, switching structures, fiber optic cable and all other work not defined as "Utility outside electrical work"

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday. Friday may be used as a make-up day.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked including holidays listed below:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

<table>
<thead>
<tr>
<th>$12.00</th>
<th>12.25</th>
</tr>
</thead>
<tbody>
<tr>
<td>*plus 7% of hourly wage paid</td>
<td>*plus 7% of hourly wage paid</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, Q,) on OVERTIME PAGE. Double time for all emergency work designated by the Dept. of Jurisdiction.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

| 1st shift | 8:00 AM to 4:30 PM REGULAR RATE |
| 2nd shift | 4:30 PM to 1:00 AM REGULAR RATE PLUS 17.3 % |
| 3rd shift | 12:30 AM to 9:00 AM REGULAR RATE PLUS 31.4 % |

HOLIDAY
Paid See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.
Overtime See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.

SUPPLEMENTS for holidays paid at straight time

REGISTERED APPRENTICES
(1000) hr terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

<table>
<thead>
<tr>
<th>$12.00</th>
<th>12.25</th>
</tr>
</thead>
<tbody>
<tr>
<td>*plus 7% of hourly wage paid</td>
<td>*plus 7% of hourly wage paid</td>
</tr>
</tbody>
</table>

*NOTE: The 7% is based on the hourly wage paid, straight time rate or premium rate.

Lineman Electrician - Teledata

JOB DESCRIPTION Lineman Electrician - Teledata
DISTRIBUTION 6

ENTIRE COUNTIES

WAGES
Per hour:

FOR WORK OUTSIDE BUILDING PROPERTY LINES.
Cable Splicer $ 24.85  
Installer/Repairman 23.60  
Teledata Lineman 23.60  
Technician/Equip Oper 23.60  
Groundman 12.51  

NOTE: EXCLUDES Teledata work within ten feet of High Voltage (600 volts and over) transmission lines. For this work please see LINEMAN.

SUPPLEMENTAL BENEFITS  
Per hour worked:  

$4.43  
*plus 3% of hourly wage paid  

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY  
See (B, E, Q) on OVERTIME PAGE  

HOLIDAY  
Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6, 16) on HOLIDAY PAGE  

6-1249LT - Teledata  

Job Description  

Lineman Electrician - Traffic Signal Lighting  

District 6  

Entire Counties: Columbia, Dutchess, Orange, Putnam, Rockland, Ulster  

Wages  
Per hour:  

For all Lighting and Traffic Signal Systems.

<table>
<thead>
<tr>
<th>Classification</th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Welder</td>
<td>$39.50</td>
<td>$41.48</td>
</tr>
<tr>
<td>Lineman/Technician</td>
<td>37.62</td>
<td>39.50</td>
</tr>
<tr>
<td>Digging Machine</td>
<td>33.86</td>
<td>35.55</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>31.98</td>
<td>33.58</td>
</tr>
<tr>
<td>Groundman Truck Driver</td>
<td>30.10</td>
<td>31.60</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>30.10</td>
<td>31.60</td>
</tr>
<tr>
<td>Flagman</td>
<td>22.57</td>
<td>23.70</td>
</tr>
</tbody>
</table>

Above rates applicable on ALL Lighting and Traffic Signal Systems and the installation, testing, operation, maintenance and repair of all traffic control and illumination projects, traffic monitoring systems, road weather information systems and the installation of Fiber Optic Cable.

Supplemental Benefits  
Per hour worked including listed holidays:  

<table>
<thead>
<tr>
<th>All classifications</th>
<th>$12.00</th>
<th>$12.25</th>
</tr>
</thead>
<tbody>
<tr>
<td>*plus 6.5% of hourly wage paid</td>
<td>*plus 6.5% of hourly wage paid</td>
<td></td>
</tr>
</tbody>
</table>

*NOTE: The 6.5% is based on the hourly wage paid, straight time rate or premium rate. Supplements paid at STRAIGHT TIME rate for holidays.

Overtime Pay  
See (B, E, Q.) on OVERTIME PAGE. Note* Double time for all emergency work designated by the Dept of Jurisdiction.

Note: The following rates will apply on all Contracting Agency Mandated Shifts of at least five (5) days duration worked between the hours listed below:

1ST SHIFT 8:00 AM TO 4:30 PM REGULAR RATE  
2ND SHIFT 4:30 PM TO 1:00 AM REGULAR RATE PLUS 17.3%
3RD SHIFT 12:30 AM TO 9:00 AM REGULAR RATE PLUS 31.4%

HOLIDAY
HOLIDAY:
Paid See (5, 6, 8, 13, 25) on HOLIDAY PAGE and Gov Election Day.
Overtime See (5, 6, 8, 13, 25) on HOLIDAY PAGE and Gov Election Day.

REGISTERED APPRENTICES
(1000) hr terms at the following percentage of Journeyman Lineman/Technician wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits: Same as Journeyman/Technician.

Mason - Building

JOB DESCRIPTION Mason - Building

ENTIRE COUNTIES

WAGES
Per hour 07/01/2008
Marble, Tile, Slate & Terrazzo
Setter $26.81
Finisher 21.05
SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman Setter $ 14.89
Journeyman Finisher 12.71

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Hour terms at the following percentage of Journeyman's wage

Setter:
1st term 500 hours 60%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Finisher:
1st term 500 hours 70%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Supplemental Benefits per hour worked
Setter:
1st term $ 8.89
All others 14.89

Finishers:
1st term $ 8.45
All others 12.71

Mason - Building

JOB DESCRIPTION Mason - Building

ENTIRE COUNTIES

PARTIAL COUNTIES
Warren: Only the Townships of Bolton, Lake George, Lake Luzerne, Queensbury, Stony Creek, Thurman & Warrensburg.

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
<th>05/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Additional</td>
<td>Additional</td>
<td>Additional</td>
</tr>
<tr>
<td>Bricklayer</td>
<td>$ 26.29</td>
<td>$ 1.71</td>
<td>$ 1.76</td>
</tr>
<tr>
<td>Cement Mason(Bldg)</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Plasterer/Fireproofing*</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Pointer/Caulker/Cleaner</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Stone Mason</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
</tbody>
</table>

*Fireproofing of Structural only.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 15.39

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 hour terms at the following percentage of Journey’s wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 9.04</td>
</tr>
<tr>
<td>All others</td>
<td>15.39</td>
</tr>
</tbody>
</table>

Mason - Heavy&Highway

JOB DESCRIPTION Mason - Heavy&Highway

ENTIRE COUNTIES


PARTIAL COUNTIES

Onondaga: All classifications except Cement Masons.

WAGES

Per hour

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>30.38</td>
</tr>
<tr>
<td>07/01/2009</td>
<td>32.09</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS

Per hour worked

<table>
<thead>
<tr>
<th>Category</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mason &amp; Bricklayer</td>
<td>$ 27.23</td>
</tr>
<tr>
<td></td>
<td>$ 1.71</td>
</tr>
</tbody>
</table>

OVERTIME PAY

See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES

Wages per hour

750 HR TERMS at the following percent of Journeyman’s wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 8.72</td>
</tr>
<tr>
<td>All others</td>
<td>14.47</td>
</tr>
</tbody>
</table>

Millwright

JOB DESCRIPTION Millwright

ENTIRE COUNTIES

Columbia, Greene

WAGES

Per hour:

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>30.38</td>
</tr>
</tbody>
</table>

Millwright Welder & Hazardous Waste Work 31.63

SUPPLEMENTAL BENEFITS

Per hour worked:
Journeyman $17.92

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(1) year terms at the following percentage of journeyman's rate.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hours worked:

Apprentices:
1st term $8.42
2nd term 14.12
3rd term 15.07
4th term 16.02

WAGES per hour

Operating Engineer - Building 05/01/2009

JOB DESCRIPTION Operating Engineer - Building DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: Northern part of Dutchess (to the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedell Road, then east along Bedell Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to Connecticut).
Herkimer: East of a North/South line through the RailroadStation at Little Falls.

WAGES
Master Mechanic:

CLASS A1:
Crane, Hydraulic Cranes, Tower Crane, Locomotive Crane, Piledriver, Cableway, Derricks, Whirleys, Dragline, Boom truck over 5 ton.

CLASS A:
Maintenance Engineer, Self-Contained Crawler Drill, Hydraulic Rock drill, shovel, All Excavators including rubber tire & full swing, Backhoe(except tractor mtd. rubber tired), Gradalls, Power road grader, all CMI equipment, Front-end rubber tire loader, Tractor-mounted drill (quarry master), Mucking machine, Concrete central mix plant, Concrete pump, Belcrete system, Automated asphalt concrete plant, Tractor road paver, Boom Trucks 5 ton & under.

CLASS B:
Backhoe(rubber tired backhoe/loader combination), Bulldozer, Push cat, Tractor, Traxcavator, Scraper, LeTourneau grader, Form fine Grader, Road Roller, Blacktop Roller, Blacktop Spreader, Power Brooms, Sweepers, Trenching Machine, Barber Greene loader, Side booms, Hydro hammer, Concrete spreader, Concrete finishing machine, One Drum Hoist, Power Hoisting(single drum), hoist-two drum or more, 3 Drum Eng., power hoisting (2 drum & over) 2 & 3 Drum & Swing Engine, Hod Hoist, A-L Frame Winchs, Core & Well Drillers(one drum), Post Hole Digger, CHB Vibro Tamp or Similar Mach. Batch Pin & Plant Oper., Dinky Locom., Skid Steer loader, Track excav. 5/8 cu yd or under.

CLASS C:
Forklift, High Lift, Lull, Oiler, Fireman and Heavy-duty Greaser, Boilers, Steam Generators, Vibrator, Mortar Mixer, Air Compressor, Dust Collector, Welding Machine, Well Point, Mechanical Heater, Generators, Temporary Light Plants, Electric Submersible Pump 4" and over, Murphy type diesel generator, Conveyor, Elevators, Concrete Mixer and Belcrete power pack (Belcrete system), Seeding & Mulching Machines, Pumps and Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour

07/01/2008
Cranes: over 150 ft add $0.50 per hr, Cranes: over 200 ft add $1.00 per hr, tower Cranes add $0.50 per hr over class A1 rate.

Additional $2.50 per hr for hazardous or toxic waste work.
Additional $2.00 per hr over B rate for Nuclear Leader work.
Additional $0.40 per hr for tunnel or excavation of shaft 40' or more deep.

SUPPLEMENTAL BENEFITS
Per hour paid
Journeyman $17.37

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 hours terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

All classes $13.55

Operating Engineer - Heavy&Highway 05/01/2009

JOB DESCRIPTION Operating Engineer - Heavy&Highway

DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: *NOTE: This description is in effect up to 08/31/2006. *North of a West/East line through Dutchess County starting at the Northern Boundary of the City of Poughkeepsie.
**NOTE: This change takes effect on 09/01/2006** The part of Dutchess (defined by the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedell Road, then east along Bedell Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to the border line of the State of Connecticut, and bordered on the west by the middle of the Hudson River). Herkimer: East of a North/South line through the Railroad Station at Little Falls.

WAGES
MASTER MECHANIC:
CLASS 1A:
Crane, Cherry Picker (over 5 ton capacity, Derricks (steel erection) Dragline, Overhead Crane (gantry or straddle), Piledriver, Boom Truck (Over 5 tons).

CLASS A:
Automated Concrete Spreader (CMI Type), Automatic Fine Grader, Backhoe (except tractor-mounted, rubber tired), Backhoe Excavator Full Swing (CAT 212 or similar), Belt Placer (CMI Type), Blacktop Plant (automated), Cableway, Caisson Auger, Central Mix Concrete Plant (automated), Concrete Pump (8" or over), Dredge, Dual Drum Paver, Excavator (all purpose-hydraulic Gradall or Similar), Profiler (over 105 H.P.), Front End Loader (4cy. & over), Head Tower (Sauerman or equal), Hoist (two or three Drum), Mine Hoist, Holland Loader, Mucking Machine or Mole, Power Grader, Quad 9, Quarry Master (or equivalent), Scraper, Shovel, Side Boom, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (maned, rented equipment excluded) & Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Pavement Breaker (sp) Wergen; PB-4 & similar type.

CLASS B:
Backhoe (Tractor-Mounted, Rubber Tired), Bituminous Spreader & Mixer, Blacktop Plant (non-automated), Blast or Rotary Drill (Truck or Tractor Mounted), Boring Machine, Cage Hoist, Central Mix Plant (Non-Automated), All Concrete Batching Plants, Cherry Picker (5 ton capacity & under), Compressors (4 or less exceeding 2000 cfm combined capacity), Concrete Paver over 16S, Concrete Pump (Under 8"), Bituminous Recycling machine Crawler Drill Self Contained, Crusher, Diesel Power Unit, Drill Rigs (Tractor Mounted), Front End Loader (under 4 c.y.), Hi-Pressure Boiler (15 lbs. & over), Hoist (One Drum), Kolman Plant Loader & similar type loaders (if employer requires another man, he shall be Oiler), L.C.M. Work Boat Operator, Locomotive, Greaseman/Lubrication Eng, Welder, Mixer (for stabilized base-self propelled), Monorail Machine, Plant Engineer, Profiler (105 H.P. or under), Pump Crete, Ready Mix Concrete Plant, Refrigeration Equipment (for soil stabilization), Road Widener, Roller (all above sub-grade), Sea Mule, Tractor with Dozer and/or Pusher, Trencher, Tugger Hoist, Winch and Winch Cat, Hydro-Axe, Pug Mill, Skidder, Self-contained Ride-on Rock Drill, excluding Air-Track type drill.

CLASS C:
A Frame (Winch Hoist on) Truck, Ballast Regulator (ride on) Bituminous Heater Self-Propelled, Concrete Pavement Spreaders and Finishers, Conveyor, Drill (core), Drill (well), Farm Tractor with Accessories, Fine Grade Machine, Fork Lift, Grout Pump, Gunite Machine, Hammers (hydraulic-self propelled); Hydro-Spiker (ride-on); Hydro-Blaster (water), Power Sweeper, Post Hole Digger & Post Driver, Roller (grade & fill), Scarifier (ride-on), Span Saw (ride-on) Tamper (ride-on), All ride-on Tie Extractors, Tie Handlers, Tie Spacers, Tie Inserters & Track Liners, Tractor (with towed access.), Vibratory Compactor, Vibro Tamp, Well Point, Tire repair, Skid Steer Bobcat or similar loader, Aggregate Plant, Boiler (used with production), Cement and bin Operator, Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters Concrete Paver or Mixer (165 & under), Concrete Saw (self propelled), Form Tamper, Fireman, Hydraulic Pump (jacking system) Mulching Machine, Oiler, Parapet concrete or pavement grinder, Power Broom (towed), Power Heateman, Revinius Widener, Shell Winder, Steam Cleaner, Tractor, Directional Drilling Machine Locator, Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGERS per hour

<table>
<thead>
<tr>
<th>Worker Type</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master Mechanic</td>
<td>$33.15</td>
</tr>
<tr>
<td>Class 1A</td>
<td>31.97</td>
</tr>
<tr>
<td>Class A</td>
<td>31.54</td>
</tr>
<tr>
<td>Class B</td>
<td>30.63</td>
</tr>
<tr>
<td>Class C</td>
<td>28.06</td>
</tr>
</tbody>
</table>

ALL EMPLOYEES WHO WORK A SINGLE IRREGULAR SHIFT STARTING FROM 5:00 PM TO 1:00 AM THAT IS GOVERNMENTALLY MANDATED NIGHT WORK, SHALL BE PAID AN ADDITIONAL $2.00 PER HOUR.

$0.50 per hr additional for Crane with Boom length & gib 150 ft. and over.
$1.00 " " " " " " " " " " 200 ft. " " Additional $2.50 per hr. for hazardous or toxic waste work.

SUPPLEMENTAL BENEFITS
Per hour paid

<table>
<thead>
<tr>
<th>Worker Type</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$17.55</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman’s wage Class B

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour paid

<table>
<thead>
<tr>
<th>Terms</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>$13.55</td>
</tr>
</tbody>
</table>

Operating Engineer - Marine Construction 05/01/2009

JOB DESCRIPTION Operating Engineer - Marine Construction

ENTIRE COUNTIES
### WAGES

**Per Hour:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Start Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIPPER, CLAMSHELL DREDGES</td>
<td>07/01/2008</td>
<td>10/01/2008</td>
</tr>
<tr>
<td>&amp; HYDRAULIC DREDGES</td>
<td>09/30/2008</td>
<td></td>
</tr>
</tbody>
</table>

#### CLASS A
- Operator, Leverman, Lead Dredgeman
  - $32.09 → $32.89

#### CLASS B
- Spider/Spill Barge Operator
  - $27.94 → $28.49
- Tug Operator (over 1000 hp), Operator II, Fill Placer, Derrick Operator, Engineer, Chief Mate, Electrician, Chief Welder, Maintenance Engineer
  - $25.49 → $26.14
- Certified Welder, Boat Operator (licensed)
  - $26.29 → $26.84

#### CLASS C
- Drag Barge Operator, Steward, Mate, Assistant Fill Placer, Welder (please add)
  - $24.79 → $25.29
- Boat Operator
  - $24.79 → $25.29

#### CLASS D
- Shoreman, Deckhand, Rodman, Scowman, Cook, Messman, Porter/Janitor, Oiler (please add)
  - $20.64 → $21.09

### SUPPLEMENTAL BENEFITS

**Per Hour:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Start Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Classes A &amp; B</td>
<td>07/01/2008-09/30/2008</td>
<td>10/01/2008</td>
</tr>
<tr>
<td>$ 7.80 plus 7% of straight time wage (overtime hours add)</td>
<td>$0.63</td>
<td>$0.63</td>
</tr>
</tbody>
</table>

| All Class C                     | 07/01/2008-09/30/2008 | 10/01/2008 |
| $ 7.50 plus 7% of straight time wage (overtime hours add) | $0.48 | $0.48 |

| All Class D                     | 07/01/2008-09/30/2008 | 10/01/2008 |
| $ 7.20 plus 7% of straight time wage (overtime hours add) | $0.23 | $0.23 |

### OVERTIME PAY

See (B, F, R) on OVERTIME PAGE
Operating Engineer - Survey Crew 05/01/2009

JOB DESCRIPTION Operating Engineer - Survey Crew

DISTRICT 6

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: the northern portion of the county from the Northern boundary line of the City of Poughkeepsie North.

WAGES
Per hour:

SURVEY CLASSIFICATIONS: Party Chief- One who directs a survey party. Instrumentman- One who runs the instrument and assists the Party Chief. Rodman- One who holds the rods and in general, assists the survey party.

Survey Rates:
07/01/2008

Survey Rates:
Party Chief $29.82
Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:
Journeyman $16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(1 yr. or 1000 hrs.) terms at the following wage rates.

07/01/2008

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>16.23</td>
<td>18.94</td>
<td>21.64</td>
</tr>
</tbody>
</table>

Supplemental Benefits:
Per hour worked:
Apprentices $16.30

Operating Engineer - Survey Crew - Consulting Engineer 05/01/2009

JOB DESCRIPTION Operating Engineer - Survey Crew - Consulting Engineer

DISTRICT 6

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: the northern portion of the county from the northern boundary line of the City of Poughkeepsie north.

WAGES
Per hour:

Feasibility and preliminary design surveying, line and grade surveying for inspection or supervision of construction
when performed under a Consulting Engineer Agreement.

SURVEY CLASSIFICATIONS:
- Party Chief: One who directs a survey party.
- Instrument Man: One who runs the instrument and assists the Party Chief.
- Rodman: One who holds the rods and in general, assists the survey party.

Survey Rates:
- Party Chief: $29.82
- Instrument/Rodperson: 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked: $16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Operating Engineer - Trenchless Pipe Rehab

JOB DESCRIPTION
Operating Engineer - Trenchless Pipe Rehab

DISTRICT 4

ENTIRE COUNTIES

WAGES
Per Hour:

07/01/2008

DSET/DSSET Operator: $31.50
Robotic Unit Operator: 31.50
DDCC Injection Operator: 31.50
Technician/Equipment Operator: 27.00
AM Liner/Hydra Seal Installer: 27.00
Hobas Pipe, Polyethylene Pipe or Pull and Inflate Liner Inst.: 27.00

SUPPLEMENTAL BENEFITS
Per Hour Worked

All Classifications: $11.34

OVERTIME PAY
See (B, H) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 9, 15, 25) on HOLIDAY PAGE

REGISTERED APPRENTICES
At One Year Terms
(Per Hour)

First Year: $16.00
Second Year: 16.75
Third Year: 17.25

Prevailing Wage Rates for 07/01/2008 - 06/30/2009 Published by the New York State Department of Labor
Last Published on May 01 2009 PRC Number 2009004852 Columbia County
### Painter

**JOB DESCRIPTION** Painter

**DISTRICT** 1

**ENTIRE COUNTIES**
Columbia, Dutchess, Greene, Orange, Sullivan, Ulster

#### WAGES

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
<th>05/01/2010</th>
<th>05/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Additional</td>
<td>Additional</td>
<td>Additional</td>
</tr>
<tr>
<td>Brush/Paper Hanger</td>
<td>$25.64</td>
<td>$1.75</td>
<td>$2.20</td>
<td>$2.25</td>
</tr>
<tr>
<td>Dry Wall Finisher</td>
<td>25.64</td>
<td>1.75</td>
<td>2.20</td>
<td>2.25</td>
</tr>
<tr>
<td>Lead Abatement</td>
<td>25.64</td>
<td>1.75</td>
<td>2.20</td>
<td>2.25</td>
</tr>
<tr>
<td>Sandblaster-Painter</td>
<td>25.64</td>
<td>1.75</td>
<td>2.20</td>
<td>2.25</td>
</tr>
<tr>
<td>Spray Rate</td>
<td>26.64</td>
<td>1.75</td>
<td>2.20</td>
<td>2.25</td>
</tr>
</tbody>
</table>

Bridge Painter:
See Bridge Painting rates for the following work:
- Structural Steel, Tanks over 100,000 Gal or over 20' High, Towers, Smoke Stacks, Flag Poles, Bridges, Swing Stage, Boatswain Chair over 20', Bridge Sandblaster.

#### SUPPLEMENTAL BENEFITS

Per hour worked

Journeyman $14.19

#### OVERTIME PAY

See (B, E, E2, Q) on OVERTIME PAGE

#### HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

#### REGISTERED APPRENTICES

Wages per hour

One Half year terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
</tr>
</thead>
<tbody>
<tr>
<td>40%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$6.69</td>
</tr>
<tr>
<td>All others</td>
<td>14.19</td>
</tr>
</tbody>
</table>

### Painter - Bridge & Structural Steel

**JOB DESCRIPTION** Painter - Bridge & Structural Steel

**DISTRICT** 9

**ENTIRE COUNTIES**

#### WAGES

Per Hour Worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>STEEL:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bridge Painting</td>
<td>$44.00</td>
<td>$45.25</td>
</tr>
</tbody>
</table>
Power Tool/Spray $ 50.00* $ 51.25*

Shift Work: If there is a 2nd shift separate from the first crew, then all employees who work the second shift will be paid an additional 10% of the base wage up to seven hours worked after which the employees shall be paid at time and one half of the regular wage rate. If the Employer works a second shift on Saturday or Sunday, all employees will be paid at a 10% differential of their overtime rate of time and one half.

NB: For Bridge Painting Contracts, ALL WORKERS on and off the bridge (including Flagmen) are to be paid Painter's Rate; the contract must be ONLY for Bridge Painting.

SUPPLEMENTAL BENEFITS
Per Hour Worked: 07/01/2008 10/01/2008
$ 27.66* $ 28.31*
27.66** 28.31**

*For the period of May 1st to November 15th:
This rate shall be paid up to a maximum of forty (40) hours worked per week. For all hours exceeding 40, the hourly rate shall be $5.00 per hour only. EXCEPT for the first and last week of employment on the project, and for the weeks of Memorial Day, Independence Day and Labor Day, this rate shall be paid for the actual number of hours worked.

**For the period of November 16th to April 30th:
This rate shall be paid up to a maximum of fifty (50) hours worked per week. For all hours exceeding 50, the hourly rate shall be $5.00 per hour only.

OVERTIME PAY
See (A, F, R) on OVERTIME PAGE
*Note: When calculating overtime pay for the Power Tool/ Spray classification, add Six dollars to the hourly overtime rate calculated for the "Bridge Painting" classification.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (4, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(wage per hour Worked):
(1) year terms at the following percentage of Journeyman's wage.

Apprentices: 1st 2nd 3rd
07/01/2008 40% 60% 80%

Supplemental Benefits:
1st Term: Same as Journeyman less $5.00 per hour.
2nd and 3rd term: Same as Journeyman

9-DC-9/806/155-BrSS

JOB DESCRIPTION  Painter - Line Striping
DISTRIBUTION  9

ENTIRE COUNTIES

WAGES
Per hour:
Painter (Striping-Highway): 07/01/2008
Striping-Machine Operator* $ 25.53
Linerman Thermoplastic $ 30.79

Note: * Includes but is not limited to: Positioning of cones and directing of traffic using hand held devices. Excludes the Driver/Operator of equipment used in the maintenance and protection of traffic safety

SUPPLEMENTAL BENEFITS
Per hour paid: 07/01/2008
Journeymen:  $ 9.97 + 7% of wage

OVERTIME PAY
See (B, E, P, S) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 20) on HOLIDAY PAGE
Overtime: See (5, 8, 11, 12, 15, 16, 20, 21, 22) on HOLIDAY PAGE

Journeyman: $ 11.02

OVERTIME PAY
See (B, E, Q, T) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 15, 16, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 15, 16, 25, 26) on HOLIDAY PAGE

55% of Basic Polisher Rate

WAGES
Per hour:

Metal Polisher $ 23.10*

*Note: All workers shall be paid an additional premium in an amount equal to twenty (20%) percent of their basic straight time rate of pay for all time worked on hanging scaffolds and on standing scaffolds while working more than 34 feet off the ground. Such premium are to be paid on top of their straight time or overtime, whichever is applicable. This also applies to employees erecting scaffolding.

SUPPLEMENTAL BENEFITS
Per Hour: 07/01/2008
Journeymen: $ 11.02

OVERTIME PAY
See (B, E, Q, T) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 15, 16, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 15, 16, 25, 26) on HOLIDAY PAGE

WAGES
Per hour:

Pipefitter, Steamfitter $ 30.31 $ 31.41

SUPPLEMENTAL BENEFITS
Per hour worked:
Journeymen $ 17.45 $ 18.62

OVERTIME PAY
Overtime Pay See (B1, Q) on OVERTIME PAGE.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Plumber 05/01/2009

JOB DESCRIPTION Plumber
DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Schenectady, Schoharie

PARTIAL COUNTIES
Hamilton: Only the Towns of Arietta, Benson, Hope, Indian Lake, Inlet, Lake Pleasant, Morehouse and Wells.
Saratoga: Only the Towns of Charlton, Clifton Park, Galway, Halfmoon, Milton, Stillwater and Waterford.

WAGES
Per hour:

Plumber: 07/01/2008 05/01/2009
Pipefitter, Steamfitter $ 30.31 $ 31.41

SUPPLEMENTAL BENEFITS
Per hour worked:
Journeymen $ 17.45 $ 18.62

OVERTIME PAY
Overtime Pay See (B1, Q) on OVERTIME PAGE.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
One year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
</tr>
</thead>
<tbody>
<tr>
<td>40%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>85%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th>Apprentices</th>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$17.45</td>
<td>$18.62</td>
</tr>
</tbody>
</table>

---

**Roofer**

**JOB DESCRIPTION** Roofer

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**

<table>
<thead>
<tr>
<th>Per hour</th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional</td>
<td>$23.65</td>
<td>$1.50</td>
</tr>
<tr>
<td></td>
<td>24.65</td>
<td>1.50</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

<table>
<thead>
<tr>
<th>Per hour worked</th>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$10.62</td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B, E*Note, Q) on OVERTIME PAGE.

* Saturday may be used as a make up day at straight time if employee misses 8 hrs or more during that week due to inclement weather.

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

(1/2) year terms at the following per cent of the Roofer's rate.

<table>
<thead>
<tr>
<th>1st yr 1st half</th>
<th>50%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr 2nd half</td>
<td>58%</td>
</tr>
<tr>
<td>2nd yr 1st half</td>
<td>66%</td>
</tr>
<tr>
<td>2nd yr 2nd half</td>
<td>74%</td>
</tr>
<tr>
<td>3rd yr 1st half</td>
<td>82%</td>
</tr>
<tr>
<td>3rd yr 2nd half</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>1st yr 1st half</th>
<th>$9.20</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr 2nd half</td>
<td>9.39</td>
</tr>
<tr>
<td>2nd yr 1st half</td>
<td>9.62</td>
</tr>
<tr>
<td>2nd yr 2nd half</td>
<td>9.82</td>
</tr>
<tr>
<td>3rd yr 1st half</td>
<td>10.05</td>
</tr>
<tr>
<td>3rd yr 2nd half</td>
<td>10.25</td>
</tr>
</tbody>
</table>

---

**Sheetmetal Worker**

**JOB DESCRIPTION** Sheetmetal Worker

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**

<table>
<thead>
<tr>
<th>Per hour</th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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Page 79
### Sheetmetal Worker

<table>
<thead>
<tr>
<th>Wages per hour</th>
<th>$26.68</th>
<th>$2.15</th>
</tr>
</thead>
</table>

### Additional Sheetmetal Worker

<table>
<thead>
<tr>
<th>Wages per hour</th>
<th>$26.68</th>
<th>$2.15</th>
</tr>
</thead>
</table>

### SUPPLEMENTAL BENEFITS

Per hour worked

<table>
<thead>
<tr>
<th>Wages per hour</th>
<th>$19.09</th>
</tr>
</thead>
</table>

### Journeyman Wages

<table>
<thead>
<tr>
<th>Wages per hour</th>
<th>$19.09</th>
</tr>
</thead>
</table>

### OVERTIME PAY

See (B, E*, Q,) on OVERTIME PAGE

* Double time after 8 hours on Saturdays.

### HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

### REGISTERED APPRENTICES

Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Wage</th>
<th>Same Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$12.80</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.66</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>3rd term</td>
<td>14.51</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>4th term</td>
<td>15.08</td>
<td>Journeyman rate</td>
</tr>
<tr>
<td>5th term</td>
<td>16.01</td>
<td>Journeyman rate</td>
</tr>
<tr>
<td>6th term</td>
<td>17.34</td>
<td>Journeyman rate</td>
</tr>
<tr>
<td>7th term</td>
<td>18.68</td>
<td>Journeyman rate</td>
</tr>
<tr>
<td>8th term</td>
<td>20.01</td>
<td>Journeyman rate</td>
</tr>
<tr>
<td>9th term</td>
<td>21.34</td>
<td>Journeyman rate</td>
</tr>
<tr>
<td>10th term</td>
<td>22.68</td>
<td>Journeyman rate</td>
</tr>
</tbody>
</table>

### Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Wage</th>
<th>Same Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$12.84</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.08</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>3rd term</td>
<td>13.33</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>4th term</td>
<td>13.49</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>5th term</td>
<td>15.85</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>6th term</td>
<td>16.26</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>7th term</td>
<td>16.66</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>8th term</td>
<td>17.06</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>9th term</td>
<td>17.47</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>10th term</td>
<td>17.87</td>
<td>Same Percentage</td>
</tr>
</tbody>
</table>

### Sprinkler Fitter

<table>
<thead>
<tr>
<th>WAGES</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>07/01/2008</td>
</tr>
<tr>
<td>Sprinkler Fitter</td>
<td>$29.90</td>
</tr>
</tbody>
</table>

### SUPPLEMENTAL BENEFITS

Per hour worked

<table>
<thead>
<tr>
<th>Wages per hour</th>
<th>$16.30</th>
<th>$17.30</th>
<th>$17.30</th>
<th>$18.35</th>
</tr>
</thead>
</table>

### OVERTIME PAY

See (B, E, Q) on OVERTIME PAGE

### HOLIDAY
REGISTERED APPRENTICES

Wages per hour

One Half Year terms at the following percentage of Journeyman’s wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
<th>9th</th>
<th>10th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>50%</td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Date</th>
<th>1st &amp; 2nd terms</th>
<th>3rd &amp; 4th terms</th>
<th>All others</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$ 7.06</td>
<td>$ 11.30</td>
<td>$ 16.30</td>
</tr>
<tr>
<td>01/01/2009</td>
<td>$ 7.71</td>
<td>$ 12.05</td>
<td>$ 17.30</td>
</tr>
<tr>
<td>04/01/2009</td>
<td>$ 7.71</td>
<td>$ 12.05</td>
<td>$ 17.30</td>
</tr>
<tr>
<td>01/01/2010</td>
<td>$ 8.41</td>
<td>$ 12.85</td>
<td>$ 18.35</td>
</tr>
</tbody>
</table>

---

**Teamster - Building**

**JOB DESCRIPTION** Teamster - Building

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

**PARTIAL COUNTIES**
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Lake George, Lake Luzerne and Queensbury.

**WAGES**

**GROUP # A:**
Warehousemen, Yardmen, Truck Helpers, Pickups, Panel Trucks, Flatboy Material Trucks (straight jobs), Single Axel Dump Trucks, Dumpsters, Material Checkers and Receivers, Greasers, Truck Tiremen, Mechanics Helpers and Parts Chasers.

**GROUP # B:**
Tandems and Batch Trucks, Mechanics, Dispatcher.

**WAGES per hour**

<table>
<thead>
<tr>
<th>Date</th>
<th>Group # A</th>
<th>Group # B</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$ 23.57</td>
<td>$ 23.87</td>
</tr>
<tr>
<td>07/01/2009</td>
<td>$ 24.22</td>
<td>$ 24.52</td>
</tr>
<tr>
<td>07/01/2010</td>
<td>$ 24.87</td>
<td>$ 25.17</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**
Per hour worked

Journeyman: $ 11.56, $ 12.46, $ 13.46

---

**Teamster - Heavy&Highway**

**JOB DESCRIPTION** Teamster - Heavy&Highway

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

**PARTIAL COUNTIES**
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Luzerne, Caldwall, and Queensbury.

**WAGES**

**GROUP #1:**
Warehousemen, Yardmen, Truck Helpers, Pickups, Panel Trucks, Flatboy Material Trucks (straight jobs), Single Axel Dump Trucks, Dumpsters, Material Checkers and Receivers, Greasers, Truck Tiremen, Mechanics Helpers and Parts Chasers.

**GROUP #2:**
Tandems and Batch Trucks, Mechanics, Dispatcher.
GROUP #3:
Semi-Trailers, Low-boy Trucks, Asphalt Distribitor Trucks, and Agitator, Mixer Trucks and dumpcrete type vehicles, Truck Mechanic, Fuel Trucks.

GROUP #4:
Specialized Earth Moving Equipment, Euclid type, or similar off-highway, where not self-loading, Straddle (Ross) Carrier, and self-contained concrete mobile truck.

GROUP #5:

<table>
<thead>
<tr>
<th>WAGES per hour</th>
<th>07/01/2008</th>
<th>07/01/09</th>
<th>07/01/10</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #1</td>
<td>$ 24.27</td>
<td>$ 25.07</td>
<td>$ 25.87</td>
<td>$ 26.67</td>
</tr>
<tr>
<td>Group #2</td>
<td>24.32</td>
<td>25.12</td>
<td>25.92</td>
<td>26.72</td>
</tr>
<tr>
<td>Group #3</td>
<td>24.37</td>
<td>25.17</td>
<td>25.97</td>
<td>26.77</td>
</tr>
<tr>
<td>Group #4</td>
<td>24.52</td>
<td>25.32</td>
<td>26.12</td>
<td>26.92</td>
</tr>
<tr>
<td>Group #5</td>
<td>24.67</td>
<td>25.47</td>
<td>26.27</td>
<td>27.07</td>
</tr>
</tbody>
</table>

Hazardous waste projects that require a Level C or greater protection shall be paid an additional $ 1.00 per hour. All employees who work a single irregular work shift starting between 5pm and 1 am on governmental mandated night shifts shall be paid an additional 1.50 per hour. For work bid on or after April 1, 1995, there shall be a 12 month carryover of the negotiated rate in effect at the time of the bid.

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Friday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour paid:

<table>
<thead>
<tr>
<th></th>
<th>$ 13.15</th>
<th>$ 13.95</th>
<th>$ 14.75</th>
<th>$ 15.65</th>
</tr>
</thead>
</table>

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Welder

JOB DESCRIPTION  Welder
District 1

ENTIRE COUNTIES:

WAGES
Per hour 07/01/2008
Welder (To be paid the same rate of the mechanic performing the work)

OVERTIME PAY
HOLIDAY

1-As Per Trade
Greene County General Construction

Asbestos Worker 05/01/2009

JOB DESCRIPTION  Asbestos Worker  

DISTRICT  9

ENTIRE COUNTIES  
Columbia, Delaware, Dutchess, Greene, Orange, Putnam, Rockland, Sullivan, Ulster

WAGES  
Per hour  
07/01/2007

Asbestos Worker:  
Removal & Hazardous  
Abatement Only  
$ 28.05

Only for the removal of insulation materials from mechanical systems which are not going to be scrapped.

SUPPLEMENTAL BENEFITS  
Per hour paid  

Journeyman  
$ 15.65

OVERTIME PAY  
See (B, E, "Q, **T, V) on OVERTIME PAGE

HOLIDAY  
Paid:  
See (1) on HOLIDAY PAGE  
Overtime:  
See (2, 4, 6, 25) on HOLIDAY PAGE  
* Code Q applies to 4,6,& 25.  
** Code T applies to 2.

9-201HV

Boilermaker 05/01/2009

JOB DESCRIPTION  Boilermaker  

DISTRICT  1

ENTIRE COUNTIES  

WAGES  
Per hour  
07/01/2008 10/01/2008

Boilermaker  
$ 28.55  
$ 29.65

SUPPLEMENTAL BENEFITS  
Per hour worked

Journeymen  
$ 8.96  
$ 8.96  
Plus  
Plus  
36.6%  
36.6%  
Wage  
Wage

OVERTIME PAY  
See (B, E, "Q) on OVERTIME PAGE  
* DOUBLE TIME AFTER TEN HOURS ON MON.-SAT.

HOLIDAY  
Paid:  
See (1) on HOLIDAY PAGE  
Overtime:  
See (5, 6, 10, 11, 15) on HOLIDAY PAGE

REGISTERED APPRENTICES  
Wages per hour  
( 1/2 ) year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked.
All Apprentices get same benefits as Journeyman.

**Carpenter - Building / Heavy&Highway** 05/01/2009

**JOB DESCRIPTION** Carpenter - Building / Heavy&Highway

**DISTRICT**  8

**ENTIRE COUNTIES**

Greene

**WAGES**

WAGES:(per hour)

<table>
<thead>
<tr>
<th>Date</th>
<th>Carpenter</th>
<th>Carpenter-Floor Coverer</th>
<th>Dockbuilder/Piledriver</th>
<th>Diver Tender</th>
<th>Diver(WET)</th>
<th>Diver(DRY)</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$29.82</td>
<td>$29.82</td>
<td>$29.82</td>
<td>$27.51</td>
<td>$53.24</td>
<td>$32.61</td>
</tr>
</tbody>
</table>

On projects for removal and/or abatement of asbestos or any toxic or hazardous material and it is required by the employer or mandated by NYS or Federal Regulation to wear protective equipment an additional $2.00 per hour above their appropriate rate for all classifications including apprentices. For work on smokestacks, silos, or steeples more than fifty (50) feet high, an additional $2.00 per hour, payable from the ground up.

**SUPPLEMENTAL BENEFITS**

(per hour paid)

<table>
<thead>
<tr>
<th>Date</th>
<th>Journeyman</th>
<th>Apprentices</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$18.21</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Apprentice Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$15.12</td>
<td>$17.45</td>
<td>$21.19</td>
<td>$24.53</td>
</tr>
<tr>
<td>2nd term</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3rd term</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4th term</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B,E,Q) on OVERTIME PAGE

**HOLIDAY**

BUILDING:

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5,6) on HOLIDAY PAGE

HEAVY/HIGHWAY:

Paid: See (5,6,16) on HOLIDAY PAGE including benefits

Overtime: See (5,6,16) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

1 Year terms at the following rates

<table>
<thead>
<tr>
<th>Year</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>$15.12</td>
<td>$17.45</td>
<td>$21.19</td>
<td>$24.53</td>
</tr>
</tbody>
</table>

**Electrician** 05/01/2009

**JOB DESCRIPTION** Electrician

**DISTRICT**  8

**ENTIRE COUNTIES**

Sullivan, Ulster

**PARTIAL COUNTIES**

Delaware: Only in the Townships of Andes, Harpersfield, Kortwright, Stamford, Bovina, Roxbury, Middletown and those portions of Colchester and Hancock south of the East Branch of the Delaware River.

Dutchess: All of the county except for the towns of Fishkill, East Fishkill, and Beacon.

Greene: That portion of the county south of a line following the south limits of the city of Catskill in a Westerly direction from the Hudson River to Highway 23A along 23A to the road following the Little Westkill and continuing along this road to Delaware County.

**WAGES**

Per hour:

<table>
<thead>
<tr>
<th>Date</th>
<th>07/01/2008</th>
<th>04/01/2009</th>
</tr>
</thead>
</table>
**Electrician Wireman/Technician** $36.00** 37.00**

**SHIFT DIFFERENTIAL:** On Public Work in New York State when shift work is mandated either in the job specifications or by the contracting agency, the following rates apply:

Shift worked between 4:30pm & 12:30am $42.06* 43.06*
Shift worked between 12:30am & 8:30am $46.99* 47.99*

**On jobs where employees are required to work from bosun chairs, swinging scaffolds, etc., forty (40) feet or more above the ground, or under compressed air, using Scottair packs, gas masks or in shafts or tunnels, they shall receive an additional $2.00 per hour above the regular straight time rate.**

**SUPPLEMENTAL BENEFITS**
Per hour worked: 07/01/2008 04/01/2009

| Journeyman | $ 20.96 plus 6% of wage | $ 20.97 plus 6% of wage |

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 13, 15, 16, 25) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages:

(6) month terms at the following percentage of journeyman's wage.*

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
<th>9th</th>
<th>10th</th>
</tr>
</thead>
<tbody>
<tr>
<td>30%</td>
<td>35%</td>
<td>40%</td>
<td>45%</td>
<td>50%</td>
<td>55%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>85%</td>
</tr>
</tbody>
</table>

* Denotes average Journeyman Wireman rate of pay of all wage zones.

Supplemental Benefits per hour worked: 07/01/2008

| 1st & 2nd term | $ 6.97 plus 6% of wage |
| 3rd & 4th term | 8.92 plus 6% of wage |
| 5th & 6th term | 10.87 plus 6% of wage |
| 7th & 8th term | 13.82 plus 6% of wage |
| 9th & 10th term | 16.72 plus 6% of wage |

**Electrician** 05/01/2009

**JOB DESCRIPTION** Electrician

**ENTIRE COUNTIES**

**PARTIAL COUNTIES**
Greene: All of the city of Catskill and that portion of the county that lies north of Route 23A.
Otsego: Only the Towns of Decatur and Worchester

**WAGES**
Per hour

| 07/01/2008 | 06/01/2009 |
| Additional |
| Electrician | $ 29.75 | $ 1.61 |
| Audio/Sound | 29.75 | 1.61 |
| Video | 29.75 | 1.61 |
| Tele-Data | 29.75 | 1.61 |
| Certified Welder | 32.73 | 1.61 |

An additional 5% above rate for work over 30’ above floor when working on tooth picks, structural steel, temp. platforms, swing scaffolds & boatswain chairs.

An additional 10% above rate on towers & smoke stacks over 100’ high.

An additional 20% above rate in shafts over 25’ deep or tunnels over 50’ lg that are under construction.
### SUPPLEMENTAL BENEFITS

Per hour worked

<table>
<thead>
<tr>
<th>Journeyman</th>
<th>$ 15.31</th>
</tr>
</thead>
<tbody>
<tr>
<td>+3% of Wage</td>
<td></td>
</tr>
</tbody>
</table>

### OVERTIME PAY

See (B, *E, Q) on OVERTIME PAGE
* DOUBLE TIME AFTER 10 HOURS ON SATURDAY

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Time</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Shift</td>
<td>8:00 AM to 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2nd Shift</td>
<td>4:30 PM to 12:30 AM</td>
<td>REGULAR RATE PLUS 10%</td>
</tr>
<tr>
<td>3rd Shift</td>
<td>12:30 AM to 8:00 AM</td>
<td>REGULAR RATE PLUS 15%</td>
</tr>
</tbody>
</table>

### HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

### REGISTERED APPRENTICES

Wages per hour

1000 hour terms at the following percentage of Journeyman’s wage.

<table>
<thead>
<tr>
<th>Term</th>
<th>6mo</th>
<th>1yr</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>40%</td>
<td>45%</td>
</tr>
</tbody>
</table>

1500 hour terms at the following percentage of Journeyman’s wage.

<table>
<thead>
<tr>
<th>Term</th>
<th>2nd yr</th>
<th>3rd yr</th>
<th>4th yr</th>
<th>5th yr</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 8.20*</td>
</tr>
<tr>
<td>2nd term</td>
<td>8.20*</td>
</tr>
<tr>
<td>All others</td>
<td>15.31*</td>
</tr>
</tbody>
</table>

*Note - Plus 3% of wage.

---

**Elevator Constructor 05/01/2009**

### JOB DESCRIPTION

Elevator Constructor

### DISTRICT

1

### ENTIRE COUNTIES


### PARTIAL COUNTIES

Columbia: Only the Townships of Stuyvesant, Kinderhook, Chatham, Canaan, Stockport, Ghent, Austerlitz, Greenport, Claverack, Hillsdale, and New Lebanon.
Greene: Towns of Durham, Greenville, New Baltimore, Cosacki, Ciro, & Athens

### WAGES

Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanic</td>
<td>$ 35.46</td>
<td>$ 36.46</td>
</tr>
<tr>
<td>Helper</td>
<td>$ 24.82</td>
<td>$ 25.52</td>
</tr>
</tbody>
</table>

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **

Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.
SUPPLEMENTAL BENEFITS
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>Journeyman</th>
<th>Helper</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour</td>
<td>$16.285</td>
<td>16.285</td>
</tr>
<tr>
<td>Additional</td>
<td>$18.285</td>
<td>18.285</td>
</tr>
<tr>
<td>%</td>
<td>+8%</td>
<td>+6%</td>
</tr>
<tr>
<td>Of wage</td>
<td>of wage</td>
<td>of wage</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (D, O) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 15, 16) on HOLIDAY PAGE
Overtime: See (5, 6, 15, 16) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

<table>
<thead>
<tr>
<th></th>
<th>1st 6mo</th>
<th>2nd 6mo</th>
<th>2nd yr</th>
<th>3rd yr</th>
<th>4th yr</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>50</td>
<td>55</td>
<td>65</td>
<td>70</td>
<td>80</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th></th>
<th>Apprentices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour</td>
<td>$16.285</td>
</tr>
<tr>
<td>Additional</td>
<td>$18.285</td>
</tr>
<tr>
<td>%</td>
<td>+6%</td>
</tr>
<tr>
<td>Of wage</td>
<td>of wage</td>
</tr>
</tbody>
</table>

Elevator Constructor

JOB DESCRIPTION: Elevator Constructor

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Sullivan, Ulster

PARTIAL COUNTIES
Columbia: Only the Townships of Ancram, Clermont, Copake, Gallatin, Germantown, Livingston and Taghkanic.
Delaware: Towns of Andes, Bovina, Colchester, Davenport, Delhi, Harpersfield, Hemdon, Kortright, Meredith, Middletown, Roxbury, Hancock & Stamford
Greene: The Townships of Ashland, Catskill, Halcott, Hunter, Jewett, Lexington, Rattsville & Windham
Rockland: Only the Township of Stony Point.

WAGES
Per Hour
Mechanic: $45.485
Helper: 70% of Mechanic Wage Rate

Additional
Mechanic: $3.00

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>Journeyman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour</td>
<td>$16.285</td>
</tr>
<tr>
<td>Additional</td>
<td>$18.285</td>
</tr>
<tr>
<td>%</td>
<td>+8%</td>
</tr>
<tr>
<td>Of wage</td>
<td>of wage</td>
</tr>
</tbody>
</table>
OVERTIME PAY
See (D, O) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 15, 16) on HOLIDAY PAGE
Overtime: See (5, 6, 15, 16) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>1st 6mo</th>
<th>2nd 6mo</th>
<th>2nd yr</th>
<th>3rd yr</th>
<th>4th yr</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>55%</td>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices

|                   | $ 16,285 | +6% | of wage |

Glazier

JOB DESCRIPTION Glazier

ENTIRE COUNTIES

WAGES
Per hour

07/01/2008

Glazier base wage
$ 22.50
+ additional $0.60 per hour for all hours worked

*High Work Base Wage
25.65
+ additional $3.35 per hour for all hours worked

*When working on Swing Stage or Lift 100 feet or more in height, measured from the ground level up.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman
$ 11.48

Journeyman Hi-Work
15.73

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE
Premium is applied to the respective base wage only.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Apprentice Glazier One Half Year (900 hr) terms at the following percentage of Journeyman's base wage.

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>35%</td>
<td>45%</td>
<td>55%</td>
<td>65%</td>
<td>75%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
<td></td>
</tr>
<tr>
<td>+ additional $0.60 per hour for all hours worked for all terms</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Apprentice Glazier Hi-Work One Half Year (900 hr) terms at the following percentage of Journeyman's Hi-Work base wage.

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Supplemental Benefits per hour worked

Apprentice $11.48
Apprentice High Work 15.73

Insulator - Heat & Frost 05/01/2009

JOB DESCRIPTION Insulator - Heat & Frost  DISTRICT 1

ENTIRE COUNTIES

WAGES
Per Hour 07/01/2008 05/01/2009 Additional
Asbestos Worker $26.34 $1.50
Insulator $26.34 1.50
Firestopping Worker* $22.39 1.50
* On Mechanical Systems only.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $16.20

OVERTIME PAY
See (*B1, **Q) on OVERTIME PAGE
*B1=Double time begins after 10 hours on Saturday
**Q=Triple time on Labor Day if worked.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

one year terms at the following percentage of Journeyman’s wage.

1st 2nd 3rd 4th
60% 70% 80% 90%

Supplemental Benefits per hour worked:

Apprentices $16.20

Ironworker 05/01/2009

JOB DESCRIPTION Ironworker  DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Fulton: Only the Townships of Broadalbin, Mayfield, Northampton,Bleecker and Johnstown.
Hamilton: Only the Townships of Hope, Benson and Wells.
Montgomery: Only the Townships of Florida, Amsterdam, Charleston,Glen, Mohawk and Root.
Otsego: Only the Towns of Unadilla, Butternut,Morris, Otego,Oneonta, Laurens, Millford, Maryland and Worcester.

WAGES
Per hour 07/01/2008
Ornamental $25.65
Reinforcing 25.65
Rodman 25.65
Sheeter Bucker-up 25.78
Structural & Precast 25.65
Mover/Rigger 25.65
Fence Erector 25.65
Stone Derrickman 25.65
Sheeter 25.90
Curtain Wall Installer 25.65
Metal Window Installer 25.65

**SUPPLEMENTAL BENEFITS**
Per hour worked

JOURNEYMAN  $19.06

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour
one YEAR TERMS AT THE FOLLOWING WAGE RATES:

<table>
<thead>
<tr>
<th>Year</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>$15.00</td>
</tr>
<tr>
<td>2nd</td>
<td>$17.00</td>
</tr>
<tr>
<td>3rd</td>
<td>$19.00</td>
</tr>
<tr>
<td>4th</td>
<td>$21.00</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Year</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st year</td>
<td>$8.00</td>
</tr>
<tr>
<td>2nd year</td>
<td>$14.93</td>
</tr>
<tr>
<td>3rd year</td>
<td>$15.92</td>
</tr>
<tr>
<td>4th year</td>
<td>$16.91</td>
</tr>
</tbody>
</table>

**JOB DESCRIPTION**

**Laborer - Building**

**DISTRICT** 8

**ENTIRE COUNTIES**
Orange, Sullivan, Ulster

**PARTIAL COUNTIES**
Delaware: Only the Townships of Andes, Bovina, Davenport, Delhi, Franklin, Hamden, Harpersfield, Kortright, Meredith, Middletown, Roxbury, and Stamford.
Greene: Only the Township of Catskill.

**WAGES**
GENERAL LABORER: Flag person, portable generator tender, portable pump tender, pitman and dumpman, temporary heat tender, traffic control, air chipping hammer, acoustic pump, mixer, concrete, laborer, demolition, excavation, fire proofing, piping for foundation and building, gunite, general cleanup, grading, backfilling, landscaping, mason tender, jackhammer, pavement breaker, tampers, walk behind roller, pressure blasting, signalperson, buggies, wrecking, asphalt, blaster, chain saw, chipping machine, corrugate pipe, cleaning machine, cutting torch, discharge pipe, drill chuck tender, explosive handler, hydraulic splitter, joy and jib drill, pipe layer, leroi hydraulic drill or similar, mega mixer, power brush cutter, pump crete machine, rip rap, retention and toxic and hazardous waste liners, air track, assembling and placing of gabion baskets.
PREMIUM LABORER: Asbestos abatement work, toxic and hazardous abatement, lead abatement work, environmental work.

**WAGES:**

<table>
<thead>
<tr>
<th>Year</th>
<th>General</th>
<th>Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$27.75</td>
<td>32.30</td>
</tr>
<tr>
<td>06/01/2009</td>
<td>$28.75</td>
<td>33.30</td>
</tr>
</tbody>
</table>

Shift Differential: On all Governmental mandated irregular or off shift work, an additional 20% of wage is required.

**SUPPLEMENTAL BENEFITS**
(per hour worked)
Journeyman  $18.00 $18.80

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE
HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(1) year terms at the following wage rates.

<table>
<thead>
<tr>
<th>Term</th>
<th>1st term</th>
<th>2nd term</th>
<th>3rd term</th>
<th>4th term</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 16.84</td>
<td>$ 20.18</td>
<td>$ 23.51</td>
<td>$ 26.85</td>
</tr>
<tr>
<td></td>
<td>$ 17.50</td>
<td>$ 20.96</td>
<td>$ 24.41</td>
<td>$ 27.87</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

Apprentices $ 12.70 $ 13.20

JOB DESCRIPTION Laborer - Building
DISTRICT 1

ENTIRE COUNTIES Albany, Rensselaer, Washington

PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.
Greene: Entire county except the Township of Catskill.
Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford.

WAGES Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #1:</td>
<td>$ 21.26</td>
<td>$ 21.76</td>
<td>$ 22.61</td>
</tr>
<tr>
<td>All Classifications</td>
<td></td>
<td>Additional</td>
<td>Additional</td>
</tr>
<tr>
<td>except as noted in</td>
<td></td>
<td>$ 1.55</td>
<td>$ 1.55</td>
</tr>
<tr>
<td>Groups 2 &amp; 3</td>
<td></td>
<td></td>
<td>$ 1.65</td>
</tr>
</tbody>
</table>

Group #2:
Blaster, Wagon Drill Operator, Metal Formsetter (sidewalk), Well Pointing & Laser Operator

Group #3:
Handling of Asbestos or Toxic Materials

SUPPLEMENTAL BENEFITS Per hour worked

Journeyman $ 13.83

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 HOUR TERMS AT THE FOLLOWING PERCENTAGE OF JOURNEYMAN'S BASIC HOURLY WAGE.

<table>
<thead>
<tr>
<th></th>
<th>1ST</th>
<th>2ND</th>
<th>3RD</th>
<th>4TH</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>65 %</td>
<td>70 %</td>
<td>80 %</td>
<td>80 %</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $ 13.83
JOB DESCRIPTION Laborer - Heavy&Highway & Tunnel

ENTIRE COUNTIES
Albany, Rensselaer, Washington

PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.
Greene: Entire county except the Township of Catskill.
Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford.

WAGES
GROUP # A:
Basic, Drill Helper, Flagman, Outboard and Hand Boats

GROUP # B:
Chain Saw, Concrete Aggregate Bin, Concrete Bootmen, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of Steelmesh, Small Generators for Laborers’ Tools, Installation of Bridge Drainage Pipe, Pipe Layers, Vibrator Type Rollers, Tamper, Drill Doctor, Tail or Screw Operator on Asphalt Paver, Water Pump Operators(1-1/2” and Single Diaphragm) Nozzle (Asphalt, Gunite, Seeding and Sand Blasting), Laborers on Chain Link Fence. Rock Splitter and Power Unit, Pusher Type Concrete Saw and all other Gas, Electric, Oil and Air Tool Operators, Wrecking Laborer.

GROUP # C:
All Rock or Drilling Machine Operators (Except Quarry Master and Similar Type), Acetylene Torch Operators, Asphalt Raker and Powderman.

GROUP # D:
Blasters, Metal Form Setters(sidewalk), Stone or Granite Curb Setters.

WAGES per hour

07/01/2008

Group # A $ 22.99
Group # B 23.19
Group # C 23.39
Group # D 23.59

Additional 2.00 per hr. over base rate for work on a State or Federally designated waste site & where relevant State or Federal regulations require employees to use or wear forms of personal protection.

All employees who work an irregular work day that starts from 5:00 pm to 1:00 am on a governmental mandated night shift shall be paid an additional $1.50 per hour.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 13.95

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hour terms at the following percentage of Journeyman’s wage

1st 2nd 3rd 4th
65% 70% 80% 80%

Supplemental Benefits per hour worked

Apprentices $ 13.95

1-190 h/h

Laborer - Heavy&Highway & Tunnel 05/01/2009

JOB DESCRIPTION Laborer - Heavy&Highway & Tunnel

ENTIRE COUNTIES
Orange, Sullivan, Ulster
PARTIAL COUNTIES
Delaware: Only the Townships of Andes, Bovina, Middletown, Roxbury, Franklin, Hamden, Stamford, Delhi, Kortright, Harpersfield, Meredith, and Davenport.
Greene: Only the Township of Catskill.

WAGES
CLASS 1: Flagperson.
CLASS 2: General laborer, chuck tender, nipper, powder carrier, magazine tender, concrete men, vibrator men, mason tender, mortar men, traffic control, custodial work, temporary heat, pump men, pit men, dump men, asphalt men, joint setter, signalman, pipe men, riprap, dry stone layers, jack hammer, bush hammer, pavement breaker, gunnite nozzle, nozzle men on mulching & seeding machines all seeding & sod laying, landscape work, walk behind self-prop, powers saws, grinder, groover, walk behind rollers and tampers of all types, burner men, filling and wiring of baskets for gabion walls, chain saw operator, railroad track laborers, power buggy & pumpcrete opers. fireproof sprayer, plaster & acoustic pumps, asbestos, toxic, lead or hazardous materials when protective clothing & equipment is not required, power brush cutter, retention liners, walk behind surface planer, chipping hammer, manhole and catch basin on inlet building, mortar mixer, laser men.
*Micropaving and crack sealing.
CLASS 3: Asbestos, toxic, lead or hazardous materials abatement when protective clothing and equipment are required, blaster, all air, hydraulic, or similar type drills, asphalt screedmen.
CLASS 4: Blaster, all laborers involved in shaft tunnel, caisson, pipejacking, and boring operations.

WAGES (per hour)
07/01/2008
CLASS 1 $ 26.25
CLASS 2* 30.60
CLASS 3 34.50
CLASS 4 36.00
*NOTE: Micropaving and crack sealing laborers shall receive $2.00 per hour over the CLASS 2 rate.

SHIFT DIFFERENTIAL: On all NYS D.O.T. or other Governmental mandated irregular or off shift work, an additional 15% of wage on straight time pay.

SUPPLEMENTAL BENEFITS
(per hour paid)
Journeyman $ 17.00

OVERTIME PAY
OVERTIME: See (B, E, Q, S*) on OVERTIME PAGE.

HOLIDAY
Paid: See (5, 6, 13, 15, 25) on HOLIDAY PAGE
Overtime: See (5, 6, 13, 15, 25) on HOLIDAY PAGE
*Note: If Saturday Holiday is worked code S applies.

REGISTERED APPRENTICES
(1) year terms at the following wage rates.
1st term $ 17.67
2nd term 21.06
3rd term 24.46
4th term 27.86

Supplemental Benefits per hour paid:
Apprentices $ 13.70

Lineman Electrician
05/01/2009

JOB DESCRIPTION Lineman Electrician
ENTIRE COUNTIES
WAGES

Per hour:

Includes Teledata Work within Ten feet of High Voltage Transmission Lines

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician/Welder</td>
<td>$42.19</td>
<td>$44.30</td>
</tr>
<tr>
<td>Cable splicer</td>
<td>42.19</td>
<td>44.30</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>37.97</td>
<td>39.87</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>35.86</td>
<td>37.66</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Flagman</td>
<td>25.31</td>
<td>26.58</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr. for entire crew when a helicopter is used.

Above rates applicable on all overhead Transmission line work & Fiber Optic Cable where other construction trades are or have been involved. This applies to transmission line work only, not other construction.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician/Welder</td>
<td>$40.98</td>
<td>$43.08</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>36.88</td>
<td>38.77</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>34.83</td>
<td>36.62</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Mech. 1st Class</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Flagman</td>
<td>24.59</td>
<td>25.85</td>
</tr>
<tr>
<td>Certified WelderPipe Type Cable</td>
<td>43.03</td>
<td>45.23</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>45.08</td>
<td>47.39</td>
</tr>
</tbody>
</table>

Additional 1.00 per hour for entire crew when a helicopter job.

Above rates apply on Switching Structures, Maintenance projects, Railroad Catenary install/maint, Third rail installation, Bonding of Rails and pipe type cable and installation of Fiber Optic Cable.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician</td>
<td>$39.67</td>
<td>$41.78</td>
</tr>
<tr>
<td>Welder/Cable Splicer</td>
<td>39.67</td>
<td>41.78</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr. for entire crew when a helicopter is used.

Above rates applicable on all overhead and underground distribution and maintenance work, and all overhead and underground transmission line work and the installation of Fiber Optic Cable where no other construction trades are or have been involved.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician</td>
<td>$39.67</td>
<td>$41.78</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>43.64</td>
<td>45.96</td>
</tr>
<tr>
<td>Certified Welder pipe type</td>
<td>41.65</td>
<td>43.87</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional $1.00 per hour for entire crew when a helicopter is used.

Above rates applicable on all electrical sub-stations, switching structures, fiber optic cable and all other work not defined as "Utility outside electrical work"

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **

Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday. Friday may be used as a make-up day.
NOTE - In order to use the ‘4 Day/10 Hour Work Schedule,’ you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked including holidays listed below:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

<table>
<thead>
<tr>
<th></th>
<th>$ 12.00</th>
<th>12.25</th>
</tr>
</thead>
<tbody>
<tr>
<td>*plus 7% of</td>
<td>hourly wage paid</td>
<td>hourly wage paid</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, Q,) on OVERTIME PAGE. Double time for all emergency work designated by the Dept. of Jurisdiction.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Hours</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st shift</td>
<td>8:00 AM to 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2nd shift</td>
<td>4:30 PM to 1:00 AM</td>
<td>REGULAR RATE PLUS 17.3 %</td>
</tr>
<tr>
<td>3rd shift</td>
<td>12:30 AM to 9:00 AM</td>
<td>REGULAR RATE PLUS 31.4 %</td>
</tr>
</tbody>
</table>

HOLIDAY
Paid See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.
Overtime See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.

SUPPLEMENTS for holidays paid at straight time

REGISTERED APPRENTICES
(1000) hr terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

<table>
<thead>
<tr>
<th></th>
<th>$ 12.00</th>
<th>12.25</th>
</tr>
</thead>
<tbody>
<tr>
<td>*plus 7% of</td>
<td>hourly wage paid</td>
<td>hourly wage paid</td>
</tr>
</tbody>
</table>

*NOTE: The 7% is based on the hourly wage paid, straight time rate or premium rate.

6-1249a

Lineman Electrician - Teledata

JOB DESCRIPTION Lineman Electrician - Teledata

DISTRICT 6

ENTIRE COUNTIES

WAGES
Per hour:

FOR WORK OUTSIDE BUILDING PROPERTY LINES.

07/01/2008

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cable Splicer</td>
<td>$ 24.85</td>
</tr>
<tr>
<td>Installer/Repairman</td>
<td>23.60</td>
</tr>
<tr>
<td>Teledata Lineman</td>
<td>23.60</td>
</tr>
<tr>
<td>Technician/Equip Oper</td>
<td>23.60</td>
</tr>
<tr>
<td>Groundman</td>
<td>12.51</td>
</tr>
</tbody>
</table>

NOTE: EXCLUDES Teledata work within ten feet of High Voltage (600 volts and over) transmission lines. For this work please see LINEMAN.
SUPPLEMENTAL BENEFITS
Per hour worked:

$4.43
*plus 3% of hourly wage paid

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 16) on HOLIDAY PAGE

JOB DESCRIPTION
Lineman Electrician - Traffic Signal Lighting

ENTIRE COUNTIES

WAGES
Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Welder</td>
<td>$38.20</td>
<td>$40.16</td>
</tr>
<tr>
<td>Lineman/Technician</td>
<td>36.38</td>
<td>38.25</td>
</tr>
<tr>
<td>Digging Mach</td>
<td>32.74</td>
<td>34.43</td>
</tr>
<tr>
<td>Tractor trailer driver</td>
<td>30.92</td>
<td>32.51</td>
</tr>
<tr>
<td>Groundman Truck Driver</td>
<td>29.10</td>
<td>30.60</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>29.10</td>
<td>30.60</td>
</tr>
<tr>
<td>Flagman</td>
<td>21.83</td>
<td>22.95</td>
</tr>
</tbody>
</table>

Above rates applicable on all Lighting and Traffic Signal Systems with the installation, testing, operation, maintenance and repair of all traffic control and illumination projects, traffic monitoring systems, road weather information systems and the installation of Fiber Optic Cable.

SUPPLEMENTAL BENEFITS
Per hour worked:

The following SUPPLEMENTAL BENEFITS apply to all classifications including apprentices.

<table>
<thead>
<tr>
<th></th>
<th>$12.00</th>
<th>$12.25</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>*plus 6.5% of hourly wage paid</td>
<td>*plus 6.5% of hourly wage paid</td>
</tr>
</tbody>
</table>

NOTE: Additional $1.00 per hr. for entire crew when a helicopter is used.
*NOTE: The 6.5% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

NOTE: DOUBLE TIME FOR ALL EMERGENCY WORK DESIGNATED BY THE DEPT. OF JURISDICTION.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>SHIFT</th>
<th>HOURS</th>
<th>RATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ST SHIFT</td>
<td>8:00 AM TO 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2ND SHIFT</td>
<td>4:30 PM TO 1:00 AM</td>
<td>REGULAR RATE PLUS 17.3%</td>
</tr>
<tr>
<td>3RD SHIFT</td>
<td>12:30 AM TO 9:00 AM</td>
<td>REGULAR RATE PLUS 31.4%</td>
</tr>
</tbody>
</table>

HOLIDAY
Paid
See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.
Overtime
See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.

REGISTERED APPRENTICES
(1000) hour terms at the following percentage of Journeymans Wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

**Lineman Electrician - Tree Trimmer**

**JOB DESCRIPTION** Lineman Electrician - Tree Trimmer

**DISTRICT** 6

**ENTIRE COUNTIES**


**WAGES**

Per hour:

Applies to line clearance, tree work and right-of-way preparation on all new or existing overhead electrical, telephone and CATV lines.

**07/01/2008**

- Tree trimmer $21.22
- Equip Operator 18.72
- Mechanic 18.72
- Truck Driver 15.82
- Ground person 12.99
- Flag person 9.25

**SUPPLEMENTAL BENEFITS**

Per hour worked:

- $5.60
- *plus 3% of hourly wage paid

Supplements paid at STRAIGHT TIME rate for holidays.

*NOTE:* The 3% is based on the hourly wage paid, straight time rate or premium rate.

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE

Overtime: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE

---

**Mason - Building**

**05/01/2009**

**JOB DESCRIPTION** Mason - Building

**DISTRICT** 1

**ENTIRE COUNTIES**


**WAGES**

Per hour 07/01/2008

- Marble, Tile, Slate & Terrazzo
- Setter $26.81
- Finisher 21.05

**SUPPLEMENTAL BENEFITS**

Per hour worked

- Journeyman Setter $14.89
- Journeyman Finisher 12.71

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
REGISTERED APPRENTICES
Wages per hour

Hour terms at the following percentage of Journeyman's wage

Setter:
1st term 500 hours 60%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Finisher:
1st term 500 hours 70%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Supplemental Benefits per hour worked
Setter:
1st term $ 8.89
All others 14.89

Finishers:
1st term $ 8.45
All others 12.71

1-2TS.1

Mason - Building

JOB DESCRIPTION Mason - Building


PARTIAL COUNTIES Warren: Only the Townships of Bolton, Lake George, Lake Luzerne, Queensbury, Stony Creek, Thurman & Warrensburg.

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009 Additional</th>
<th>05/01/2010 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayer</td>
<td>$ 26.29</td>
<td>$ 1.71</td>
<td>$ 1.76</td>
</tr>
<tr>
<td>Cement Mason(Bldg)</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Plasterer/Fireproofing*</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Pointer/Caulker/Cleaner</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Stone Mason</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
</tbody>
</table>

*Fireproofing of Structural only.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 15.39

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 hour terms at the following percentage of Journey's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
</table>
| Percent| 55% | 60% | 65% | 70% | 75% | 80% | 85% | 90%

Supplemental Benefits per hour worked
1st term $ 9.04
Mason - Heavy & Highway

JOB DESCRIPTION
Mason - Heavy & Highway

DISTRICT
1

ENTIRE COUNTIES

PARTIAL COUNTIES
Onondaga: All classifications except Cement Masons.

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mason &amp; Bricklayer</td>
<td>$ 27.23</td>
<td>$ 28.94</td>
</tr>
<tr>
<td>Additional</td>
<td></td>
<td>$ 1.71</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 14.47

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 HR TERMS at the following percent of Journeyman’s wage

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

1st term $ 8.72
All others 14.47

Millwright

JOB DESCRIPTION
Millwright

DISTRICT
1

ENTIRE COUNTIES
Columbia, Greene

WAGES
Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Millwright</td>
<td>$ 30.38</td>
</tr>
<tr>
<td>Millwright Welder &amp; Hazardous Waste Work</td>
<td>31.63</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked:

Journeyman $ 17.92

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(1) year terms at the following percentage of journeyman’s rate.
Supplemental Benefits per hours worked:

Apprentices:
1st term $ 8.42
2nd term 14.12
3rd term 15.07
4th term 16.02

Operating Engineer - Building

JOB DESCRIPTION Operating Engineer - Building

DISTRICT 1

ENTIRE COUNTIES
Albany, Clinton, Columbia, Essex, Franklin, Fulton, Greene, Hamilton, Montgomery, Otsego, Rensselaer, Saratoga, Schenectady,
Schoharie, Warren, Washington

PARTIAL COUNTIES
Dutchess: Northern part of Dutchess (to the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along
Route 115 to Bedelt Road, then east along Bedelt Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east
along Bower Road to Rte. 44, and along Rt. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover
Plains, and east along the northern boundary of Town of Dover Plains to Connecticut).
Herkimer: East of a North/South line through the RailroadStation at Little Falls.

WAGES
Master Mechanic:

CLASS A1:
Crane, Hydraulic Cranes, Tower Crane, Locomotive Crane, Piledriver, Cableway, Derricks, Whirlies, Dragline, Boom truck over 5 ton.

CLASS A:
Maintenance Engineer, Self-Contained Crawler Drill, Hydraulic Rock drill,shovel, All Excavators including rubber tire & full swing.
Backhoe(except tractor mtd. rubber tired), Gradalls, Power road grader, all CMI equipment, Front-end rubber tire loader, Tractor-mounted
drill (quarry master), Mucking machine, Concrete central mix plant, Concrete pump, Belcrete system, Automated asphalt concrete plant,
Tractor road paver, Boom Trucks 5 ton & under.

CLASS B:
Backhoe(rubber tired backhoe/loader combination), Bulldozer, Push cat, Tractor, Traxcavator, Scraper, LeTourneau grader, Form fine
Grader, Road Roller, Blacktop Roller, Blacktop Spreader, Power Brooms, Sweepers, Trenching Machine, Barber Greene loader, Side
booms, Hydro hammer, Concrete spreader, Concrete finishing machine, One Drum Hoist, Power Hoisting(single drum), hoist-two drum or
more, 3 Drum Eng., power hoisting (2 drum & over) 2 & 3 Drum & Swing Engine, Hod Hoist, A-L Frame Winchs, Core & Well Drills(one
drum), Post Hole Digger, CHB Vibro Tamp or Similar Mach. Batch Pin & Plant Oper., Dinky Locom., Skid Steer loader, Track excav. 5/8 cu
yd or under.

CLASS C:
Forklift, High Lift, Lull, Oiler, Fireman and Heavy-duty Greaser, Boilers, Steam Generators, Vibrator, Mortar Mixer, Air Compressor, Dust
Collector, Welding Machine, Well Point, Mechanical Heater, Generators, Temporary Light Plants, Electric Submersible Pump 4" and over,
Murphy type diesel generator, Conveyor, Elevators, Concrete Mixer and Belcrete power pack (Belcrete system), Seeding & Mulching
Machines, Pumps and Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if
manually operated.

WAGES per hour

07/01/2008

Class # A1 $ 31.98
Class # A 31.54
Class # B 30.63
Class # C 28.06

Cranes: over 150 ft add .50 per hr, Cranes: over 200 ft add 1.00 per hr, tower Cranes add .50 per hr over class A1 rate.

Additional $ 2.50 per hr. for hazardous or toxic waste work.
Additional $ 2.00 per hr over B rate for Nuclear Leader work.
Additional $0.40 per hr for tunnel or excavation of shaft 40’ or more deep.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman $17.37

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman’s wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60% of</td>
<td>70% of</td>
<td>80% of</td>
<td>90% of</td>
</tr>
</tbody>
</table>

Class B Class B Class B Class B

Supplemental Benefits per hour paid

All classes $13.55

OPERATING ENGINEER - HEAVY&HIGHWAY

DISTRIBUTION

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: (*NOTE: This description is in effect up to 08/31/2006). *North of a West/East line through Dutchess County starting at the Northern Boundary of the City of Poughkeepsie.

**NOTE: This change takes effect on 09/01/2006)** The part of Dutchess (defined by the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedell Road, then east along Bedell Road to VarWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to the border line of the State of Connecticut, and bordered on the west by the middle of the Hudson River).

Herkimer: East of a North/South line through the RailroadStation at Little Falls.

WAGES
MASTER MECHANIC:

CLASS 1A:
Crane, Cherry Picker (over 5 ton capacity), Derricks (steel erection) Dragline, Overhead Crane (gantry or straddle), Piledriver, Boom Truck (Over 5 tons).

CLASS A:
Automated Concrete Spreader (CMI Type), Automatic Fine Grader, Backhoe (except tractor-mounted, rubber tired), Backhoe Excavator Full Swing (CAT 212 or similar), Belt Placer (CMI Type), Blacktop Plant (automated), Cableway, Caisson Auger, Central Mix Concrete Plant (automated), Concrete Pump (8” or over), Dredge, Dual Drum Paver, Excavator (all purpose-hydraulic Gradall or Similar), Profiler (over 105 H.P.), Front End Loader (4c.y. & over), Head Tower (Sauerman or equal), Hoist (two or three Drum), Mine Hoist, Holland Loader, Mucking Machine or Mole, Power Grader, Quad 9, Quarry Master (or equivalent), Scraper, Shovel, Side Boom, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (manned, rented equipment excluded) & Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Pavement Breaker (sp) Wertgen; PB-4 & similar type.

CLASS B:
Backhoe (Tractor-Mounted, Rubber Tired), Bituminous Spreader & Mixer, Blacktop Plant (non-automated), Blast or Rotary Drill (Truck or Tractor Mounted), Boring Machine, Cage Hoist, Central Mix Plant (Non Automated), All Concrete Batching Plants, Cherry Picker (5 ton capacity & under), Compressors (4 or less exceeding 2000 cfm combined capacity), Concrete Paver over 16S, Concrete Pump (Under 8”), Bituminous Recycling machine Crawler Drill Self Contained, Crusher, Diesel Power Unit, Drill Rigs (Tractor Mounted), Front End Loader (under 4 c.y.), Hi-Pressure Boiler (15 lbs. & over), Hoist (One Drum), Kolman Plant Loader & similar type loaders (if employer requires another man, he shall be Oiler), L.C.M. Work Boat Operator, Locomotive, Greaseman/Lubrication Eng, Welder, Mixer (for stabilized base-self propelled), Monorail Machine, Plant Engineer, Profiler (105 H.P. or under), Pump Crete, Ready Mix Concrete Plant, Refrigeration Equipment (for soil stabilization), Road Widener, Roller (all above sub-grade), Sea Mule, Tractor with Dozer and/or Pusher, Trencher, Tugger Hoist, Winch and Winch Cat, Hydro-Axe, Pug Mill, Skidder, Self-contained Ride-on Rock Drill, excluding Air-Track type drill.
CLASS C:
A Frame(Winch Hoist on)Truck, Ballast Regulator(ride on) Bituminous Heater Self-Propelled, Concrete Pavement Spreaders and Finishers, Conveyor, Drill (core), Drill (well), Farm Tractor with Accessories, Fine Grade Machine, Fork Lift, Grout Pump, Gunite Machine, Hammers(hydraulic-self propelled); Hydra-Spiker(ride-on); Hydro-Blaster(water),Power Sweeper, Post Hole Digger & Post Driver, Roller(grade & fill), Scarifier(ride-on), Span Saw(ride-on) Tamper(ride-on), All ride-on Tie Extractors, Tie Handlers, Tie Spacers, Tie Inserters & Track Liners, Tractor(with towed access.), Vibratory Compactor, Vibro Tamp, Well Point, Tire repair, Skid Steer Bobcat or similar loader, Aggregate Plant, Boiler (used with production), Cement and bin Operator, Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters Concrete Paver or Mixer (165 & under), Concrete Saw (self propelled), Form Tamper, Fireman, Hydraulic Pump (jacking system) Mulching Machine, Oiler, Parapet concrete or pavement grinder, Power Broom (towed), Power Heaterman, Revinius Widener, Shell Winder, Steam Cleaner, Tractor, Directional Drilling Machine Locator, Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour 07/01/2008

Master Mechanic $ 33.15
Class 1A 31.97
Class A 31.54
Class B 30.63
Class C 28.06

ALL EMPLOYEES WHO WORK A SINGLE IRREGULAR SHIFT STARTING FROM 5:00 PM TO 1:00 AM THAT IS GOVERNMENTALLY MANDATED NIGHT WORK, SHALL BE PAID AN ADDITIONAL $2.00 PER HOUR.

$0.50 per hr additional for Crane with Boom length & gib 150ft. and over.

$1.00 " " " " " " " " " " " " 200ft. " "

Additional $2.50 per hr. for hazardous or toxic waste work.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman $ 17.55

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman's wage Class B

1st 2nd 3rd 4th
60% 70% 80% 90%

Supplemental Benefits per hour paid

All Terms $ 13.55

Operating Engineer - Marine Construction 05/01/2009

JOB DESCRIPTION Operating Engineer - Marine Construction

DIPPER,CLAMSHELL DREDGES 07/01/2008- 10/01/2008
& HYDRAULIC DREDGES 09/30/2008

CLASS A
Operator, Leverman, $ 32.09 $ 32.89
Lead Dredgeman

CLASS B
Spider/Spill Barge Operator, $27.94 $ 28.49
Tug Operator(over1000hp), $  
OperatorII, Fill Placer, $  
Derrick Operator, Engineer, $  
Chief Mate, Electrician, $  
Chief Welder, $  
Maintenance Engineer $  

Certified Welder, $ 26.29 $ 26.84
Boat Operator(licensed) $  

CLASS C
Drag Barge Operator, $ 25.49 $ 26.14
Steward, Mate, $  
Assistant Fill Placer, $  
Welder (please add) $  0.51 $  0.06
Boat Operator $ 24.79 $ 25.29

CLASS D
Shoreman, Deckhand, $  
Rodman, Scowman, Cook, $  
Messman, Porter/Janitor $  
Oiler(please add) $  0.09 $  0.09

SUPPLEMENTAL BENEFITS
Per Hour:

THE FOLLOWING SUPPLEMENTAL BENEFITS APPLY TO ALL CATEGORIES

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2008-09/30/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Classes A &amp; B</td>
<td>$ 7.80 plus 7% of straight time wage</td>
<td>$ 8.05 plus 7% of straight time wage</td>
</tr>
<tr>
<td>(overtime hours add)</td>
<td>$ 0.63</td>
<td>$ 0.63</td>
</tr>
<tr>
<td>All Class C</td>
<td>$ 7.50 plus 7% of straight time wage</td>
<td>$ 7.75 plus 7% of straight time wage</td>
</tr>
<tr>
<td>(overtime hours add)</td>
<td>$ 0.48</td>
<td>$ 0.48</td>
</tr>
<tr>
<td>All Class D</td>
<td>$ 7.20 plus 7% of straight time wage</td>
<td>$ 7.45 plus 7% of straight time wage</td>
</tr>
<tr>
<td>(overtime hours add)</td>
<td>$ 0.23</td>
<td>$ 0.23</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, F, R) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 15, 26) on HOLIDAY PAGE

4-25a-MarConst

Operating Engineer - Survey Crew 05/01/2009

JOB DESCRIPTION Operating Engineer - Survey Crew

ENTIRE COUNTIES

Page 103
PARTIAL COUNTIES
Dutchess: The Northern portion of the county from the Northern boundary line of the City of Poughkeepsie North.

WAGES
Per hour:

SURVEY CLASSIFICATIONS: Party Chief- One who directs a survey party. Instrumentman- One who runs the instrument and assists the Party Chief. Rodman- One who holds the rods and in general, assists the survey party.

07/01/2008
Survey Rates:
Party Chief $29.82
Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:
Journeyman $16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(1 yr. or 1000 hrs.) terms at the following wage rates.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>16.23</td>
<td>18.94</td>
<td>21.64</td>
</tr>
</tbody>
</table>

Supplemental Benefits:
Per hour worked:
Apprentices $16.30

Operating Engineer - Survey Crew - Consulting Engineer 05/01/2009

JOB DESCRIPTION Operating Engineer - Survey Crew - Consulting Engineer DISTRICT 6

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: The northern portion of the county from the Northern boundary line of the City of Poughkeepsie North.

WAGES
Per hour:

Feasibility and preliminary design surveying, line and grade surveying for inspection or supervision of construction when performed under a Consulting Engineer Agreement.
SURVEY CLASSIFICATIONS: Party Chief- One who directs a survey party. Instrument Man- One who runs the instrument and assists the Party Chief. Rodman- One who holds the rods and in general, assists the survey party.

07/01/2008
Survey Rates:
Party Chief $29.82
Instrument/Rodperson 27.05
Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

**SUPPLEMENTAL BENEFITS**
Per hour worked:  
$16.30

**OVERTIME PAY**  
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**  
Paid: See (5, 6) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE

---

**Operating Engineer - Trenchless Pipe Rehab**  
05/01/2009

**JOB DESCRIPTION**  
Operating Engineer - Trenchless Pipe Rehab

**DISTRICT**  
4

**ENTIRE COUNTIES**  

**WAGES**  
Per Hour:  
07/01/2008

- DSET/DSSET Operator  
  $31.50
- Robotic Unit Operator  
  31.50
- DDCC Injection Operator  
  31.50
- Technician/Equipment Operator  
  27.00
- AM Liner/Hydra Seal Installer  
  27.00
- Hobas Pipe, Polyethylene Pipe or Pull and Inflatable Liner Inst.  
  27.00

**SUPPLEMENTAL BENEFITS**  
Per Hour Worked

- All Classifications  
  $11.34

**OVERTIME PAY**  
See (B, H) on OVERTIME PAGE

**HOLIDAY**  
Paid: See (5, 6, 8, 9, 15, 25) on HOLIDAY PAGE

**REGISTERED APPRENTICES**  
At One Year Terms  
(Per Hour)

- First Year  
  $16.00
- Second Year  
  16.75
- Third Year  
  17.25
- Fourth Year  
  18.00

**Supplemental Benefit**  
(Per Hour Worked)  
All Terms  
$11.34
JOB DESCRIPTION Painter

ENTIRE COUNTIES
Columbia, Dutchess, Greene, Orange, Sullivan, Ulster

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009 Additional</th>
<th>05/01/2010 Additional</th>
<th>05/01/2011 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brush/Paper Hanger</td>
<td>$ 25.64</td>
<td>$ 1.75</td>
<td>$ 2.20</td>
<td>$ 2.25</td>
</tr>
<tr>
<td>Dry Wall Finisher</td>
<td>25.64</td>
<td>1.75</td>
<td>2.20</td>
<td>2.25</td>
</tr>
<tr>
<td>Lead Abatement</td>
<td>25.64</td>
<td>1.75</td>
<td>2.20</td>
<td>2.25</td>
</tr>
<tr>
<td>Sandblaster-Painter</td>
<td>25.64</td>
<td>1.75</td>
<td>2.20</td>
<td>2.25</td>
</tr>
<tr>
<td>Spray Rate</td>
<td>26.64</td>
<td>1.75</td>
<td>2.20</td>
<td>2.25</td>
</tr>
</tbody>
</table>

Bridge Painter:
See Bridge Painting rates for the following work:

- Structural Steel, Tanks over 100,000 Gal or over 20' High, Towers, Smoke Stacks, Flag Poles, Bridges, Swing Stage, Boatswain Chair over 20', Bridge Sandblaster.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 14.19

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

One Half year terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
</tr>
</thead>
<tbody>
<tr>
<td>40%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

1st term $ 6.69
All others 14.19

1-155

JOB DESCRIPTION Painter - Bridge & Structural Steel

ENTIRE COUNTIES

WAGES
Per Hour Worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>STEEL:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bridge Painting</td>
<td>$ 44.00</td>
<td>$ 45.25</td>
</tr>
<tr>
<td>Power Tool/Spray</td>
<td>$ 50.00*</td>
<td>$ 51.25*</td>
</tr>
</tbody>
</table>

Shift Work: If there is a 2nd shift separate from the first crew, then all employees who work the second shift will be paid an additional 10% of the base wage up to seven hours worked after which the employees shall be paid at time and one half of the regular wage rate. If the Employer works a second shift on Saturday or Sunday, all employees will be paid at a 10% differential of their overtime rate of time and one half.
NB: For Bridge Painting Contracts, ALL WORKERS on and off the bridge (including Flagmen) are to be paid Painter's Rate; the contract must be ONLY for Bridge Painting.

SUPPLEMENTAL BENEFITS
Per Hour Worked: 07/01/2008 10/01/2008

$ 27.66*   $ 28.31*
27.66**   28.31**

*For the period of May 1st to November 15th:
This rate shall be paid up to a maximum of forty (40) hours worked per week. For all hours exceeding 40, the hourly rate shall be $5.00 per hour only. EXCEPT for the first and last week of employment on the project, and for the weeks of Memorial Day, Independence Day and Labor Day, this rate shall be paid for the actual number of hours worked.

**For the period of November 16th to April 30th:
This rate shall be paid up to a maximum of fifty (50) hours worked per week. For all hours exceeding 50, the hourly rate shall be $5.00 per hour only.

OVERTIME PAY
See (A, F, R) on OVERTIME PAGE
*Note: When calculating overtime pay for the Power Tool/ Spray classification, add Six dollars to the hourly overtime rate calculated for the "Bridge Painting" classification.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (4, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(wage per hour Worked):
(1) year terms at the following percentage of Journeyman's wage.

Apprentices:

<table>
<thead>
<tr>
<th>Year</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>40%</td>
<td>60%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits:

1st Term: Same as Journeyman less $5.00 per hour.

2nd and 3rd term: Same as Journeyman

Painter - Line Striping

JOB DESCRIPTION  Painter - Line Striping
DISTRICT 9

ENTIRE COUNTIES

WAGES
Per hour:
Painter (Striping-Highway): 07/01/2008

<table>
<thead>
<tr>
<th>Position</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stripping-Machine Operator*</td>
<td>$ 25.53</td>
</tr>
<tr>
<td>Linerman Thermoplastic</td>
<td>$ 30.79</td>
</tr>
</tbody>
</table>

Note: * Includes but is not limited to: Positioning of cones and directing of traffic using hand held devices. Excludes the Driver/Operator of equipment used in the maintenance and protection of traffic safety

SUPPLEMENTAL BENEFITS
Per hour paid: 07/01/2008
Journeymen: $ 9.97 + 7% of wage

OVERTIME PAY
See (B, E, P, S) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 20) on HOLIDAY PAGE
Overtime: See (5, 8, 11, 12, 15, 16, 17, 20, 21, 22) on HOLIDAY PAGE
JOB DESCRIPTION Painter - Metal Polisher

DISTRICT 9

ENTIRE COUNTIES

WAGES
07/01/2008

Metal Polisher
$ 23.10*

*Note: All workers shall be paid an additional premium in an amount equal to twenty (20%) percent of their basic straight time rate of pay for all time worked on hanging scaffolds and on standing scaffolds while working more than 34 feet off the ground. Such premium are to be paid on top of their straight time or overtime, whichever is applicable. This also applies to employees erecting scaffolding.

SUPPLEMENTAL BENEFITS
Per Hour: 07/01/2008
Journeyman: $ 11.02

OVERTIME PAY
See (B, E, Q, T) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 15, 16, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 15, 16, 25, 26) on HOLIDAY PAGE

REGISTERED APPRENTICES
55% of Basic Polisher Rate

Plumber 05/01/2009

JOB DESCRIPTION Plumber

DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Schenectady, Schoharie

PARTIAL COUNTIES
Hamilton: Only the Towns of Arietta, Benson, Hope, Indian Lake, Inlet, Lake Pleasant, Morehouse and Wells.
Saratoga: Only the Towns of Charlton, Clifton Park, Galway, Halfmoon, Milton, Stillwater and Waterford.

WAGES
Per hour:
Plumber: 07/01/2008 05/01/2009
Pipefitter, Steamfitter $ 30.31 $ 31.41

SUPPLEMENTAL BENEFITS
Per hour worked:
Journeyman $ 17.45 $ 18.62

OVERTIME PAY
Overtime Pay See (B1,Q) on OVERTIME PAGE.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
One year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 %</td>
<td>50 %</td>
<td>60 %</td>
<td>70 %</td>
<td>85 %</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices</td>
<td>$ 17.45</td>
</tr>
<tr>
<td></td>
<td>$ 18.62</td>
</tr>
</tbody>
</table>
Roofer 05/01/2009

JOB DESCRIPTION  Roofer

ENTIRE COUNTIES

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional</td>
<td></td>
<td>1.50</td>
</tr>
<tr>
<td>Roofer/Waterproofer</td>
<td>23.65</td>
<td>$ 23.65</td>
</tr>
<tr>
<td>Pitch &amp; Asbestos</td>
<td>24.65</td>
<td>$ 24.65</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 10.62

OVERTIME PAY
See ( B, E*Note, Q ) on OVERTIME PAGE.
* Saturday may be used as a make up day at straight time if employee misses 8 hrs or more during that week due to inclement weather.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

( 1/2 ) year terms at the following per cent of the Roofer's rate.

<table>
<thead>
<tr>
<th></th>
<th>1st yr 1st half</th>
<th>1st yr 2nd half</th>
<th>2nd yr 1st half</th>
<th>2nd yr 2nd half</th>
<th>3rd yr 1st half</th>
<th>3rd yr 2nd half</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr 1st half</td>
<td>50%</td>
<td>58%</td>
<td>66%</td>
<td>74%</td>
<td>82%</td>
<td>90%</td>
</tr>
<tr>
<td>1st yr 2nd half</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th></th>
<th>1st yr 1st half</th>
<th>1st yr 2nd half</th>
<th>2nd yr 1st half</th>
<th>2nd yr 2nd half</th>
<th>3rd yr 1st half</th>
<th>3rd yr 2nd half</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr 1st half</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st yr 2nd half</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sheetmetal Worker 05/01/2009

JOB DESCRIPTION  Sheetmetal Worker

ENTIRE COUNTIES

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional</td>
<td></td>
<td>2.15</td>
</tr>
<tr>
<td>Sheetmetal Worker</td>
<td>26.68</td>
<td>$ 26.68</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 19.09

OVERTIME PAY
See (B,E*,Q,) on OVERTIME PAGE.
* Double time after 8 hours on Saturdays.

**HOLIDAY**
- Paid: See (1) on HOLIDAY PAGE
- Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Wage per hour</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>$12.80</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd</td>
<td>13.66</td>
<td></td>
</tr>
<tr>
<td>3rd</td>
<td>14.51</td>
<td>Journeyman rate</td>
</tr>
<tr>
<td>4th</td>
<td>15.08</td>
<td></td>
</tr>
<tr>
<td>5th</td>
<td>16.01</td>
<td></td>
</tr>
<tr>
<td>6th</td>
<td>17.34</td>
<td></td>
</tr>
<tr>
<td>7th</td>
<td>18.68</td>
<td></td>
</tr>
<tr>
<td>8th</td>
<td>20.01</td>
<td></td>
</tr>
<tr>
<td>9th</td>
<td>21.34</td>
<td></td>
</tr>
<tr>
<td>10th</td>
<td>22.68</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Supplemental Benefits per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>$12.84</td>
</tr>
<tr>
<td>2nd</td>
<td>13.08</td>
</tr>
<tr>
<td>3rd</td>
<td>13.33</td>
</tr>
<tr>
<td>4th</td>
<td>13.49</td>
</tr>
<tr>
<td>5th</td>
<td>15.85</td>
</tr>
<tr>
<td>6th</td>
<td>16.26</td>
</tr>
<tr>
<td>7th</td>
<td>16.66</td>
</tr>
<tr>
<td>8th</td>
<td>17.06</td>
</tr>
<tr>
<td>9th</td>
<td>17.47</td>
</tr>
<tr>
<td>10th</td>
<td>17.87</td>
</tr>
</tbody>
</table>

**Sprinkler Fitter**

**JOB DESCRIPTION** Sprinkler Fitter

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**

Per hour

<table>
<thead>
<tr>
<th>Date</th>
<th>Sprinkler Fitter</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$29.90</td>
</tr>
<tr>
<td>01/01/2009</td>
<td>$29.90</td>
</tr>
<tr>
<td>04/01/2009</td>
<td>$30.65</td>
</tr>
<tr>
<td>01/01/2010</td>
<td>$30.65</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Supplemental Benefits per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$16.30</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
- Paid: See (1) on HOLIDAY PAGE
- Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Percentage of Journeyman's wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>50%</td>
</tr>
<tr>
<td>2nd</td>
<td>50%</td>
</tr>
<tr>
<td>3rd</td>
<td>55%</td>
</tr>
<tr>
<td>4th</td>
<td>60%</td>
</tr>
<tr>
<td>5th</td>
<td>65%</td>
</tr>
<tr>
<td>6th</td>
<td>70%</td>
</tr>
<tr>
<td>7th</td>
<td>75%</td>
</tr>
<tr>
<td>8th</td>
<td>80%</td>
</tr>
<tr>
<td>9th</td>
<td>85%</td>
</tr>
<tr>
<td>10th</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked
**Teamster - Building**

**JOB DESCRIPTION**  
Teamster - Building  

**DISTRICT**  
1

**ENTIRE COUNTIES**  
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

**PARTIAL COUNTIES**  
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Lake George, Lake Luzerne and Queensbury.

**WAGES**  
GROUP # A:  
Straight trucks, winch, transit mix on the site, road oilers, dump trucks, pick-ups, panel, water trucks, fuel trucks on the site (including nozzle).

GROUP # B:  
Low boy or Low boy trailer, Euclids or similar equipment.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st &amp; 2nd terms</td>
<td>$ 7.06</td>
<td>$ 7.71</td>
<td>$ 7.71</td>
<td>$ 8.41</td>
</tr>
<tr>
<td>3rd &amp; 4th terms</td>
<td>$ 11.30</td>
<td>$ 12.05</td>
<td>$ 12.05</td>
<td>$ 12.85</td>
</tr>
<tr>
<td>All others</td>
<td>$ 16.30</td>
<td>$ 17.30</td>
<td>$ 17.30</td>
<td>$ 18.35</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**  
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 11.56</td>
<td>$ 12.46</td>
<td>$ 13.46</td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME PAY**  
See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**  
Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE

---

**Teamster - Heavy&Highway**

**JOB DESCRIPTION**  
Teamster - Heavy&Highway  

**DISTRICT**  
1

**ENTIRE COUNTIES**  
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

**PARTIAL COUNTIES**  
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Luzerne, Caldwell, and Queensbury.

**WAGES**  
GROUP #1:  
Warehousemen, Yardmen, Truck Helpers, Pickups, Panel Trucks, Flatboy Material Trucks (straight jobs), Single Axel Dump Trucks, Dumpsters, Material Checkers and Receivers, Greasers, Truck Tiremen, Mechanics Helpers and Parts Chasers.

GROUP #2:  
Tandems and Batch Trucks, Mechanics, Dispatcher.

GROUP #3:  
Semi-Trailers, Low-boy Trucks, Asphalt Distribitor Trucks, and Agitator, Mixer Trucks and dumpcrete type vehicles, Truck Mechanic, Fuel Trucks.

GROUP #4:  
Specialized Earth Moving Equipment, Euclid type, or similar off-highway, where not self-loading, Straddle (Ross) Carrier, and self-contained concrete mobile truck.

GROUP #5:  
**WAGES per hour**

<table>
<thead>
<tr>
<th>Group #</th>
<th>07/01/2008</th>
<th>07/01/09</th>
<th>07/01/10</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #1</td>
<td>$24.27</td>
<td>$25.07</td>
<td>$25.87</td>
<td>$26.67</td>
</tr>
<tr>
<td>Group #2</td>
<td>24.32</td>
<td>25.12</td>
<td>25.92</td>
<td>26.72</td>
</tr>
<tr>
<td>Group #3</td>
<td>24.37</td>
<td>25.17</td>
<td>25.97</td>
<td>26.77</td>
</tr>
<tr>
<td>Group #4</td>
<td>24.52</td>
<td>25.32</td>
<td>26.12</td>
<td>26.92</td>
</tr>
<tr>
<td>Group #5</td>
<td>24.67</td>
<td>25.47</td>
<td>26.27</td>
<td>27.07</td>
</tr>
</tbody>
</table>

Hazardous waste projects that require a Level C or greater protection shall be paid an additional $1.00 per hour. All employees who work a single irregular work shift starting between 5pm and 1 am on governmental mandated night shifts shall be paid an additional 1.50 per hour. For work bid on or after April 1, 1995, there shall be a 12 month carryover of the negotiated rate in effect at the time of the bid.

**IMPORTANT NOTICE - EFFECTIVE 04/01/2009**

Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Friday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

**SUPPLEMENTAL BENEFITS**

Per hour paid:

<table>
<thead>
<tr>
<th></th>
<th>$13.15</th>
<th>$13.95</th>
<th>$14.75</th>
<th>$15.65</th>
</tr>
</thead>
</table>

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

---

**Welder**

**JOB DESCRIPTION** Welder

**DISTRICT** 1

**ENTIRE COUNTIES**


**WAGES**

Per hour 07/01/2008

Welder (To be paid the same rate of the mechanic performing the work)

**OVERTIME PAY**

**HOLIDAY**

1-As Per Trade
Rensselaer County General Construction

Asbestos Worker 05/01/2009

JOB DESCRIPTION Asbestos Worker


WAGES
Per hour 07/01/2007

Asbestos Worker Removal & hazardous abatement Only $ 20.83

Only for the removal of insulation materials from mechanical systems which are not going to be scrapped.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman $ 14.65

OVERTIME PAY
See (B, E, *Q, **T, V) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (2, 4, 6, 25) on HOLIDAY PAGE

*Code Q applies to 4, 6, 25.
**Code T applies to 2.

9-201North

Boilermaker 05/01/2009

JOB DESCRIPTION Boilermaker


WAGES
Per hour 07/01/2008 10/01/2008

Boilermaker $ 28.55 $ 29.65

SUPPLEMENTAL BENEFITS
Per hour worked

Journeymen $ 8.96 $ 8.96

Plus
36.6% 36.6%

of
Wage
Wage

OVERTIME PAY
See (B, E, *Q) on OVERTIME PAGE
* DOUBLE TIME AFTER TEN HOURS ON MON.-SAT.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11, 15) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour (1/2 year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>Year</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>65%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked.
All Apprentices get same benefits as Journeyman.

Carpenter - Building

JOB DESCRIPTION Carpenter - Building

DISTRICT 1

ENTIRE COUNTIES
Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES
Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$25.20</td>
<td>$25.20</td>
<td>$25.75</td>
</tr>
<tr>
<td>Floor Coverer</td>
<td>25.20</td>
<td>25.20</td>
<td>25.75</td>
</tr>
<tr>
<td>Carpet Layer</td>
<td>25.20</td>
<td>25.20</td>
<td>25.75</td>
</tr>
<tr>
<td>Dry-Wall</td>
<td>25.20</td>
<td>25.20</td>
<td>25.75</td>
</tr>
<tr>
<td>Lather</td>
<td>25.20</td>
<td>25.20</td>
<td>25.75</td>
</tr>
<tr>
<td>Piledriver</td>
<td>25.70</td>
<td>25.70</td>
<td>25.75</td>
</tr>
<tr>
<td>Diver-Wet Day</td>
<td>58.75</td>
<td>58.75</td>
<td>59.75</td>
</tr>
<tr>
<td>Diver -Dry Day</td>
<td>26.20</td>
<td>26.20</td>
<td>26.75</td>
</tr>
<tr>
<td>Diver Tender</td>
<td>26.20</td>
<td>26.20</td>
<td>26.75</td>
</tr>
<tr>
<td>Welder</td>
<td>25.20</td>
<td>25.20</td>
<td>25.75</td>
</tr>
</tbody>
</table>

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 PER HOUR.

*Divemaster $1.25 raise becomes effective on July 1st of each year, not June 1st.

SUPPLEMENTAL BENEFITS
Per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$13.915</td>
<td>$14.315</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

One year terms at the following percentage of Journeyman's base wage:

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$6.345</td>
<td>$6.745</td>
</tr>
<tr>
<td>1st year term</td>
<td>$10.12</td>
<td>$10.520</td>
</tr>
<tr>
<td>2nd year term</td>
<td>13.915</td>
<td>14.315</td>
</tr>
<tr>
<td>3rd year term</td>
<td>13.915</td>
<td>14.315</td>
</tr>
<tr>
<td>4th year term</td>
<td>13.915</td>
<td>14.315</td>
</tr>
</tbody>
</table>

Carpenter - Heavy&Highway

JOB DESCRIPTION Carpenter - Heavy&Highway

DISTRICT 1

ENTIRE COUNTIES
Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$25.74</td>
<td>$25.34</td>
<td>$26.54</td>
</tr>
<tr>
<td>Millwrights</td>
<td>25.74</td>
<td>25.34</td>
<td>26.54</td>
</tr>
</tbody>
</table>

Page 114
### Piledriver
<table>
<thead>
<tr>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>25.74</td>
<td>25.34</td>
<td>1.80</td>
</tr>
</tbody>
</table>

### Diver - Wet Day
<table>
<thead>
<tr>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>58.75</td>
<td>58.75</td>
<td>1.25</td>
</tr>
</tbody>
</table>

### Diver - Dry Day
<table>
<thead>
<tr>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>26.74</td>
<td>26.34</td>
<td>1.80</td>
</tr>
</tbody>
</table>

### Tender
<table>
<thead>
<tr>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>26.74</td>
<td>26.34</td>
<td>1.80</td>
</tr>
</tbody>
</table>

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 per hour. Certified welders when required to perform welding work will receive an additional $1.50 per hour.

### SUPPLEMENTAL BENEFITS
Per hour worked

<table>
<thead>
<tr>
<th>Role</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 13.90</td>
<td>$ 14.30</td>
</tr>
</tbody>
</table>

### OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

### HOLIDAY
Paid: See (2, 17) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

### REGISTERED APPRENTICES
Wages per hour

One year terms at the following percentage of Journeyman's base wage

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Terms</th>
<th>1st year terms</th>
<th>2nd year terms</th>
<th>3rd year terms</th>
<th>4th year terms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate</td>
<td>$ 6.36</td>
<td>$ 6.76</td>
<td>$ 10.135</td>
<td>$ 10.535</td>
</tr>
<tr>
<td>Rate</td>
<td>$ 13.90</td>
<td>$ 14.30</td>
<td>$ 13.90</td>
<td>$ 14.30</td>
</tr>
<tr>
<td>Rate</td>
<td>$ 13.90</td>
<td>$ 14.30</td>
<td>$ 13.90</td>
<td>$ 14.30</td>
</tr>
</tbody>
</table>

An additional 5% above rate for work over 30’ above floor when working on tooth picks, structural steel, temp. platforms, swing scaffolds & boatswain chairs.

An additional 10% above rate on towers & smoke stacks over 100’ high.

An additional 20% above rate in shafts over 25’ deep or tunnels over 50’ lg that are under construction.

### SUPPLEMENTAL BENEFITS
Per hour worked

<table>
<thead>
<tr>
<th>Role</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 15.31</td>
</tr>
</tbody>
</table>

+3% of Wage
**OVERTIME PAY**
See (B, *E, Q) on OVERTIME PAGE
* DOUBLE TIME AFTER 10 HOURS ON SATURDAY

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Hours</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Shift</td>
<td>8:00 AM to 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2nd Shift</td>
<td>4:30 PM to 12:30 AM</td>
<td>REGULAR RATE PLUS 10%</td>
</tr>
<tr>
<td>3rd Shift</td>
<td>12:30 AM to 8:00 AM</td>
<td>REGULAR RATE PLUS 15%</td>
</tr>
</tbody>
</table>

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour
1000 hour terms at the following percentage of Journeyman's wage.
- 6mo: 40%
- 1yr: 45%

1500 hour terms at the following percentage of Journeyman's wage.
- 2nd yr: 50%
- 3rd yr: 60%
- 4th yr: 70%
- 5th yr: 80%

Supplemental Benefits per hour worked
- 1st term: $8.20*
- 2nd term: 8.20*
- All others: 15.31*

*Note - Plus 3% of wage.

---

**Elevator Constructor** 05/01/2009

**JOB DESCRIPTION** Elevator Constructor

**DISTRICT** 1

**ENTIRE COUNTIES**

**PARTIAL COUNTIES**
- Columbia: Only the Townships of Stuyvesant, Kinderhook, Chatham, Canaan, Stockport, Ghent, Austerlitz, Greenport, Claverack, Hillsdale and New Lebanon.
- Greene: Towns of Durham, Greenville, New Baltimore, Cosacki, Ciro, & Athens

**WAGES**
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanic</td>
<td>$35.46</td>
<td>$36.46</td>
</tr>
<tr>
<td>Helper</td>
<td>$24.82</td>
<td>$25.52</td>
</tr>
</tbody>
</table>

**IMPORTANT NOTICE - EFFECTIVE 04/01/2009**
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

**SUPPLEMENTAL BENEFITS**
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
</table>
Glazier 05/01/2009

JOB DESCRIPTION Glazier

ENTIRE COUNTIES

WAGES
Per hour

07/01/2008

Glazier base wage $ 22.50
+ additional $0.60 per hour for all hours worked

*High Work Base Wage 25.65
+ additional $3.35 per hour for all hours worked

*When working on Swing Stage or Lift 100 feet or more in height, measured from the ground level up.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 11.48
Journeyman
High Work 15.73

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE
Premium is applied to the respective base wage only.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Apprentice Glazier One Half Year (900 hr) terms at the following percentage of Journeyman's base wage.

1st 2nd 3rd 4th 5th 6th 7th 8th
35% 45% 55% 65% 75% 85% 90% 95%
+ additional $0.60 per hour for all hours worked for all terms

Apprentice Glazier Hi-Work One Half Year (900 hr) terms at the following percentage of Journeyman's Hi-Work base wage.
### Insulator - Heat & Frost

**JOB DESCRIPTION**  Insulator - Heat & Frost  
**DISTRICT 1**

**ENTIRE COUNTIES**

**WAGES**

<table>
<thead>
<tr>
<th></th>
<th>Per Hour</th>
<th>Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asbestos Worker</td>
<td>$26.34</td>
<td>$1.50</td>
</tr>
<tr>
<td>Insulator</td>
<td>$26.34</td>
<td>1.50</td>
</tr>
<tr>
<td>Firestopping Worker*</td>
<td>$22.39</td>
<td>1.50</td>
</tr>
</tbody>
</table>

* On Mechanical Systems only.

**SUPPLEMENTAL BENEFITS**
Per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>$16.20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME PAY**
See (*B1, **Q) on OVERTIME PAGE

*B1=Double time begins after 10 hours on Saturday
**Q=Triple time on Labor Day if worked.

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour

one year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>$16.20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices</td>
<td></td>
</tr>
</tbody>
</table>

---

### Ironworker

**JOB DESCRIPTION**  Ironworker  
**DISTRICT 1**

**ENTIRE COUNTIES**

**PARTIAL COUNTIES**
Fulton: Only the Townships of Broadalbin, Mayfield, Northampton, Bleecker and Johnstown.
Hamilton: Only the Townships of Hope, Benson and Wells.
Montgomery: Only the Townships of Florida, Amsterdam, Charleston, Glen, Mohawk and Root.
Otsego: Only the Towns of Unadilla, Butternut, Morris, Otego, Oneonta, Laurens, Millford, Maryland and Worcester.

**WAGES**

<table>
<thead>
<tr>
<th></th>
<th>Per hour</th>
<th>07/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ornamental</td>
<td>$25.65</td>
<td></td>
</tr>
</tbody>
</table>

Page 118
Reinforcing 25.65
Rodman 25.65
Sheeter Bucker-up 25.78
Structural & Precast 25.65
Mover/Rigger 25.65
Fence Erector 25.65
Stone Derrickman 25.65
Sheeter 25.90
Curtain Wall Installer 25.65
Metal Window Installer 25.65

SUPPLEMENTAL BENEFITS
Per hour worked

JOURNEYMAN $ 19.06

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
one YEAR TERMS AT THE FOLLOWING WAGE RATES:

<table>
<thead>
<tr>
<th>Year</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr</td>
<td>15.00</td>
</tr>
<tr>
<td>2nd yr</td>
<td>17.00</td>
</tr>
<tr>
<td>3rd yr</td>
<td>19.00</td>
</tr>
<tr>
<td>4th yr</td>
<td>21.00</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Year</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st year</td>
<td>8.00</td>
</tr>
<tr>
<td>2nd year</td>
<td>14.93</td>
</tr>
<tr>
<td>3rd year</td>
<td>15.92</td>
</tr>
<tr>
<td>4th year</td>
<td>16.91</td>
</tr>
</tbody>
</table>

1-12

Laborer - Building 05/01/2009

JOB DESCRIPTION Laborer - Building

ENTIRE COUNTIES
Albany, Rensselaer, Washington

PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.
Greene: Entire county except the Township of Catskill.
Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford.

WAGES
Per hour

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage 1</th>
<th>Wage 2</th>
<th>Wage 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>21.26</td>
<td>1.55</td>
<td>1.65</td>
</tr>
<tr>
<td>07/01/2009</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>07/01/2010</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Group #1:
All Classifications $ 21.26 $ 1.55 $ 1.65 except as noted in Groups 2 & 3

Group #2:
Blaster, Wagon Drill Operator, Metal Formsetter (sidewalk), Well Pointing & Laser Operator 21.76 1.55 1.65

Group #3:
Handling of Asbestos or Toxic Materials 22.61 1.55 1.65

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 13.83
OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 HOUR TERMS AT THE FOLLOWING PERCENTAGE OF JOURNEYMAN'S BASIC HOURLY WAGE.

<table>
<thead>
<tr>
<th>1ST</th>
<th>2ND</th>
<th>3RD</th>
<th>4TH</th>
</tr>
</thead>
<tbody>
<tr>
<td>65 %</td>
<td>70 %</td>
<td>80 %</td>
<td>80 %</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $13.83

Laborer - Heavy&Highway

JOB DESCRIPTION
Laborer - Heavy&Highway

ENTIRE COUNTIES
Albany, Rensselaer, Washington

PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.
Greene: Entire county except the Township of Catskill.
Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford.

WAGES
GROUP # A:
Basic, Drill Helper, Flagman, Outboard and Hand Boats

GROUP # B:
Chain Saw, Concrete Aggregate Bin, Concrete Bootmen, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of Steelmesh, Small Generators for Laborers' Tools, Installation of Bridge Drainage Pipe, Pipe Layers, Vibrator Type Rollers, Tamper, Drill Doctor, Tail or Screw Operator on Asphalt Paver, Water Pump Operators (1-1/2" and Single Diaphragm) Nozzle (Asphalt, Gunite, Seeding and Sand Blasting), Laborers on Chain Link Fence. Rock Splitter and Power Unit, Pusher Type Concrete Saw and all other Gas, Electric, Oil and Air Tool Operators, Wrecking Laborer.

GROUP # C:
All Rock or Drilling Machine Operators (Except Quarry Master and Similar Type), Acetylene Torch Operators, Asphalt Raker and Powderman.

GROUP # D:
Blasters, Metal Form Setters (sidewalk), Stone or Granite Curb Setters.

WAGES per hour

07/01/2008

<table>
<thead>
<tr>
<th>Group</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group # A</td>
<td>$22.99</td>
</tr>
<tr>
<td>Group # B</td>
<td>$23.19</td>
</tr>
<tr>
<td>Group # C</td>
<td>$23.39</td>
</tr>
<tr>
<td>Group # D</td>
<td>$23.59</td>
</tr>
</tbody>
</table>

Additional 2.00 per hr. over base rate for work on a State or Federally designated waste site & where relevant State or Federal regulations require employees to use or wear forms of personal protection.

All employees who work an irregular work day that starts from 5:00 pm to 1:00 am on a governmental mandated night shift shall be paid an additional $1.50 per hour.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $13.95

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
REGISTERED APPRENTICES

Wages per hour

1000 hour terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $13.95

Lineman Electrician 05/01/2009

JOB DESCRIPTION  Lineman Electrician

DISTRICT 6

ENTIRE COUNTIES

WAGES

Per hour:

Includes Teledata Work within Ten feet of High Voltage Transmission Lines

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Tech./Welder</td>
<td>$42.19</td>
<td>$44.30</td>
</tr>
<tr>
<td>Cable splicer</td>
<td>42.19</td>
<td>44.30</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>37.97</td>
<td>39.87</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>35.86</td>
<td>37.66</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Flagman</td>
<td>25.31</td>
<td>26.58</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr. for entire crew when a helicopter is used.

Above rates applicable on all overhead Transmission line work & Fiber Optic Cable where other construction trades are or have been involved. This applies to transmission line work only, not other construction.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician/Welder</td>
<td>$40.98</td>
<td>$43.08</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>36.88</td>
<td>38.77</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>34.83</td>
<td>36.62</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Mech. 1st Class</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Flagman</td>
<td>24.59</td>
<td>25.85</td>
</tr>
<tr>
<td>Certified Welder/Pipe Type Cable</td>
<td>43.03</td>
<td>45.23</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>45.08</td>
<td>47.39</td>
</tr>
</tbody>
</table>

Additional 1.00 per hour for entire crew when a helicopter job.

Above rates apply on Switching Structures, Maintenance projects, Railroad Catenary install/maint, Third rail installation, Bonding of Rails and pipe type cable and installation of Fiber Optic Cable.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician</td>
<td>$39.67</td>
<td>$41.78</td>
</tr>
<tr>
<td>Welder/Cable Splicer</td>
<td>39.67</td>
<td>41.78</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr. for entire crew when a helicopter is used.

Above rates applicable on all overhead and underground distribution and maintenance work, and all overhead and underground transmission line work and the installation of Fiber Optic Cable where no other construction trades are or have been involved.
Lineman/Technician $ 39.67 $ 41.78  
Cable Splicer pipe type cable 43.64 45.96  
Certified Welder pipe type 41.65 43.87  
Digging Machine Operato 35.70 37.60  
Tractor Trailer Driver 33.72 35.51  
Mechanic 1st Class 31.74 33.42  
Groundman/Truck Driver 31.74 33.42  
Flagman 23.80 25.07

Additional $ 1.00 per hour for entire crew when a helicopter is used.

Above rates applicable on all electrical sub-stations, switching structures, fiber optic cable and all other work not defined as "Utility outside electrical work"

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **

Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday. Friday may be used as a make-up day.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS

Per hour worked including holidays listed below:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00 12.25
*plus 7% of *plus 7% of
hourly wage paid hourly wage paid

OVERTIME PAY

See (B, E, Q,) on OVERTIME PAGE. Double time for all emergency work designated by the Dept. of Jurisdiction.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

1st shift 8:00 AM to 4:30 PM REGULAR RATE
2nd shift 4:30 PM to 1:00 AM REGULAR RATE PLUS 17.3%
3rd shift 12:30 AM to 9:00 AM REGULAR RATE PLUS 31.4%

HOLIDAY

Paid See (5, 6, 8, 13, 25 ) on HOLIDAY PAGE plus Gov. Election Day.
Overtime See (5, 6, 8, 13, 25 ) on HOLIDAY PAGE plus Gov. Election Day.

SUPPLEMENTS for holidays paid at straight time

REGISTERED APPRENTICES

(1000) hr terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00 12.25
*plus 7% of *plus 7% of
hourly wage paid hourly wage paid

*NOTE: The 7% is based on the hourly wage paid, straight time rate or premium rate.

**WAGES**

**Per hour:**

**FOR WORK OUTSIDE BUILDING PROPERTY LINES.**

07/01/2008

<table>
<thead>
<tr>
<th>Job Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cable Splicer</td>
<td>$ 24.85</td>
</tr>
<tr>
<td>Installer/Repairman</td>
<td>23.60</td>
</tr>
<tr>
<td>Teledata Lineman</td>
<td>23.60</td>
</tr>
<tr>
<td>Technician/Equip Oper</td>
<td>23.60</td>
</tr>
<tr>
<td>Groundman</td>
<td>12.51</td>
</tr>
</tbody>
</table>

NOTE: EXCLUDES Teledata work within ten feet of High Voltage (600 volts and over) transmission lines. For this work please see LINEMAN.

**SUPPLEMENTAL BENEFITS**

Per hour worked:

$4.43

*plus 3% of hourly wage paid

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 16) on HOLIDAY PAGE

Lineman Electrician - Traffic Signal Lighting

05/01/2009

**JOB DESCRIPTION** Lineman Electrician - Traffic Signal Lighting

**DISTRICT 6**

**ENTIRE COUNTIES**


**WAGES**

**Per hour:**

07/01/2008 05/04/2009

<table>
<thead>
<tr>
<th>Job Description</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Welder</td>
<td>$ 38.20</td>
<td>$ 40.16</td>
</tr>
<tr>
<td>Lineman/Technician</td>
<td>36.38</td>
<td>38.25</td>
</tr>
<tr>
<td>Digging Mach</td>
<td>32.74</td>
<td>34.43</td>
</tr>
<tr>
<td>Tractor trailer driver</td>
<td>30.92</td>
<td>32.51</td>
</tr>
<tr>
<td>Groundman Truck Driver</td>
<td>29.10</td>
<td>30.60</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>29.10</td>
<td>30.60</td>
</tr>
<tr>
<td>Flagman</td>
<td>21.83</td>
<td>22.95</td>
</tr>
</tbody>
</table>

Above rates applicable on all Lighting and Traffic Signal Systems with the installation, testing, operation, maintenance and repair of all traffic control and illumination projects, traffic monitoring systems, road weather information systems and the installation of Fiber Optic Cable.

**SUPPLEMENTAL BENEFITS**

Per hour worked:

The following SUPPLEMENTAL BENEFITS apply to all classifications including apprentices.

$ 12.00  $12.25

*plus 6.5% of hourly wage paid  *plus 6.5% of hourly wage paid

NOTE: Additional $1.00 per hr. for entire crew when a helicopter is used.

*NOTE: The 6.5% is based on the hourly wage paid, straight time rate or premium rate.
OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE
NOTE: DOUBLE TIME FOR ALL EMERGENCY WORK DESIGNATED BY THE DEPT. OF JURISDICTION.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATEDhiftS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

1ST SHIFT  8:00 AM TO 4:30 PM  REGULAR RATE
2ND SHIFT  4:30 PM TO 1:00 AM  REGULAR RATE PLUS 17.3%
3RD SHIFT  12:30 AM TO 9:00 AM  REGULAR RATE PLUS 31.4%

HOLIDAY
Paid  See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.
Overtime  See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.

REGISTERED APPRENTICES
(1000) hour terms at the following percentage of Journeymans Wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Lineman Electrician - Tree Trimmer 05/01/2009

JOB DESCRIPTION  Lineman Electrician - Tree Trimmer

DISTRIBUTION  6

ENTIRE COUNTIES

WAGES
Per hour:

Applies to line clearance, tree work and right-of-way preparation on all new or existing overhead electrical, telephone and CATV lines.

07/01/2008

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Tree trimmer</td>
<td>$21.22</td>
</tr>
<tr>
<td>Equip Operator</td>
<td>18.72</td>
</tr>
<tr>
<td>Mechanic</td>
<td>18.72</td>
</tr>
<tr>
<td>Truck Driver</td>
<td>15.82</td>
</tr>
<tr>
<td>Ground person</td>
<td>12.99</td>
</tr>
<tr>
<td>Flag person</td>
<td>9.25</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked:

$5.60
*plus 3% of hourly wage paid

Supplements paid at STRAIGHT TIME rate for holidays.

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid:  See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE
Overtime:  See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE

Mason - Building 05/01/2009

JOB DESCRIPTION  Mason - Building

DISTRIBUTION  1

ENTIRE COUNTIES
WAGES
Per hour 07/01/2008

Marble, Tile, Slate & Terrazzo
Setter $ 26.81
Finisher 21.05

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman Setter $ 14.89
Journeyman Finisher 12.71

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Hour terms at the following percentage of Journeyman's wage

Setter:
1st term 500 hours 60%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Finisher:
1st term 500 hours 70%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Supplemental Benefits per hour worked
Setter:
1st term $ 8.89
All others 14.89

Finishers:
1st term $ 8.45
All others 12.71

<table>
<thead>
<tr>
<th>Mason - Building</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>JOB DESCRIPTION</td>
<td>Mason - Building</td>
</tr>
<tr>
<td>ENTIRE COUNTIES</td>
<td>District 1</td>
</tr>
<tr>
<td>PARTIAL COUNTIES</td>
<td>Warren: Only the Townships of Bolton, Lake George, Lake Luzerne, Queensbury, Stony Creek, Thurman &amp; Warrensburg</td>
</tr>
</tbody>
</table>

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009 Additional</th>
<th>05/01/2010 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayer</td>
<td>$ 26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Cement Mason(Bldg)</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Plasterer/Fireproofing*</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Pointer/Caulker/Cleaner</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Stone Mason</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
</tbody>
</table>

*Fireproofing of Structural only.

SUPPLEMENTAL BENEFITS
Per hour worked
Journeyman $15.39

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 hour terms at the following percentage of Journey's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th></th>
<th>1st term</th>
<th>All others</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$9.04</td>
<td>14.47</td>
</tr>
</tbody>
</table>

---

Mason - Heavy&Highway

JOB DESCRIPTION Mason - Heavy&Highway

ENTIRE COUNTIES

PARTIAL COUNTIES
Onondaga: All classifications except Cement Masons.

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mason &amp; Bricklayer</td>
<td>$27.23</td>
<td>$27.23</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$1.71</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$14.47</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 HR TERMS at the following percent of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$8.72</td>
</tr>
<tr>
<td>All others</td>
<td>14.47</td>
</tr>
</tbody>
</table>

---

Millwright

JOB DESCRIPTION Millwright

ENTIRE COUNTIES
Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES
Per hour: 07/01/2008

---

Page 126
Millwright $ 26.09

Millwright Welder & Hazardous Waste Work 27.34

SUPPLEMENTAL BENEFITS
Per hour worked:

Millwright $ 13.90

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour:

One year terms at the following percentage of Journeyman's wage:
1st 2nd 3rd 4th
50% 60% 70% 80%

Supplemental Benefits per hour worked:

1st Year Term $ 6.36
2nd Year Term 10.884
3rd Year Term 11.638
4th Year Term 12.392

Operating Engineer - Building

JOB DESCRIPTION Operating Engineer - Building

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: Northern part of Dutchess (to the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedelt Road, then east along Bedelt Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to Connecticut).
Herkimer: East of a North/South line through the RailroadStation at Little Falls.

WAGES
Master Mechanic:

CLASS A1:
Crane, Hydraulic Cranes, Tower Crane, Locomotive Crane, Piledriver, Cableway, Derricks, Whirlies, Dragline, Boom truck over 5 ton.

CLASS A:
Maintenance Engineer, Self-Contained Crawler Drill, Hydraulic Rock drill, shovel, All Excavators including rubber tire & full swing. Backhoe(except tractor mtd. rubber tired), Gradalis, Power road grader, all CMI equipment, Front-end rubber tire loader, Tractor-mounted drill (quarry master), Mucking machine, Concrete central mix plant, Concrete pump, Belcrete system, Automated asphalt concrete plant, Tractor road paver, Boom Trucks 5 ton & under.

CLASS B:
Backhoe(rubber tied backhoe/loader combination), Bulldozer, Push cat, Tractor, Traxcavator, Scraper, LeTourneau grader, Form fine Grader, Road Roller, Blacktop Roller, Blacktop Spreader, Power Brooms, Sweepers, Trenching Machine, Barber Greene loader, Side booms, Hydro hammer, Concrete spreader, Concrete finishing machine, One Drum Hoist, Power Hoisting(single drum), hoist-two drum or more, 3 Drum Eng., power hoisting (2 drum & over) 2 & 3 Drum & Swing Engine, Hod Hoist, A-L Frame Winches, Core & Well Drillers(one drum), Post Hole Digger, CHB Vibro Tamp or Similar Mach. Batch Pin & Plant Oper., Dinky Locom., Skid Steer loader, Track excav. 5/8 cu yd or under.

CLASS C:
Forklift, High Lift, Lull, Oiler, Fireman and Heavy-duty Greaser, Boilers, Steam Generators, Vibrator, Mortar Mixer, Air Compressor, Dust Collector, Welding Machine, Well Point, Mechanical Heater, Generators, Temporary Light Plants, Electric Submersible Pump 4" and over, Murphy type diesel generator, Conveyor, Elevators, Concrete Mixer and Belcrete power pack (Belcrete system), Seeding & Mulching Machines, Pumps and Pump Truck.
* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

**WAGES per hour**

<table>
<thead>
<tr>
<th>Class</th>
<th>Hour Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td># A1</td>
<td>$31.98</td>
</tr>
<tr>
<td># A</td>
<td>31.54</td>
</tr>
<tr>
<td># B</td>
<td>30.63</td>
</tr>
<tr>
<td># C</td>
<td>28.06</td>
</tr>
</tbody>
</table>

Cranes: over 150 ft add .50 per hr, Cranes: over 200 ft add 1.00 per hr, tower Cranes add .50 per hr over class A1 rate.

Additional $2.50 per hr. for hazardous or toxic waste work.
Additional $2.00 per hr over B rate for Nuclear Leader work.
Additional $.40 per hr for tunnel or excavation of shaft 40' or more deep.

**SUPPLEMENTAL BENEFITS**
Per hour paid

Journeyman $17.37

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

**Wages per hour**

1000 hours terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th>Term</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>60%</td>
</tr>
<tr>
<td>2nd</td>
<td>70%</td>
</tr>
<tr>
<td>3rd</td>
<td>80%</td>
</tr>
<tr>
<td>4th</td>
<td>90%</td>
</tr>
</tbody>
</table>

Class B Class B Class B Class B

Supplemental Benefits per hour paid

All classes $13.55

---

**Operating Engineer - Heavy&Highway**

**JOB DESCRIPTION** Operating Engineer - Heavy&Highway

**DISTRICT** 1

**ENTIRE COUNTIES**

**PARTIAL COUNTIES**
Dutchess: (*NOTE: This description is in effect up to 08/31/2006). *North of a West/East line through Dutchess County starting at the Northern Boundary of the City of Poughkeepsie.

**PUBLIC PARTIAL COUNTIES**
The part of Dutchess (defined by the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedell Road, then east along Bedell Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to the border line of the State of Connecticut, and bordered on the west by the middle of the Hudson River. Herkimer: East of a North/South line through the Railroad Station at Little Falls.

**WAGES**

**MASTER MECHANIC:**

CLass 1A:
Crane, Cherry Picker (over 5 ton capacity), Derricks (steel erection) Dragline, Overhead Crane (gantry or straddle), Piledriver, Boom Truck (Over 5 tons).

CLASS A:
Automated Concrete Spreader (CMI Type), Automatic Fine Grader, Backhoe (except tractor-mounted, rubber tired), Backhoe Excavator Full Swing (CAT 212 or similar), Belt Placer (CMI Type), Blacktop Plant (automated), Cableway, Caisson Auger, Central Mix Concrete Plant (automated), Concrete Pump (8" or over), Dredge, Dual Drum Paver, Excavator (all purpose-hydraulic Gradall or Similar), Profiler (over 105 H.P.), Front End Loader (4c.y. & over), Head Tower (Sauerman or equal), Hoist (two or three Drum), Mine Hoist, Holland Loader, Mucking Machine or Mole, Power Grader, Quad 9, Quarry Master (or equivalent), Scraper, Shovel, Side Boom, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (manned, rented equipment excluded) & Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Pavement Breaker (sp) Wertgen; PB-4 & similar type.

CLASS B:
Backhoe (Tractor-Mounted, Rubber Tired), Bituminous Spreader & Mixer, Blacktop Plant (non-automated), Blast or Rotary Drill (Truck or tractor Mounted), Boring Machine, Cage Hoist, Central Mix Plant (Non Automated), All Concrete Batching Plants, Cherry Picker (5 ton capacity & under), Compressors (4 or less exceeding 2000 cfm combined capacity), Concrete Paver over 16S, Concrete Pump (Under 8"), Bituminous Recycling machine Crawler Drill Self Contained, Crusher, Diesel Power Unit, Drill Rigs (Tractor Mounted), Front End Loader (under 4 c.y.), Hi-Pressure Boiler (15 lbs. & over), Hoist (One Drum), Kolman Plant Loader & similar type loaders (if employer requires another man, he shall be an Oiler), L.C.M. Work Boat Operator, Locomotive, Greaseman / Lubrication Eng. Welder, Mixer (for stabilized base-self propelled), Monorail Machine, Plant Engineer, Profiler (105 H.P. or under), Pump Crete, Ready Mix Concrete Plant, Refrigeration Equipment (for soil stabilization), Road Widener, Roller (all above sub-grade), Sea Mule, Tractor with Dozer and/or Pusher, Trencher, Tugger Hoist, Winch and Winch Cat, Hydro-Axe, Pug Mill, Skidder, Self-contained Ride-on Rock Drill, excluding Air-Track type drill.

CLASS C:
A Frame (Winch Hoist on) Truck, Ballast Regulator (ride on) Bituminous Heater Self-Propelled, Concrete Pavement Spreaders and Finishers, Conveyor, Drill (core), Drill (well), Farm Tractor with Accessories, Fine Grade Machine, Fork Lift, Grout Pump, Gunite Machine, Hammers (hydraulic-self propelled); Hydra-Spiker (ride-on); Hydro-Blaster (water), Power Sweeper, Post Hole Digger & Post Driver, Roller (grade & fill), Scarifier (ride-on), Span Saw (ride-on) Tamper (ride-on), All ride-on Tie Extractors, Tie Handlers, Tie Spacers, Tie Inserters & Track Liners, Tractor (with towed access.), Vibratory Compactor, Vibro Tamp, Well Point, Tire repair, Skid Steer Bobcat or similar loader, Aggregate Plant, Boiler (used with production), Cement and bin Operator, Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters Concrete Paver or Mixer (165 & under), Concrete Saw (self propelled), Form Tamper, Fireman, Hydraulic Pump (jacking system) Mulching Machine, Oiler, Parapet concrete or pavement grinder, Power Broom (towed), Power Heatman, Revinius Widener, Shell Winder, Steam Cleaner, Tractor, Directional Drilling Machine Locator, Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour

<table>
<thead>
<tr>
<th>Class</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master Mechanic</td>
<td>$33.15</td>
</tr>
<tr>
<td>Class 1A</td>
<td>31.97</td>
</tr>
<tr>
<td>Class A</td>
<td>31.54</td>
</tr>
<tr>
<td>Class B</td>
<td>30.63</td>
</tr>
<tr>
<td>Class C</td>
<td>28.06</td>
</tr>
</tbody>
</table>

ALL EMPLOYEES WHO WORK A SINGLE IRREGULAR SHIFT STARTING FROM 5:00 PM TO 1:00 AM THAT IS GOVERNMENTALLY MANDATED NIGHT WORK, SHALL BE PAID AN ADDITIONAL $2.00 PER HOUR.

$0.50 per hr additional for Crane with Boom length & gib 150ft. and over.

$1.00 "   "   "      "    "   "     "   "   "  200ft. "   "

Additional $2.50 per hr. for hazardous or toxic waste work.

SUPPLEMENTAL BENEFITS
Per hour paid

<table>
<thead>
<tr>
<th>Class</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$17.55</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>
Supplemental Benefits per hour paid

All Terms $ 13.55

**Operating Engineer - Marine Construction**

**JOB DESCRIPTION** Operating Engineer - Marine Construction

**DISTRICT** 4

**ENTIRE COUNTIES**

**WAGES**

Per Hour:

**DIPPER, CLAMSHELL DREDGES**

| Class  | Operator, Leverman, Lead Dredgeman | 07/01/2008-10/01/2008 | 09/30/2008
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CLASS A</td>
<td>$32.09</td>
<td>$32.89</td>
<td></td>
</tr>
</tbody>
</table>

**CLASS B**

<table>
<thead>
<tr>
<th>Class</th>
<th>Spider/Spill Barge Operator, Tug Operator (over 1000hp), Operator, Fill Placer, Derrick Operator, Engineer, Chief Mate, Electrician, Chief Welder, Maintenance Engineer</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$27.94</td>
</tr>
<tr>
<td></td>
<td>$28.49</td>
</tr>
</tbody>
</table>

**CLASS C**

<table>
<thead>
<tr>
<th>Class</th>
<th>Drag Barge Operator, Steward, Mate, Assistant Fill Placer, Welder (please add), Boat Operator</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$25.49</td>
</tr>
<tr>
<td></td>
<td>$26.14</td>
</tr>
</tbody>
</table>

**CLASS D**

<table>
<thead>
<tr>
<th>Class</th>
<th>Shoreman, Deckhand, Rodman, Scowman, Cook, Messman, Porter/Janitor, Oilier (please add)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$20.64</td>
</tr>
<tr>
<td></td>
<td>$21.09</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per Hour:

**THE FOLLOWING SUPPLEMENTAL BENEFITS APPLY TO ALL CATEGORIES**

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008-10/01/2008</th>
<th>09/30/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Classes A &amp; B</td>
<td>$7.80 plus 7% of straight time wage</td>
<td>$8.05 plus 7% of straight time wage</td>
</tr>
<tr>
<td>(overtime hours add)</td>
<td>$0.63</td>
<td>$0.63</td>
</tr>
<tr>
<td>All Class C</td>
<td>$7.50 plus 7% of straight time wage</td>
<td>$7.75 plus 7% of straight time wage</td>
</tr>
</tbody>
</table>

Page 130
(overtime hours add) $ 0.48 $ 0.48

All Class D $ 7.20 plus $ 7.45 plus
7% of straight 7% of straight
time wage time wage

(overtime hours add) $ 0.23 $ 0.23

OVERTIME PAY
See (B, F, R) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 15, 26) on HOLIDAY PAGE

OPERATING ENGINEER - SURVEY CREW
05/01/2009

JOB DESCRIPTION Operating Engineer - Survey Crew DISTRICT 6

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: The Northern portion of the county from the Northern boundry line of the City of Poughkeepsie North.

WAGES
Per hour:

SURVEY CLASSIFICATIONS: Party Chief- One who directs a survey party. Instrumentman- One who runs the instrument and assists the Party Chief. Rodman- One who holds the rods and in general, assists the survey party.

Survey Rates: 07/01/2008
Party Chief $29.82
Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:

Journeyman $16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(1 yr. or 1000 hrs.) terms at the following wage rates.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008 16.23</td>
<td>18.94</td>
<td>21.64</td>
</tr>
</tbody>
</table>

Supplemental Benefits:
Per hour worked:

Apprentices $16.30

6-545 D.H.H.
PARTIAL COUNTIES
Dutchess: the northern portion of the county from the northern boundary line of the City of Poughkeepsie north.

WAGES
Per hour:

Feasibility and preliminary design surveying, line and grade surveying for inspection or supervision of construction when performed under a Consulting Engineer Agreement.

SURVEY CLASSIFICATIONS:  Party Chief- One who directs a survey party.
Instrument Man- One who runs the instrument and assists the Party Chief.
Rodman- One who holds the rods and in general, assists the survey party.

Survey Rates:
07/01/2008
Party Chief $29.82
Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:
$16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Operating Engineer - Trenchless Pipe Rehab
05/01/2009

JOB DESCRIPTION  Operating Engineer - Trenchless Pipe Rehab

ENTIRE COUNTIES

WAGES
Per Hour:
07/01/2008
DSET/DSSET Operator $ 31.50
Robotic Unit Operator 31.50
DDCC Injection Operator 31.50
Technician/Equipment Operator 27.00
AM Liner/Hydra Seal Installer 27.00
Hobas Pipe, Polyethylene Pipe or Pull and Inflate Liner Inst. 27.00

SUPPLEMENTAL BENEFITS
Per Hour Worked
All Classifications $ 11.34

OVERTIME PAY
See (B, H) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 9, 15, 25) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
At One Year Terms
(Per Hour)

<table>
<thead>
<tr>
<th>Year</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>First</td>
<td>$16.00</td>
</tr>
<tr>
<td>Second</td>
<td>$16.75</td>
</tr>
<tr>
<td>Third</td>
<td>$17.25</td>
</tr>
<tr>
<td>Fourth</td>
<td>$18.00</td>
</tr>
</tbody>
</table>

Supplemental Benefit
(Per Hour Worked)
All Terms $11.34

---

**JOB DESCRIPTION** Painter

**DISTRIBUTION**

**ENTIRE COUNTIES**
Albany, Fulton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie

**WAGES**
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009 (Additional)</th>
<th>05/01/2010 (Additional)</th>
<th>05/01/2011 (Additional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brush,Roller,Spray</td>
<td>$24.34*</td>
<td>$1.35</td>
<td>$1.35</td>
<td>$1.35</td>
</tr>
<tr>
<td>Dry Wall Taper</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Paper Hanger</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Epoxy, Scaffold</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Sandblasting</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Lead Abatement</td>
<td>25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Structural Steel**</td>
<td>25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
</tbody>
</table>

*PLUS additional $0.05 per hour for all hours worked added to the base wage for all above categories of Painter.

**Employees working on objects with the use of swing stage, boatswain chair, pick and cables only will be paid at Structural Steel rate. Structural Steel rate also applies to tanks over 100,000 gallons or over 20 feet high or under 55 feet wall height, towers, smoke stacks, flag poles.

Bridge Painter:
See Bridge Painter rates for the following work.
All Elevated Tanks and Shell Tanks over 55 feet wall height will be performed at the Bridge rate.

**SUPPLEMENTAL BENEFITS**
Per hour worked
Journeyman $6.37

**OVERTIME PAY**
See (B, E2, H) on OVERTIME PAGE
Premium is applied to base wage only.

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour

900 hour terms at the following percentage of Journeyman's base wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sixth</td>
<td>45%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

PLUS additional $0.05 per hour for all hours worked for all terms added to the wage

Supplemental Benefits per hour worked
JOB DESCRIPTION  Painter - Bridge & Structural Steel

DISTRICT  9

ENTIRE COUNTIES

WAGES
Per Hour Worked 07/01/2008 10/01/2008

STEEL:
Bridge Painting  $ 44.00  $ 45.25
Power Tool/Spray  $ 50.00*  $ 51.25*

Shift Work: If there is a 2nd shift separate from the first crew, then all employees who work the second shift will be paid an additional 10% of the base wage up to seven hours worked after which the employees shall be paid at time and one half of the regular wage rate. If the Employer works a second shift on Saturday or Sunday, all employees will be paid at a 10% differential of their overtime rate of time and one half.

NB: For Bridge Painting Contracts, ALL WORKERS on and off the bridge (including Flagmen) are to be paid Painter's Rate; the contract must be ONLY for Bridge Painting.

SUPPLEMENTAL BENEFITS
Per Hour Worked: 07/01/2008 10/01/2008

$ 27.66*  $ 28.31*
27.66**  28.31**

*For the period of May 1st to November 15th:
This rate shall be paid up to a maximum of forty (40) hours worked per week. For all hours exceeding 40, the hourly rate shall be $5.00 per hour only. EXCEPT for the first and last week of employment on the project, and for the weeks of Memorial Day, Independence Day and Labor Day, this rate shall be paid for the actual number of hours worked.

**For the period of November 16th to April 30th:
This rate shall be paid up to a maximum of fifty (50) hours worked per week. For all hours exceeding 50, the hourly rate shall be $5.00 per hour only.

OVERTIME PAY
See (A, F, R) on OVERTIME PAGE
*Note: When calculating overtime pay for the Power Tool/ Spray classification, add Six dollars to the hourly overtime rate calculated for the "Bridge Painting" classification.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (4, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(wage per hour Worked):

(1) year terms at the following percentage of Journeyman's wage.

Apprentices:  1st  2nd  3rd
07/01/2008  40%  60%  80%

Supplemental Benefits:
1st Term: Same as Journeyman less $5.00 per hour.

2nd and 3rd term: Same as Journeyman

9-DC-9/806/155-BrSS
ENTIRE COUNTIES

WAGES
Per hour:

Painter (Striping-Highway): 07/01/2008

Striping-Machine Operator* $ 25.53
Linerman Thermoplastic $ 30.79

Note: * Includes but is not limited to: Positioning of cones and directing of traffic using hand held devices. Excludes the Driver/Operator of equipment used in the maintenance and protection of traffic safety

SUPPLEMENTAL BENEFITS
Per hour paid: 07/01/2008
Journeyman: $ 9.97 + 7% of wage

OVERTIME PAY
See (B, E, P, S) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 20) on HOLIDAY PAGE
Overtime: See (5, 8, 11, 12, 15, 16, 20, 21, 22) on HOLIDAY PAGE

Painter - Metal Polisher

JOB DESCRIPTION Painter - Metal Polisher DISTRICT 9

ENTIRE COUNTIES

WAGES
07/01/2008

Metal Polisher $ 23.10*

*Note: All workers shall be paid an additional premium in an amount equal to twenty (20%) percent of their basic straight time rate of pay for all time worked on hanging scaffolds and on standing scaffolds while working more than 34 feet off the ground. Such premium are to be paid on top of their straight time or overtime, whichever is applicable. This also applies to employees erecting scaffolding.

SUPPLEMENTAL BENEFITS
Per Hour: 07/01/2008
Journeyman: $ 11.02

OVERTIME PAY
See (B, E, Q, T) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 15, 16, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 15, 16, 25, 26) on HOLIDAY PAGE

REGISTERED APPRENTICES
55% of Basic Polisher Rate

Plumber

JOB DESCRIPTION Plumber DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Schenectady, Schoharie

PARTIAL COUNTIES
Hamilton: Only the Towns of Arietta, Benson, Hope, Indian Lake, Inlet, Lake Pleasant, Morehouse and Wells.
Saratoga: Only the Towns of Charlton, Clifton Park, Galway, Halfmoon, Milton, Stillwater and Waterford.
Plumber: 07/01/2008 05/01/2009
Pipefitter, Steamfitter $ 30.31 $ 31.41

SUPPLEMENTAL BENEFITS
Per hour worked:

Journeyman $ 17.45 $ 18.62

OVERTIME PAY
Overtime Pay See (B1,Q) on OVERTIME PAGE.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
One year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>Year</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 %</td>
<td>50 %</td>
<td>60 %</td>
<td>70 %</td>
<td>85 %</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices $ 17.45</td>
<td>$ 18.62</td>
</tr>
</tbody>
</table>

Roofer: 05/01/2009

JOB DESCRIPTION Roofer

ENTIRE COUNTIES

WAGES
Per hour

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional $ 23.65</td>
<td>$ 25.15</td>
</tr>
<tr>
<td>Pitch &amp; Asbestos $ 24.65</td>
<td>$ 25.15</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 10.62

OVERTIME PAY
See (B, E*Note, Q) on OVERTIME PAGE.
* Saturday may be used as a make up day at straight time if employee misses 8 hrs or more during that week due to inclement weather.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

(1/2) year terms at the following per cent of the Roofer's rate.

<table>
<thead>
<tr>
<th>Year</th>
<th>1st yr 1st half</th>
<th>50%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr 2nd half</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>2nd yr 1st half</td>
<td>66%</td>
<td></td>
</tr>
<tr>
<td>2nd yr 2nd half</td>
<td>74%</td>
<td></td>
</tr>
<tr>
<td>3rd yr 1st half</td>
<td>82%</td>
<td></td>
</tr>
<tr>
<td>3rd yr 2nd half</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr 1st half $ 9.20</td>
<td>$ 9.20</td>
</tr>
<tr>
<td>1st yr 2nd half $ 9.39</td>
<td>$ 9.39</td>
</tr>
</tbody>
</table>
Sheetmetal Worker 05/01/2009

JOB DESCRIPTION  Sheetmetal Worker

DISTRICT  1

ENTIRE COUNTIES

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sheetmetal Worker</td>
<td>$ 26.68</td>
<td>$ 28.83</td>
</tr>
<tr>
<td>Journeyman</td>
<td>$ 19.09</td>
<td>$ 21.24</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sheetmetal Worker</td>
<td>$ 26.68</td>
<td>$ 28.83</td>
</tr>
<tr>
<td>Journeyman</td>
<td>$ 19.09</td>
<td>$ 21.24</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E*, Q, ) on OVERTIME PAGE
* Double time after 8 hours on Saturdays.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 12.80</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.66</td>
<td>of new Journeyman rate</td>
</tr>
<tr>
<td>3rd term</td>
<td>14.51</td>
<td></td>
</tr>
<tr>
<td>4th term</td>
<td>15.08</td>
<td></td>
</tr>
<tr>
<td>5th term</td>
<td>16.01</td>
<td></td>
</tr>
<tr>
<td>6th term</td>
<td>17.34</td>
<td></td>
</tr>
<tr>
<td>7th term</td>
<td>18.68</td>
<td></td>
</tr>
<tr>
<td>8th term</td>
<td>20.01</td>
<td></td>
</tr>
<tr>
<td>9th term</td>
<td>21.34</td>
<td></td>
</tr>
<tr>
<td>10th term</td>
<td>22.68</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 12.84</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.08</td>
</tr>
<tr>
<td>3rd term</td>
<td>13.33</td>
</tr>
<tr>
<td>4th term</td>
<td>13.49</td>
</tr>
<tr>
<td>5th term</td>
<td>15.85</td>
</tr>
<tr>
<td>6th term</td>
<td>16.26</td>
</tr>
<tr>
<td>7th term</td>
<td>16.66</td>
</tr>
<tr>
<td>8th term</td>
<td>17.06</td>
</tr>
<tr>
<td>9th term</td>
<td>17.47</td>
</tr>
<tr>
<td>10th term</td>
<td>17.87</td>
</tr>
</tbody>
</table>

Sprinkler Fitter 05/01/2009

JOB DESCRIPTION  Sprinkler Fitter

DISTRICT  1

ENTIRE COUNTIES

WAGES

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sup. Rate</td>
<td>$ 12.80</td>
<td>$ 14.40</td>
</tr>
<tr>
<td>Journeyman</td>
<td>$ 19.09</td>
<td>$ 20.74</td>
</tr>
</tbody>
</table>

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 12.80</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.66</td>
<td>of new Journeyman rate</td>
</tr>
<tr>
<td>3rd term</td>
<td>14.51</td>
<td></td>
</tr>
<tr>
<td>4th term</td>
<td>15.08</td>
<td></td>
</tr>
<tr>
<td>5th term</td>
<td>16.01</td>
<td></td>
</tr>
<tr>
<td>6th term</td>
<td>17.34</td>
<td></td>
</tr>
<tr>
<td>7th term</td>
<td>18.68</td>
<td></td>
</tr>
<tr>
<td>8th term</td>
<td>20.01</td>
<td></td>
</tr>
<tr>
<td>9th term</td>
<td>21.34</td>
<td></td>
</tr>
<tr>
<td>10th term</td>
<td>22.68</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 12.84</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.08</td>
</tr>
<tr>
<td>3rd term</td>
<td>13.33</td>
</tr>
<tr>
<td>4th term</td>
<td>13.49</td>
</tr>
<tr>
<td>5th term</td>
<td>15.85</td>
</tr>
<tr>
<td>6th term</td>
<td>16.26</td>
</tr>
<tr>
<td>7th term</td>
<td>16.66</td>
</tr>
<tr>
<td>8th term</td>
<td>17.06</td>
</tr>
<tr>
<td>9th term</td>
<td>17.47</td>
</tr>
<tr>
<td>10th term</td>
<td>17.87</td>
</tr>
</tbody>
</table>
**Per hour**

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprinkler</td>
<td>$29.90</td>
<td>$29.90</td>
<td>$30.65</td>
<td>$30.65</td>
</tr>
<tr>
<td>Fitter</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$16.30</td>
<td>$17.30</td>
<td>$17.30</td>
<td>$18.35</td>
</tr>
<tr>
<td>Fitter</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour

One Half Year terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
<th>9th</th>
<th>10th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>50%</td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st &amp; 2nd terms</td>
<td>$7.06</td>
<td>$7.71</td>
<td>$7.71</td>
<td>$8.41</td>
</tr>
<tr>
<td>3rd &amp; 4th terms</td>
<td>$11.30</td>
<td>$12.05</td>
<td>$12.05</td>
<td>$12.85</td>
</tr>
<tr>
<td>All others</td>
<td>$16.30</td>
<td>$17.30</td>
<td>$17.30</td>
<td>$18.35</td>
</tr>
</tbody>
</table>

1-669

**Teamster - Building**

**JOB DESCRIPTION** Teamster - Building

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

**PARTIAL COUNTIES**
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Lake George, Lake Luzerne and Queensbury.

**WAGES**

**GROUP # A:**
Straight trucks, winch, transit mix on the site, road oilers, dump trucks, pick-ups, panel, water trucks, fuel trucks on the site (including nozzle).

**GROUP # B:**
Low boy or Low boy trailer, Euclids or similar equipment.

**WAGES per hour**

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group # A</td>
<td>$23.57</td>
<td>$24.22</td>
<td>$24.87</td>
</tr>
<tr>
<td>Group # B</td>
<td>23.87</td>
<td>24.52</td>
<td>25.17</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$11.56</td>
<td>$12.46</td>
<td>$13.46</td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME PAY**
See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

1-294

Page 138
TEAMSTER - HEAVY & HIGHWAY

05/01/2009

JOB DESCRIPTION
Teamster - Heavy & Highway

DISTRICT
1

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

PARTIAL COUNTIES
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Luzerne, Caldwell, and Queensbury.

WAGES

GROUP #1:
Warehousemen, Yardmen, Truck Helpers, Pickups, Panel Trucks, Flatboy Material Trucks (straight jobs), Single Axel Dump Trucks, Dumpsters, Material Checkers and Receivers, Greasers, Truck Tiremen, Mechanics Helpers and Parts Chasers.

GROUP #2:
Tandems and Batch Trucks, Mechanics, Dispatcher.

GROUP #3:
Semi-Trailers, Low-boy Trucks, Asphalt Distributor Trucks, and Agitator, Mixer Trucks and dumpcrete type vehicles, Truck Mechanic, Fuel Trucks.

GROUP #4:
Specialized Earth Moving Equipment, Euclid type, or similar off-highway, where not self-loading, Straddle (Ross) Carrier, and self-contained concrete mobile truck.

GROUP #5:

WAGES per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/09</th>
<th>07/01/10</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #1</td>
<td>$ 24.27</td>
<td>$ 25.07</td>
<td>$ 25.87</td>
<td>$ 26.67</td>
</tr>
<tr>
<td>Group #2</td>
<td>24.32</td>
<td>25.12</td>
<td>25.92</td>
<td>26.72</td>
</tr>
<tr>
<td>Group #3</td>
<td>24.37</td>
<td>25.17</td>
<td>25.97</td>
<td>26.77</td>
</tr>
<tr>
<td>Group #4</td>
<td>24.52</td>
<td>25.32</td>
<td>26.12</td>
<td>26.92</td>
</tr>
<tr>
<td>Group #5</td>
<td>24.67</td>
<td>25.47</td>
<td>26.27</td>
<td>27.07</td>
</tr>
</tbody>
</table>

Hazardous waste projects that require a Level C or greater protection shall be paid an additional $1.00 per hour. All employees who work a single irregular work shift starting between 5pm and 1 am on governmental mandated night shifts shall be paid an additional 1.50 per hour. For work bid on or after April 1, 1995, there shall be a 12 month carryover of the negotiated rate in effect at the time of the bid.

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **

Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Friday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS

Per hour paid:

|            | $ 13.15 | $ 13.95 | $ 14.75 | $ 15.65 |

OVERTIME PAY

See (B, E, Q) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

Welder

05/01/2009

JOB DESCRIPTION
Welder

DISTRICT
1

ENTIRE COUNTIES

Page 139
WAGES
Per hour 07/01/2008

Welder (To be paid the same rate of the mechanic performing the work)

OVERTIME PAY

HOLIDAY

1-As Per Trade
Saratoga County General Construction

Asbestos Worker 05/01/2009

JOB DESCRIPTION  Asbestos Worker

ENTIRE COUNTIES

WAGES
Per hour

07/01/2007

Asbestos Worker
Removal & hazardous abatement Only  $ 20.83

Only for the removal of insulation materials from mechanical systems which are not going to be scrapped.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman  $ 14.65

OVERTIME PAY
See (B, E, *Q, **T, V) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE
Overtime:  See (2, 4, 6, 25) on HOLIDAY PAGE
*Code Q applies to 4,6,25.
**Code T applies to 2.

Boilermaker 05/01/2009

JOB DESCRIPTION  Boilermaker

ENTIRE COUNTIES

WAGES
Per hour

07/01/2008  10/01/2008

Boilermaker  $ 28.55  $ 29.65

SUPPLEMENTAL BENEFITS
Per hour worked

Journeymen  $ 8.96  $ 8.96

   Plus  Plus
   36.6%  36.6%
   of    of
     Wage  Wage

OVERTIME PAY
See (B, E, *Q) on OVERTIME PAGE
* DOUBLE TIME AFTER TEN HOURS ON MON.-SAT.

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE
Overtime:  See (5, 6, 10, 11, 15) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
( 1/2 ) year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked.
All Apprentices get same benefits as Journeyman.

---

**Carpenter - Building** 05/01/2009

**JOB DESCRIPTION** Carpenter - Building  
**DISTRICT** 1  
**ENTIRE COUNTIES** Saratoga

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$26.06</td>
<td>$26.06</td>
</tr>
<tr>
<td>Floor &amp; Carpet</td>
<td>26.06</td>
<td>26.06</td>
</tr>
<tr>
<td>Asbestos work</td>
<td>26.06</td>
<td>26.06</td>
</tr>
<tr>
<td>Dry-Wall Applicator</td>
<td>26.06</td>
<td>26.06</td>
</tr>
<tr>
<td>Piledriver</td>
<td>26.56</td>
<td>26.56</td>
</tr>
<tr>
<td>Diver - Wet Day</td>
<td>58.75</td>
<td>58.75</td>
</tr>
<tr>
<td>Diver - Dry Day</td>
<td>27.06</td>
<td>27.06</td>
</tr>
<tr>
<td>Diver Tender</td>
<td>27.06</td>
<td>27.06</td>
</tr>
<tr>
<td>Welder</td>
<td>26.06</td>
<td>26.06</td>
</tr>
</tbody>
</table>

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 per hour.

*Divers $1.25 raise becomes effective on July 1st of each year, not June 1st.

**SUPPLEMENTAL BENEFITS**

Per hour worked:

| Journeyman | $12.915 |

**OVERTIME PAY**

See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour:

One year terms at the following percentage of Journeyman's base wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

| Carpenter | 1st year terms | $6.185 |
|===========|----------------|--------|
| 2nd year terms | 9.535 |
| 3rd year terms | 12.915 |
| 4th year terms | 12.915 |

---

**Carpenter - Heavy & Highway** 05/01/2009

**JOB DESCRIPTION** Carpenter - Heavy & Highway  
**DISTRICT** 1  
**ENTIRE COUNTIES** Saratoga

**WAGES**

<table>
<thead>
<tr>
<th>Per Hour:</th>
<th>07/01/2008</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$26.74</td>
<td>$26.74</td>
</tr>
<tr>
<td>Millwright</td>
<td>26.74</td>
<td>26.74</td>
</tr>
<tr>
<td>Piledriver</td>
<td>26.74</td>
<td>26.74</td>
</tr>
</tbody>
</table>
Diver-Wet Day 58.75 1.25  
Diver-Dry Day 27.74 1.80  
Tender 27.74 1.80  

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 per hour. 
Certified welders when required to perform welding work will receive an additional $1.50 per hour. 

SUPPLEMENTAL BENEFITS  
Per Hour Worked  
Journeyman $12.90  

OVERTIME PAY  
See (B, E, Q) on OVERTIME PAGE  

HOLIDAY  
Paid: See (2, 17) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE  

REGISTERED APPRENTICES  
Wages per hour: 
One year terms at the following percentage of Journeyman base wage.  
1st 2nd 3rd 4th 
50% 60% 70% 80%  

Supplemental Benefits per hour worked: 
1st year term $6.20  
2nd year term 9.55  
3rd year term 12.90  
4th year term 12.90  

WAGES  
Per hour  
07/01/2008 06/01/2009  
Electrician $29.75 $ 1.61  
Audio/Sound $29.75 1.61  
Video $29.75 1.61  
Tele-Data $29.75 1.61  
Certified Welder $32.73 1.61  

An additional 5% above rate for work over 30’ above floor when working on tooth picks, structural steel, temp. platforms, swing scaffolds & boatswain chairs.  
An additional 10% above rate on towers & smoke stacks over 100’ high.  
An additional 20% above rate in shafts over 25’ deep or tunnels over 50’ lg that are under construction.  

SUPPLEMENTAL BENEFITS  
Per hour worked  
Journeyman $15.31  
+3% of Wage  

OVERTIME PAY
NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

1st Shift  8:00 AM to 4:30 PM  REGULAR RATE
2nd Shift  4:30 PM to 12:30 AM  REGULAR RATE PLUS 10%
3rd Shift  12:30 AM to 8:00 AM  REGULAR RATE PLUS 15%

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 hour terms at the following percentage of Journeyman's wage.
6mo     1yr
40%     45%

1500 hour terms at the following percentage of Journeyman's wage.
2nd yr  3rd yr  4th yr  5th yr
50%     60%     70%     80%

Supplemental Benefits per hour worked
1st term $ 8.20*
2nd term 8.20*
All others 15.31*

*Note - Plus 3% of wage.

---

Elevator Constructor  05/01/2009

JOB DESCRIPTION  Elevator Constructor

ENTIRE COUNTIES

PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Kinderhook, Chatham, Canaan, Stockport, Ghent, Austerlitz, Greenport, Claverack, Hillsdale and New Lebanon.
Greene: Towns of Durham, Greenville, New Baltimore, Cosacki, Ciro, & Athens

WAGES
Per hour
|
|  07/01/2008 | 01/01/2009 |
| Mechanic | $ 35.46 | $ 36.46 |
| Helper   | $ 24.82 | $ 25.52 |

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked

<p>|  | 07/01/2008 | 01/01/2009 |
|            | +8%      |    +8%    |</p>
<table>
<thead>
<tr>
<th>Helper</th>
<th>16.285</th>
<th>18.285</th>
</tr>
</thead>
<tbody>
<tr>
<td>+6%</td>
<td>+6%</td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME PAY**
See (D, O) on OVERTIME PAGE

**HOLIDAY**
- Paid: See (5, 6, 15, 16) on HOLIDAY PAGE
- Overtime: See (5, 6, 15, 16) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

- Wages per hour
  - 1st 6mo: 50%
  - 2nd 6mo: 55%
  - 2nd yr: 65%
  - 3rd yr: 70%
  - 4th yr: 80%

- Supplemental Benefits per hour worked
  - Apprentices: $16.285 + 6%
  - of wage: $18.285 + 6%

---

**Glazier 05/01/2009**

**JOB DESCRIPTION** Glazier

**DISTRICT 1**

**ENTIRE COUNTIES**

**WAGES**
- Per hour
  - 07/01/2008
  - Glazier base wage: $22.50 + additional $0.60 per hour for all hours worked
  - *High Work Base Wage: 25.65 + additional $3.35 per hour for all hours worked

- *When working on Swing Stage or Lift 100 feet or more in height, measured from the ground level up.

**SUPPLEMENTAL BENEFITS**
- Per hour worked
  - Journeyman: $11.48
  - Journeyman: $15.73

**OVERTIME PAY**
See (B, E, E2, Q) on OVERTIME PAGE

- Premium is applied to the respective base wage only.

**HOLIDAY**
- Paid: See (1) on HOLIDAY PAGE
- Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

- Wages per hour
  - Apprentice Glazier One Half Year (900 hr) terms at the following percentage of Journeyman's base wage.
    - 1st: 35%
    - 2nd: 45%
    - 3rd: 55%
    - 4th: 65%
    - 5th: 75%
    - 6th: 85%
    - 7th: 90%
    - 8th: 95%
  - + additional $0.60 per hour for all hours worked for all terms

- Apprentice Glazier Hi-Work One Half Year (900 hr) terms at the following percentage of Journeyman's Hi-Work base wage.
1st  2nd  3rd  4th  5th  6th  7th  8th
35%  45%  55%  65%  75%  85%  90%  95%
+ additional $3.35 per hour for all hours worked for all terms

Supplemental Benefits per hour worked

Apprentice $ 11.48
Apprentice
High Work 15.73

Insulator - Heat & Frost 05/01/2009

JOB DESCRIPTION  Insulator - Heat & Frost  DISTRICT  1

ENTIRE COUNTIES

WAGES
Per Hour 07/01/2008  05/01/2009
Asbestos Worker $ 26.34  $ 1.50
Insulator $ 26.34  1.50
Firestopping Worker* $ 22.39  1.50

* On Mechanical Systems only.

SUPPLEMENTAL BENEFITS
Per hour worked
Journeyman $ 16.20

OVERTIME PAY
See ("B1, **Q) on OVERTIME PAGE
*B1=Double time begins after 10 hours on Saturday
**Q=Triple time on Labor Day if worked.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

one year terms at the following percentage of Journeyman's wage.

1st  2nd  3rd  4th
60 %  70 %  80 %  90 %

Supplemental Benefits per hour worked:
Apprentices $ 16.20

Ironworker 05/01/2009

JOB DESCRIPTION  Ironworker  DISTRICT  1

ENTIRE COUNTIES

PARTIAL COUNTIES
Fulton: Only the Townships of Broadalbin, Mayfield, Northampton, Bleecker and Johnstown.
Hamilton: Only the Townships of Hope, Benson and Wells.
Montgomery: Only the Townships of Florida, Amsterdam, Charleston, Glen, Mohawk and Root.
Otsego: Only the Towns of Unadilla, Butternut, Morris, Otego, Oneonta, Laurens, Millford, Maryland and Worcester.

WAGES
Per hour 07/01/2008
Ornamental $ 25.65
Reinforcing $ 25.65
Rodman 25.65  
Sheeter Bucker-up 25.78  
Structural & Precast 25.65  
Mover/Rigger 25.65  
Fence Erector 25.65  
Stone Derrickman 25.65  
Sheeter 25.90  
Curtain Wall Installer 25.65  
Metal Window Installer 25.65

**SUPPLEMENTAL BENEFITS**

Per hour worked

JOURNEYMAN $ 19.06

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

one YEAR TERMS AT THE FOLLOWING WAGE RATES:

<table>
<thead>
<tr>
<th>Year</th>
<th>Wage</th>
<th>Supplemental Benefits</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr</td>
<td>$ 15.00</td>
<td>$ 8.00</td>
<td>21.00</td>
</tr>
<tr>
<td>2nd yr</td>
<td>17.00</td>
<td>14.93</td>
<td>22.53</td>
</tr>
<tr>
<td>3rd yr</td>
<td>19.00</td>
<td>15.92</td>
<td>23.43</td>
</tr>
<tr>
<td>4th yr</td>
<td>21.00</td>
<td>16.91</td>
<td>24.31</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Supplemental Benefits per hour worked

1st year $ 8.00
2nd year $ 8.00
3rd year $ 8.00
4th year $ 8.00

---

**Laborer - Building 05/01/2009**

**JOB DESCRIPTION** Laborer - Building

**DISTRICT** 1

**ENTIRE COUNTIES** Schenectady, Schoharie

**PARTIAL COUNTIES**

Fulton: Only the Townships of Bleecker, Mayfield, Northampton, Johnstown, Broadalbin and Perth.

Montgomery: Only the Townships of Mohawk, Glen, Charleston, Amsterdam, and Florida.


**WAGES**

Per hour

<table>
<thead>
<tr>
<th>Wage</th>
<th>Additional</th>
<th>Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>07/01/2009</td>
<td>07/01/2010</td>
</tr>
<tr>
<td>Group #1:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Classifications</td>
<td>$ 22.08</td>
<td>$ 1.55</td>
</tr>
</tbody>
</table>

except as noted in

Group #2:

Blaster, Wagon Drill Operator, Metal Formsetter (sidewalk), Well Pointing & Laser Operator 22.53 1.55 1.65

Group #3:

Handling of Asbestos or Toxic Materials 23.43 1.55 1.65

**SUPPLEMENTAL BENEFITS**

Supplemental Benefits per hour worked

Journeyman $ 13.01

Page 147
OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 Hour terms at the following percentage of Journeyman's basic hourly wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65 %</td>
<td>70 %</td>
<td>80 %</td>
<td>80 %</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices</td>
<td>$13.01</td>
</tr>
</tbody>
</table>

---

**Laborer - Building**

**JOB DESCRIPTION**

Laborer - Building

**DISTRICT** 1

**ENTIRE COUNTIES**

Albany, Rensselaer, Washington

**PARTIAL COUNTIES**

Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.
Greene: Entire county except the Township of Catskill.
Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford.

**WAGES**

Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #1:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Classifications</td>
<td>$21.26</td>
<td>$1.55</td>
<td>$1.65</td>
</tr>
</tbody>
</table>

except as noted in
Groups 2 & 3

Group #2:
Blaster, Wagon Drill Operator, Metal
Formsetter (sidewalk), Well Pointing &
Laser Operator

<table>
<thead>
<tr>
<th></th>
<th>21.76</th>
<th>1.55</th>
<th>1.65</th>
</tr>
</thead>
</table>

Group #3:
Handling of Asbestos
or Toxic Materials

<table>
<thead>
<tr>
<th></th>
<th>22.61</th>
<th>1.55</th>
<th>1.65</th>
</tr>
</thead>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$13.83</td>
</tr>
</tbody>
</table>

---

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 HOUR TERMS AT THE FOLLOWING PERCENTAGE OF JOURNEYMAN'S BASIC HOURLY WAGE.

<table>
<thead>
<tr>
<th></th>
<th>1ST</th>
<th>2ND</th>
<th>3RD</th>
<th>4TH</th>
</tr>
</thead>
<tbody>
<tr>
<td>65 %</td>
<td>70 %</td>
<td>80 %</td>
<td>80 %</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices</td>
<td>$13.83</td>
</tr>
</tbody>
</table>

---

**Laborer - Heavy&Highway**

**05/01/2009**
JOB DESCRIPTION  Laborer - Heavy&Highway  

ENTIRE COUNTIES  
Schenectady, Schoharie  

PARTIAL COUNTIES  
Fulton: Only the Townships of Bleeker, Mayfield, Northampton, Johnstown, Broadalbin and Perth.  
Montgomery: Only the Townships of Mohawk, Glen, Charleston, Amsterdam, and Florida.  
Saratoga: Only the Townships of Day, Hadley, Edinburg, Corinth, Moreau, South Glens Falls, Providence, Greenfield, Wilton, Galaway, Northumberland, Milton, Saratoga Springs, Charlton, Ballston, Malta and Clifton Park  

WAGES  
GROUP # A:  
Basic, Drill Helper, Flagman, Outboard and Hand Boats.  

GROUP # B:  
Chain Saw, Concrete Aggregate Bin, Concrete Bootmen, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of Steelmesh, Small Generators for Laborers, Tools Installation of Bridge Drainage Pipe, Pipe Layers, Vibrator Type Rollers, Tamper, Drill Doctor, Tail or Screw Operator on Asphalt Paver, Water Pump Operators (1-1/2" and Single Diaphragm) Nozzle (Asphalt, Gunite, Seeding, and Sand Blasting), Laborers on Chain Link Fence, Rock Splitter and Power Unit, Pusher Type Concrete Saw and all other Gas, Electric, Oil and Air Tool Operators, Wrecking Laborer.  

GROUP # C:  
All Rock or Drilling Machine Operators (Except Quarry Master and Similar Type), Acetylene Torch Operators, Asphalt Paver/Raker and Powderman.  

GROUP # D:  
Blasters, Metal Form Setters (sidewalk), Stone or Granite Curb Setters.  

WAGES per hour  
07/01/2008 07/01/2009 07/01/2010  
Additional Additional Additional  
Group # A 23.54 1.90 2.00  
Group # B 23.74 1.90 2.00  
Group # C 23.94 1.90 2.00  
Group # D 24.14 1.90 2.00  

Additional $2.00 per hr. over base rate for work on a State or Federally designated waste site & where relevant State or Federal regulations require employees to use or wear forms of personal protection. Workers on a single irregular work shift starting anytime from 5:00 pm to 1:00 am due to governmental mandated night work shall be paid an additional $1.50 per hour. Effective on jobs bid after January 1, 2001.  

SUPPLEMENTAL BENEFITS  
Per hour worked  
Journeyman 13.40  

OVERTIME PAY  
See (B, E, Q) on OVERTIME PAGE  

HOLIDAY  
Paid: See (5, 6) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE  

REGISTERED APPRENTICES  
Wages per hour  
1000 HOUR TERMS AT THE FOLLOWING PERCENTAGE OF JOURNEYMAN'S BASE WAGE  
1ST 2ND 3RD 4TH  
65 % 70 % 80 % 80 %  

Supplemental Benefits per hour worked  
Apprentices 13.40  

Laborer - Heavy&Highway 05/01/2009  

JOB DESCRIPTION  Laborer - Heavy&Highway  

ENTIRE COUNTIES  
Albany, Rensselaer, Washington  

District 1
PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Stockport, Kinderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz.
Greene: Entire county except the Township of Catskill.
Saratoga: Only the Townships of Halfmoon, Saratoga, Stillwater, and Waterford.

WAGES
GROUP # A:
Basic, Drill Helper, Flagman, Outboard and Hand Boats

GROUP # B:
Chain Saw, Concrete Aggregate Bin, Concrete Bootmen, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of Steelmesh, Small Generators for Laborers’ Tools, Installation of Bridge Drainage Pipe, Pipe Layers, Vibrator Type Rollers, Tamper, Drill Doctor, Tail or Screw Operator on Asphalt Paver, Water Pump Operators (1-1/2" and Single Diaphragm) Nozzle (Asphalt, Gunite, Seeding and Sand Blasting), Laborers on Chain Link Fence, Rock Splitter and Power Unit, Pusher Type Concrete Saw and all other Gas, Electric, Oil and Air Tool Operators, Wrecking Laborer.

GROUP # C:
All Rock or Drilling Machine Operators (Except Quarry Master and Similar Type), Acetylene Torch Operators, Asphalt Raker and Powderman.

GROUP # D:
Blasters, Metal Form Setters (sidewalk), Stone or Granite Curb Setters.

WAGES per hour

<table>
<thead>
<tr>
<th>Group</th>
<th>07/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>$ 22.99</td>
</tr>
<tr>
<td>B</td>
<td>23.19</td>
</tr>
<tr>
<td>C</td>
<td>23.39</td>
</tr>
<tr>
<td>D</td>
<td>23.59</td>
</tr>
</tbody>
</table>

Additional 2.00 per hr. over base rate for work on a State or Federally designated waste site & where relevant State or Federal regulations require employees to use or wear forms of personal protection.

All employees who work an irregular work day that starts from 5:00 pm to 1:00 am on a governmental mandated night shift shall be paid an additional $1.50 per hour.

SUPPLEMENTAL BENEFITS
Per hour worked
Journeyman $ 13.95

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hour terms at the following percentage of Journeyman’s wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

| Apprentices | $ 13.95 |

Lineman Electrician

JOB DESCRIPTION Lineman Electrician

ENTIRE COUNTIES

WAGES
Per hour:

Includes Teledata Work within Ten feet of High Voltage Transmission Lines

<table>
<thead>
<tr>
<th>Position</th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Tech./Welder</td>
<td>$42.19</td>
<td>$44.30</td>
</tr>
<tr>
<td>Cable splicer</td>
<td>42.19</td>
<td>44.30</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>37.97</td>
<td>39.87</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>35.86</td>
<td>37.66</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Flagman</td>
<td>25.31</td>
<td>26.58</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr for entire crew when a helicopter is used.

Above rates applicable on all overhead Transmission line work & Fiber Optic Cable where other construction trades are or have been involved. This applies to transmission line work only, not other construction.

<table>
<thead>
<tr>
<th>Position</th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician/Welder</td>
<td>$40.98</td>
<td>$43.08</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>36.88</td>
<td>38.77</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>34.83</td>
<td>36.62</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Mech. 1st Class</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Flagman</td>
<td>24.59</td>
<td>25.85</td>
</tr>
<tr>
<td>Certified WelderPipe Type Cable</td>
<td>43.03</td>
<td>45.23</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>45.08</td>
<td>47.39</td>
</tr>
</tbody>
</table>

Additional 1.00 per hour for entire crew when a helicopter job.

Above rates apply on Switching Structures, Maintenance projects, Railroad Catenary install/maint, Third rail installation, Bonding of Rails and pipe type cable and installation of Fiber Optic Cable.

<table>
<thead>
<tr>
<th>Position</th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman /Technician</td>
<td>$39.67</td>
<td>$41.78</td>
</tr>
<tr>
<td>Welder/Cable Splicer</td>
<td>39.67</td>
<td>41.78</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr for entire crew when a helicopter is used.

Above rates applicable on all overhead and underground distribution and maintenance work, and all overhead and underground transmission line work and the installation of Fiber Optic Cable where no other construction trades are or have been involved.

<table>
<thead>
<tr>
<th>Position</th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician</td>
<td>$39.67</td>
<td>$41.78</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>43.64</td>
<td>45.96</td>
</tr>
<tr>
<td>Certified Welder pipe type</td>
<td>41.65</td>
<td>43.87</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional $1.00 per hour for entire crew when a helicopter is used.

Above rates applicable on all electrical sub-stations, switching structures, fiber optic cable and all other work not defined as "Utility outside electrical work"

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **

Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday. Friday may be used as a make-up day.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.
SUPPLEMENTAL BENEFITS
Per hour worked including holidays listed below:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00  
*plus 7% of
hourly wage paid  

12.25  
*plus 7% of
hourly wage paid

OVERTIME PAY
See (B, E, Q,) on OVERTIME PAGE. Double time for all emergency work designated by the Dept. of Jurisdiction.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

1st shift  8:00 AM to 4:30 PM REGULAR RATE
2nd shift  4:30 PM to 1:00 AM REGULAR RATE PLUS 17.3 %
3rd shift  12:30 AM to 9:00 AM REGULAR RATE PLUS 31.4 %

HOLIDAY
Paid See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.
Overtime See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.

SUPPLEMENTS for holidays paid at straight time

REGISTERED APPRENTICES
(1000) hr terms at the following percentage of Journeyman’s wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00  
*plus 7% of
hourly wage paid  

12.25  
*plus 7% of
hourly wage paid

*NOTE: The 7% is based on the hourly wage paid, straight time rate or premium rate.

Lineman Electrician - Teledata  05/01/2009

JOB DESCRIPTION Lineman Electrician - Teledata

ENTIRE COUNTIES

WAGES
Per hour:

FOR WORK OUTSIDE BUILDING PROPERTY LINES.

07/01/2008

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cable Splicer</td>
<td>$ 24.85</td>
</tr>
<tr>
<td>Installer/Repairman</td>
<td>23.60</td>
</tr>
<tr>
<td>Teledata Lineman</td>
<td>23.60</td>
</tr>
<tr>
<td>Technician/Equip Oper</td>
<td>23.60</td>
</tr>
<tr>
<td>Groundman</td>
<td>12.51</td>
</tr>
</tbody>
</table>

NOTE: EXCLUDES Teledata work within ten feet of High Voltage (600 volts and over) transmission lines. For this work please see LINEMAN.

SUPPLEMENTAL BENEFITS
Per hour worked:

$4.43
**NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.**

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 16) on HOLIDAY PAGE

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**Lineman Electrician - Traffic Signal Lighting**

**JOB DESCRIPTION**
Lineman Electrician - Traffic Signal Lighting

**DISTRICT 6**

**ENTIRE COUNTIES**

**WAGES**
Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Welder</td>
<td>$ 38.20</td>
<td>$ 40.16</td>
</tr>
<tr>
<td>Lineman/Technician</td>
<td>36.38</td>
<td>38.25</td>
</tr>
<tr>
<td>Digging Mach</td>
<td>32.74</td>
<td>34.43</td>
</tr>
<tr>
<td>Tractor trailer driver</td>
<td>30.92</td>
<td>32.51</td>
</tr>
<tr>
<td>Groundman Truck Driver</td>
<td>29.10</td>
<td>30.60</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>29.10</td>
<td>30.60</td>
</tr>
<tr>
<td>Flagman</td>
<td>21.83</td>
<td>22.95</td>
</tr>
</tbody>
</table>

Above rates applicable on all Lighting and Traffic Signal Systems with the installation, testing, operation, maintenance and repair of all traffic control and illumination projects, traffic monitoring systems, road weather information systems and the installation of Fiber Optic Cable.

**SUPPLEMENTAL BENEFITS**
Per hour worked:

The following SUPPLEMENTAL BENEFITS apply to all classifications including apprentices.

$ 12.00

*plus 6.5% of
hourly wage paid

$12.25

*plus 6.5% of
hourly wage paid

**NOTE:** Additional $1.00 per hr. for entire crew when a helicopter is used.

*NOTE: The 6.5% is based on the hourly wage paid, straight time rate or premium rate.

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**NOTE: DOUBLE TIME FOR ALL EMERGENCY WORK DESIGNATED BY THE DEPT. OF JURISDICTION.**

**NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:**

- **1ST SHIFT:** 8:00 AM TO 4:30 PM  REGULAR RATE
- **2ND SHIFT:** 4:30 PM TO 1:00 AM  REGULAR RATE PLUS 17.3%
- **3RD SHIFT:** 12:30 AM TO 9:00 AM  REGULAR RATE PLUS 31.4%

**HOLIDAY**
Paid: See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.
Overtime: See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.

**REGISTERED APPRENTICES**

(1000) hour terms at the following percentage of Journeymans Wage:

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

6-1249a-LT
Lineman Electrician - Tree Trimmer 05/01/2009

JOB DESCRIPTION Lineman Electrician - Tree Trimmer

DISTRICT 6

ENTIRE COUNTIES

WAGES
Per hour:

Applies to line clearance, tree work and right-of-way preparation on all new or existing overhead electrical, telephone and CATV lines.

07/01/2008

Tree trimmer $ 21.22
Equip Operator 18.72
Mechanic 18.72
Truck Driver 15.82
Ground person 12.99
Flag person 9.25

SUPPLEMENTAL BENEFITS
Per hour worked:

$ 5.60
*plus 3% of hourly wage paid

Supplements paid at STRAIGHT TIME rate for holidays.

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE

6-1249TT

Mason - Building 05/01/2009

JOB DESCRIPTION Mason - Building

DISTRICT 1

ENTIRE COUNTIES

WAGES
Per hour 07/01/2008

Marble, Tile, Slate & Terrazzo
Setter $ 26.81
Finisher 21.05

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman Setter $ 14.89
Journeyman Finisher 12.71

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
Hour terms at the following percentage of Journeyman's wage

**Setter:**
1st term 500 hours 60%
2nd term 1000 hours 80%
3rd term 500 hours 90%

**Finisher:**
1st term 500 hours 70%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Supplemental Benefits per hour worked
**Setter:**
1st term $ 8.89
All others 14.89

**Finishers:**
1st term $ 8.45
All others 12.71

---

### Mason - Building 05/01/2009

**JOB DESCRIPTION** Mason - Building

**DISTRICT** 1

**ENTIRE COUNTIES**

**PARTIAL COUNTIES**
Warren: Only the Townships of Bolton, Lake George, Lake Luzerne, Queensbury, Stony Creek, Thurman & Warrensburg.

### WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009 Additional</th>
<th>05/01/2010 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayer</td>
<td>$ 26.29</td>
<td>$ 1.71</td>
<td>$ 1.76</td>
</tr>
<tr>
<td>Cement Mason(Bldg)</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Plasterer/Fireproofing*</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Pointer/Caulker/Cleaner</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Stone Mason</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
</tbody>
</table>

*Fireproofing of Structural only.

**SUPPLEMENTAL BENEFITS**
Per hour worked

Journeyman $ 15.39

**OVERTIME PAY**
See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour

750 hour terms at the following percentage of Journey's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

1st term $ 9.04
All others 15.39

---

### Mason - Heavy&Highway 05/01/2009

---
JOB DESCRIPTION  Mason - Heavy&Highway  DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Onondaga: All classifications except Cement Masons.

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mason &amp;</td>
<td>$27.23</td>
<td>$27.23</td>
</tr>
<tr>
<td>Bricklayer</td>
<td></td>
<td>$1.71</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

| Journeyman | $14.47 |

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 HR TERMS at the following percent of Journeyman's wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

| 1st term | $8.72 |
| All others | 14.47 |

Millwright 05/01/2009

JOB DESCRIPTION  Millwright  DISTRICT 1

ENTIRE COUNTIES
Saratoga

WAGES
Per hour: 07/01/2008

| Millwright | $26.30 |
| Millwright Welder & Hazardous Waste Work | 27.55 |

SUPPLEMENTAL BENEFITS
Per hour worked:

| Journeyman Millwright | $13.15 |

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour:

One year terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
</tr>
</tbody>
</table>
Supplemental Benefits per hour worked:

Millwrights
1st Year Term $ 6.20
2nd Year Term 10.37
3rd Year Term 11.065
4th Year Term 11.76

Operating Engineer - Building 05/01/2009

JOB DESCRIPTION Operating Engineer - Building

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: Northern part of Dutchess (to the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedelt Road, then east along Bedelt Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rt. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to Connecticut).
Herkimer: East of a North/South line through the RailroadStation at Little Falls.

WAGES
Master Mechanic:
CLASS A1:
Crane, Hydraulic Cranes, Tower Crane, Locomotive Crane, Piledriver, Cableway, Derricks, Whirlies, Dragline, Boom truck over 5 ton.

CLASS A:
Maintenance Engineer, Self-Contained Crawler Drill, Hydraulic Rock drill, shovel, All Excavators including rubber tire & full swing.
Backhoe(except tractor mtd. rubber tired), Gradalls, Power road grader, all CMI equipment, Front-end rubber tire loader, Tractor-mounted drill (quarry master), Mucking machine, Concrete central mix plant, Concrete pump, Belcrete system, Automated asphalt concrete plant, Tractor road paver, Boom Trucks 5 ton & under.

CLASS B:
Backhoe(rubber tired backhoe/loader combination), Bulldozer, Push cat, Tractor, Traxcavator, Scraper, LeTourneau grader, Form fine Grader, Road Roller, Blacktop Roller, Blacktop Spreader, Power Brooms, Sweepers, Trenching Machine, Barber Greene loader, Side booms, Hydro hammer, Concrete spreader, Concrete finishing machine, One Drum Hoist, Power Hoisting(single drum), hoist-two drum or more, 3 Drum Eng., power hoisting (2 drum & over) 2 & 3 Drum & Swing Engine, Hod Hoist, A-L Frame Winchs, Core & Well Drillers(one drum), Post Hole Digger, CHB Vibro Tamp or Similar Mach. Batch Pin & Plant Oper., Dinky Locom., Skid Steer loader, Track excav. 5/8 cu yd or under.

CLASS C:
Forklift, High Lift, Lull, Oiler, Fireman and Heavy-duty Greaser, Boilers, Steam Generators, Vibrator, Mortar Mixer, Air Compressor, Dust Collector, Welding Machine, Well Point, Mechanical Heater, Generators, Temporary Light Plants, Electric Submersible Pump 4" and over, Murphy type diesel generator, Conveyor, Elevators, Concrete Mixer and Belcrete power pack (Belcrete system), Seeding & Mulching Machines, Pumps and Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour

07/01/2008

Class # A1 $ 31.98
Class # A 31.54
Class # B 30.63
Class # C 28.06

Crane: over 150 ft add .50 per hr, Cranes: over 200 ft add 1.00 per hr, tower Cranes add .50 per hr over class A1 rate.

Additional $ 2.50 per hr. for hazardous or toxic waste work.
Additional $ 2.00 per hr over B rate for Nuclear Leader work.
Additional $ .40 per hr for tunnel or excavation of shaft 40' or more deep.

SUPPLEMENTAL BENEFITS
Per hour paid
Journeyman $ 17.37

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
</tr>
<tr>
<td>70%</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
</tr>
<tr>
<td>80%</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
</tr>
<tr>
<td>90%</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour paid

All classes $ 13.55

---

Operating Engineer - Heavy & Highway

JOB DESCRIPTION

Operating Engineer - Heavy & Highway

DISTRICT 1

ENTIRE COUNTIES


PARTIAL COUNTIES

Dutchess: *(NOTE: This description is in effect up to 08/31/2006). *North of a West/East line through Dutchess County starting at the Northern Boundary of the City of Poughkeepsie.

**NOTE: This change takes effect on 09/01/2006**The part of Dutchess (defined by the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedell Road, then east along Bedell Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to the border line of the State of Connecticut, and bordered on the west by the middle of the Hudson River).

Herkimer: East of a North/South line through the Railroad Station at Little Falls.

WAGES

MASTER MECHANIC:

CLASS 1A:

Crane, Cherry Picker (over 5 ton capacity), Derricks (steel erection) Dragline, Overhead Crane (gantry or straddle), Piledriver, Boom Truck (Over 5 tons).

CLASS A:

Automated Concrete Spreader (CMI Type), Automatic Fine Grader, Backhoe (except tractor-mounted, rubber tired), Backhoe Excavator Full Swing (CAT 212 or similar), Belt Placer (CMI Type), Blacktop Plant (automated), Cableway, Caisson Auger, Central Mix Concrete Plant (automated), Concrete Pump (8" or over), Dredge, Dual Drum Paver, Excavator (all purpose-hydraulic Gradall or Similar), Profiler (over 105 H.P.), Front End Loader (4c.y. & over), Head Tower (Sauerman or equal), Hoist (two or three Drum), Mine Hoist, Holland Loader, Mucking Machine or Mole, Power Grader, Quad 9, Quarry Master (or equivalent), Scraper, Shovel, Side Boom, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (manned, rented equipment excluded) & Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Pavement Breaker (sp) Wertgen, PB-4 & similar type.

CLASS B:

Backhoe (Tractor-Mounted, Rubber Tired), Bituminous Spreader & Mixer, Blacktop Plant (non-automated), Blast or Rotary Drill (Truck or Tractor Mounted), Boring Machine, Cage Hoist, Central Mix Plant (Non Automated), All Concrete Batching Plants, Cherry Picker (5 ton capacity & under), Compressors (4 or less exceeding 2000 cfm combined capacity), Concrete Paver over 16S, Concrete Pump (Under 8"), Bituminous Recycling machine Crawler Drill Self Contained, Crusher, Diesel Power Unit, Drill Rigs (Tractor Mounted), Front End Loader (under 4 c.y.), Hi-Pressure Boiler (15 lbs. & over), Hoist (One Drum), Kolman Plant Loader & similar type loaders (if employer requires another man, he shall be Oiler), L.C.M. Work Boat Operator, Locomotive, Greaseman/Lubrication Eng, Welder, Mixer (for stabilized base-self propelled), Monorail Machine, Plant Engineer, Profiler (105 H.P. or under), Pump Crete, Ready Mix Concrete Plant, Refrigeration Equipment (for soil stabilization), Road Widener, Roller (all above sub-grade), Sea Mule, Tractor with Dozer and/or Pusher, Trencher, Tugger Hoist, Winch and Winch Cat, Hydro-Axe, Pug Mill, Skidder, Self-contained Ride-on Rock Drill, excluding Air-Track type drill.

CLASS C:
A Frame(Winch Hoist on) Truck, Ballast Regulator(ride on) Bituminous Heater Self-Propelled, Concrete Pavement Spreaders and Finishers, Conveyor, Drill (core), Drill (well), Farm Tractor with Accessories, Fine Grade Machine, Fork Lift, Grout Pump, Gunite Machine, Hammers(hydraulic-self propelled); Hydra-Spiker(ride-on); Hydro-Blaster(water), Power Sweeper, Post Hole Digger & Post Driver, Roller(grade & fill), Scarifier(ride-on), Span Saw(ride-on) Tamper(ride-on), All ride-on Tie Extractors, Tie Handlers, Tie Spacers, Tie Inserters & Track Liners, Tractor(with towed access.), Vibratory Compactor, Vibro Tamp, Well Point, Tire repair, Skid Steer Bobcat or similar loader, Aggregate Plant, Boiler (used with production), Cement and bin Operator, Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters Concrete Paver or Mixer (165 & under), Concrete Saw (self propelled), Form Tamper, Fireman, Hydraulic Pump (jacking system) Mulching Machine, Oilier, Parapet concrete or pavement grinder, Power Broom (towed), Power Heaterman, Revinius Widener, Shell Winder, Steam Cleaner, Tractor, Directional Drilling Machine Locator, Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour 07/01/2008

| Master Mechanic | $ 33.15 |
| Class 1A        | 31.97  |
| Class A         | 31.54  |
| Class B         | 30.63  |
| Class C         | 28.06  |

ALL EMPLOYEES WHO WORK A SINGLE IRREGULAR SHIFT STARTING FROM 5:00 PM TO 1:00 AM THAT IS GOVERNMENTALLY MANDATED NIGHT WORK, SHALL BE PAID AN ADDITIONAL $2.00 PER HOUR.

$0.50 per hr additional for Crane with Boom length & gib 150ft. and over.

$1.00 " " " " " " " " " " 200ft. " "

Additional $2.50 per hr. for hazardous or toxic waste work.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman $ 17.55

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman's wage Class B

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour paid

All Terms $ 13.55

Operating Engineer - Marine Construction 05/01/2009

JOB DESCRIPTION Operating Engineer - Marine Construction


WAGES
Per Hour:
DIPPER,CLAMSHELL DREDGES 07/01/2008- 10/01/2008 & HYDRAULIC DREDGES 09/30/2008

CLASS A
Operator, Leverman, $ 32.09 $ 32.89
Lead Dredgeman

CLASS B
Spider/Spill Barge Operator, $27.94 $ 28.49
Tug Operator (over 1000hp), Operator III, Fill Placer,
Derrick Operator, Engineer,
Chief Mate, Electrician,
Chief Welder,
Maintenance Engineer
Certified Welder, $ 26.29 $ 26.84
Boat Operator (licensed)

CLASS C
Drag Barge Operator, $ 25.49 $ 26.14
Steward, Mate,
Assistant Fill Placer,
Welder (please add) $ 0.51 $ 0.06
Boat Operator $ 24.79 $ 25.29

CLASS D
Shoreman, Deckhand, $ 20.64 $ 21.09
Rodman, Scowman, Cook,
Messman, Porter/Janitor
Oiler (please add) $ 0.09 $ 0.09

SUPPLEMENTAL BENEFITS
Per Hour:

THE FOLLOWING SUPPLEMENTAL BENEFITS APPLY TO ALL CATEGORIES

<table>
<thead>
<tr>
<th>Category</th>
<th>07/01/2008-09/30/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Classes A &amp; B</td>
<td>$ 7.80 plus 7% of straight time wage</td>
<td>$ 8.05 plus 7% of straight time wage</td>
</tr>
<tr>
<td>(overtime hours add)</td>
<td>$ 0.63</td>
<td>$ 0.63</td>
</tr>
<tr>
<td>All Class C</td>
<td>$ 7.50 plus 7% of straight time wage</td>
<td>$ 7.75 plus 7% of straight time wage</td>
</tr>
<tr>
<td>(overtime hours add)</td>
<td>$ 0.48</td>
<td>$ 0.48</td>
</tr>
<tr>
<td>All Class D</td>
<td>$ 7.20 plus 7% of straight time wage</td>
<td>$ 7.45 plus 7% of straight time wage</td>
</tr>
<tr>
<td>(overtime hours add)</td>
<td>$ 0.23</td>
<td>$ 0.23</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, F, R) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 15, 26) on HOLIDAY PAGE

Operating Engineer - Survey Crew

JOB DESCRIPTION Operating Engineer - Survey Crew DISTRICT 6

ENTIRE COUNTIES
PARTIAL COUNTIES

Dutchess: The Northern portion of the county from the Northern boundary line of the City of Poughkeepsie North.

WAGES

Per hour:

SURVEY CLASSIFICATIONS: Party Chief- One who directs a survey party. Instrumentman- One who runs the instrument and assists the Party Chief. Rodman- One who holds the rods and in general, assists the survey party.

07/01/2008

Survey Rates:
Party Chief $29.82
Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS

Per hour worked:
Journeyman $16.30

OVERTIME PAY

See (B, E, Q) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES

(1 yr. or 1000 hrs.) terms at the following wage rates.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>16.23</td>
<td>18.94</td>
<td>21.64</td>
</tr>
</tbody>
</table>

Supplemental Benefits:

Per hour worked:
Apprentices $16.30

Operating Engineer - Survey Crew - Consulting Engineer

05/01/2009

JOB DESCRIPTION
Operating Engineer - Survey Crew - Consulting Engineer

ENTIRE COUNTIES


PARTIAL COUNTIES

Dutchess: the northern portion of the county from the northern boundary line of the City of Poughkeepsie north.

WAGES

Per hour:

Feasibility and preliminary design surveying, line and grade surveying for inspection or supervision of construction when performed under a Consulting Engineer Agreement.

SURVEY CLASSIFICATIONS: Party Chief- One who directs a survey party. Instrument Man- One who runs the instrument and assists the Party Chief. Rodman- One who holds the rods and in general, assists the survey party.

07/01/2008

Survey Rates:
Party Chief $29.82
Instrument/Rodperson 27.05
Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:
$16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Operating Engineer - Trenchless Pipe Rehab

JOB DESCRIPTION Operating Engineer - Trenchless Pipe Rehab

ENTIRE COUNTIES

WAGES
Per Hour:

07/01/2008

DSET/DSSET Operator
$ 31.50

Robotic Unit Operator
31.50

DDCC Injection Operator
31.50

Technician/Equipment Operator
27.00

AM Liner/Hydra Seal Installer
27.00

Hobas Pipe, Polyethylene Pipe or Pull and Inflate Liner Inst.
27.00

SUPPLEMENTAL BENEFITS
Per Hour Worked
All Classifications
$ 11.34

OVERTIME PAY
See (B, H) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 9, 15, 25) on HOLIDAY PAGE

REGISTERED APPRENTICES
At One Year Terms
(Per Hour)

First Year
$ 16.00

Second Year
16.75

Third Year
17.25

Fourth Year
18.00

Supplemental Benefit
(Per Hour Worked)
All Terms
$ 11.34
## Painter - Bridge & Structural Steel

**JOB DESCRIPTION**  Painter - Bridge & Structural Steel  
**DISTRICT**  9

**ENTIRE COUNTIES**

**WAGES**

Per Hour Worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BRIDGE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bridge Painting</td>
<td>$44.00</td>
<td>$45.25</td>
</tr>
<tr>
<td>Power Tool/Spray</td>
<td>$50.00*</td>
<td>$51.25*</td>
</tr>
</tbody>
</table>

## Painter

**JOB DESCRIPTION**  Painter  
**DISTRICT**  1

**ENTIRE COUNTIES**
Albany, Fulton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie

**WAGES**

Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
<th>05/01/2010</th>
<th>05/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BRUSH, ROLLER, SPRAY</strong></td>
<td>$24.34*</td>
<td>$1.35</td>
<td>$1.35</td>
<td>$1.35</td>
</tr>
<tr>
<td><strong>DRY WALL TAPER</strong></td>
<td>$24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td><strong>PAPER HANGER</strong></td>
<td>$24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td><strong>EPoxy, Scaffold</strong></td>
<td>$24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td><strong>Sandblasting</strong></td>
<td>$24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td><strong>Lead Abatement</strong></td>
<td>$25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td><strong>Structural Steel</strong></td>
<td>$25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
</tbody>
</table>

*PLUS additional $0.05 per hour for all hours worked added to the base wage for all above categories of Painter.

**Employees working on objects with the use of swing stage, boatswain chair, pick and cables only will be paid at Structural Steel rate. Structural Steel rate also applies to tanks over 100,000 gallons or over 20 feet high or under 55 feet wall height, towers, smoke stacks, flag poles.

Bridge Painter:
See Bridge Painter rates for the following work.
All Elevated Tanks and Shell Tanks over 55 feet wall height will be performed at the Bridge rate.

**SUPPLEMENTAL BENEFITS**
Per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$6.37</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**
See (B, E2, H) on OVERTIME PAGE
Premium is applied to base wage only.

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour

900 hour terms at the following percentage of Journeyman's base wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
</tr>
</thead>
<tbody>
<tr>
<td>45%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

PLUS additional $0.05 per hour for all hours worked for all terms added to the wage

Supplemental Benefits per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All Terms</td>
<td>$6.37</td>
</tr>
</tbody>
</table>

**Painter - Bridge & Structural Steel**

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>STEEL:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bridge Painting</td>
<td>$44.00</td>
<td>$45.25</td>
</tr>
<tr>
<td>Power Tool/Spray</td>
<td>$50.00*</td>
<td>$51.25*</td>
</tr>
</tbody>
</table>

1-466-Z1

Page 163
Shift Work: If there is a 2nd shift separate from the first crew, then all employees who work the second shift will be paid an additional 10% of the base wage up to seven hours worked after which the employees shall be paid at time and one half of the regular wage rate. If the Employer works a second shift on Saturday or Sunday, all employees will be paid at a 10% differential of their overtime rate of time and one half.

NB: For Bridge Painting Contracts, ALL WORKERS on and off the bridge (including Flagmen) are to be paid Painter's Rate; the contract must be ONLY for Bridge Painting.

SUPPLEMENTAL BENEFITS
Per Hour Worked: 07/01/2008 10/01/2008

$ 27.66*  $ 28.31*
27.66**  28.31**

*For the period of May 1st to November 15th:
This rate shall be paid up to a maximum of forty (40) hours worked per week. For all hours exceeding 40, the hourly rate shall be $5.00 per hour only. EXCEPT for the first and last week of employment on the project, and for the weeks of Memorial Day, Independence Day and Labor Day, this rate shall be paid for the actual number of hours worked.

**For the period of November 16th to April 30th:
This rate shall be paid up to a maximum of fifty (50) hours worked per week. For all hours exceeding 50, the hourly rate shall be $5.00 per hour only.

OVERTIME PAY
See (A, F, R) on OVERTIME PAGE

*Note: When calculating overtime pay for the Power Tool/Spray classification, add Six dollars to the hourly overtime rate calculated for the "Bridge Painting" classification.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (4, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(wage per hour Worked):
(1) year terms at the following percentage of Journeyman's wage.

Apprentices: 1st 2nd 3rd
07/01/2008 40% 60% 80%

Supplemental Benefits:
1st Term: Same as Journeyman less $5.00 per hour.
2nd and 3rd term: Same as Journeyman

9-DC-9/806/155-BrSS

Painter - Line Striping 05/01/2009

JOB DESCRIPTION  Painter - Line Striping  DISTRICT 9

ENTIRE COUNTIES

WAGES
Per hour:
Painter (Striping-Highway): 07/01/2008
Striping-Machine Operator* $ 25.53
Linerman Thermoplastic $ 30.79

Note: * Includes but is not limited to: Positioning of cones and directing of traffic using hand held devices. Excludes the Driver/Operator of equipment used in the maintenance and protection of traffic safety

SUPPLEMENTAL BENEFITS
Per hour paid: 07/01/2008
Journeyman: $ 9.97 + 7% of wage
OVERTIME PAY
See (B, E, P, S) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 20) on HOLIDAY PAGE
Overtime: See (5, 8, 11, 12, 15, 16, 17, 20, 21, 22) on HOLIDAY PAGE

Painter - Metal Polisher 05/01/2009

JOB DESCRIPTION Painter - Metal Polisher

DISTRICT 9

ENTIRE COUNTIES

WAGES

07/01/2008

Metal Polisher $23.10*

*Note: All workers shall be paid an additional premium in an amount equal to twenty (20%) percent of their basic straight time rate of pay for all time worked on hanging scaffolds and on standing scaffolds while working more than 34 feet off the ground. Such premium are to be paid on top of their straight time or overtime, whichever is applicable. This also applies to employees erecting scaffolding.

SUPPLEMENTAL BENEFITS

Per Hour: 07/01/2008

Journeyman: $11.02

OVERTIME PAY
See (B, E, Q, T) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 15, 16, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 15, 16, 25, 26) on HOLIDAY PAGE

REGISTERED APPRENTICES

55% of Basic Polisher Rate

Plumber 05/01/2009

JOB DESCRIPTION Plumber

DISTRICT 1

ENTIRE COUNTIES
Clinton, Warren, Washington

PARTIAL COUNTIES
Saratoga: Entire county except the Townships of Stillwater, Halfmoon, Galway, Milton, Charlton and Clifton Park.

WAGES

Per hour

07/01/2008

Plumber & Steamfitter $26.82

SUPPLEMENTAL BENEFITS

Per hour worked

Journeyman $16.40

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (22) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES

Wages per hour

One year terms at the following percentage of Journeyman’s wage
1st yr 1st half 50%  
2nd yr 1st half 60%  
3rd yr 1st half 70%  
4th yr 80%  
5th yr 90%  
1st yr 2nd half 55%  
2nd yr 2nd half 65%  
3rd yr 2nd half 75%  
4th yr  
5th yr  

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th>Year</th>
<th>1st half</th>
<th>2nd half</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>$12.16</td>
<td>$12.57</td>
</tr>
<tr>
<td>2nd</td>
<td>$13.00</td>
<td>$13.42</td>
</tr>
<tr>
<td>3rd</td>
<td>$13.85</td>
<td>$14.28</td>
</tr>
<tr>
<td>4th</td>
<td>$14.70</td>
<td></td>
</tr>
<tr>
<td>5th</td>
<td>$15.55</td>
<td></td>
</tr>
</tbody>
</table>

Plumber 05/01/2009

JOB DESCRIPTION  
Plumber  

ENTIRE COUNTIES  
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Schenectady, Schoharie  

PARTIAL COUNTIES  
Hamilton: Only the Towns of Arietta, Benson, Hope, Indian Lake, Inlet, Lake Pleasant, Morehouse and Wells.  
Saratoga: Only the Towns of Charlton, Clifton Park, Galway, Halfmoon, Milton, Stillwater and Waterford.  

WAGES  
Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plumber</td>
<td>$30.31</td>
<td>$31.41</td>
</tr>
<tr>
<td>Pipefitter, Steamfitter</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS  
Per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$17.45</td>
<td>$18.62</td>
</tr>
</tbody>
</table>

OVERTIME PAY  
Overtime Pay See (B1,Q) on OVERTIME PAGE.  

HOLIDAY  
Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE  

REGISTERED APPRENTICES  
Wages per hour  
One year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>Year</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>40%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>85%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentices</td>
<td>$17.45</td>
<td>$18.62</td>
</tr>
</tbody>
</table>

Roofer 05/01/2009

JOB DESCRIPTION  
Roofer  

ENTIRE COUNTIES  

WAGES  
Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Additional</td>
</tr>
<tr>
<td>Roof/Waterproofer</td>
<td>$23.65</td>
<td>$1.50</td>
</tr>
<tr>
<td>Pitch &amp; Asbestos</td>
<td>$24.65</td>
<td>1.50</td>
</tr>
</tbody>
</table>
SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 10.62

OVERTIME PAY
See (B, E*Note, Q) on OVERTIME PAGE.
* Saturday may be used as a make up day at straight time if employee misses 8 hrs or more during that week due to inclement weather.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

(1/2) year terms at the following per cent of the Roofer's rate.

<table>
<thead>
<tr>
<th>Term</th>
<th>1st yr</th>
<th>2nd yr</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st half</td>
<td>50%</td>
<td>58%</td>
</tr>
<tr>
<td>2nd half</td>
<td>66%</td>
<td>74%</td>
</tr>
<tr>
<td>3rd half</td>
<td>82%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>1st half</th>
<th>2nd half</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr</td>
<td>$ 9.20</td>
<td></td>
</tr>
<tr>
<td>1st yr</td>
<td></td>
<td>9.39</td>
</tr>
<tr>
<td>2nd yr</td>
<td>9.62</td>
<td></td>
</tr>
<tr>
<td>2nd yr</td>
<td></td>
<td>9.82</td>
</tr>
<tr>
<td>3rd yr</td>
<td>10.05</td>
<td></td>
</tr>
<tr>
<td>3rd yr</td>
<td></td>
<td>10.25</td>
</tr>
</tbody>
</table>

Sheetmetal Worker 05/01/2009

JOB DESCRIPTION Sheetmetal Worker


WAGES Per hour

<table>
<thead>
<tr>
<th>Date</th>
<th>Sheetmetal Worker $ 26.68</th>
<th>Additional $ 2.15</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td></td>
<td></td>
</tr>
<tr>
<td>06/01/2009</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS Per hour worked

Journeyman $ 19.09

OVERTIME PAY
See (B, E*, Q) on OVERTIME PAGE
* Double time after 8 hours on Saturdays.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>$ 12.80 Same Percentage</th>
<th>$ 13.66 of new</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2nd term</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3rd term</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4th term</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5th term</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6th term</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Supplemental Benefits per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>$12.84</td>
</tr>
<tr>
<td>2nd</td>
<td>13.08</td>
</tr>
<tr>
<td>3rd</td>
<td>13.33</td>
</tr>
<tr>
<td>4th</td>
<td>13.49</td>
</tr>
<tr>
<td>5th</td>
<td>15.85</td>
</tr>
<tr>
<td>6th</td>
<td>16.26</td>
</tr>
<tr>
<td>7th</td>
<td>16.66</td>
</tr>
<tr>
<td>8th</td>
<td>17.06</td>
</tr>
<tr>
<td>9th</td>
<td>17.47</td>
</tr>
<tr>
<td>10th</td>
<td>17.87</td>
</tr>
</tbody>
</table>

Sprinkler Fitter

<table>
<thead>
<tr>
<th>Date</th>
<th>Sprinkler Fitter</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$29.90</td>
</tr>
<tr>
<td>01/01/2009</td>
<td>$29.90</td>
</tr>
<tr>
<td>04/01/2009</td>
<td>$30.65</td>
</tr>
<tr>
<td>01/01/2010</td>
<td>$30.65</td>
</tr>
</tbody>
</table>

Supplemental Benefits

<table>
<thead>
<tr>
<th>Date</th>
<th>Supplemental Benefits per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$7.06</td>
</tr>
<tr>
<td>01/01/2009</td>
<td>$7.71</td>
</tr>
<tr>
<td>04/01/2009</td>
<td>$7.71</td>
</tr>
<tr>
<td>01/01/2010</td>
<td>$8.41</td>
</tr>
</tbody>
</table>

Teamster - Building

<table>
<thead>
<tr>
<th>Date</th>
<th>Teamster - Building</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$11.30</td>
</tr>
<tr>
<td>01/01/2009</td>
<td>$12.05</td>
</tr>
<tr>
<td>04/01/2009</td>
<td>$12.05</td>
</tr>
<tr>
<td>01/01/2010</td>
<td>$12.85</td>
</tr>
</tbody>
</table>
PARTIAL COUNTIES
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Lake George, Lake Luzerne and Queensbury.

WAGES
GROUP # A:
Straight trucks, winch, transit mix on the site, road oilers, dump trucks, pick-ups, panel, water trucks, fuel trucks on the site (including nozzle).

GROUP # B:
Low boy or Low boy trailer, Euclids or similar equipment.

WAGES per hour 07/01/2008 07/01/2009 07/01/2010
Group # A $ 23.57 $ 24.22 $ 24.87
Group # B 23.87 24.52 25.17

SUPPLEMENTAL BENEFITS
Per hour worked
Journeyman $ 11.56 $ 12.46 $ 13.46

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Teamster - Heavy&Highway 05/01/2009

JOB DESCRIPTION    Teamster - Heavy&Highway
DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

PARTIAL COUNTIES
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Luzerne, Caldwell, and Queensbury.

WAGES
GROUP #1:
Warehousemen, Yardmen, Truck Helpers, Pickups, Panel Trucks, Flatboy Material Trucks (straight jobs), Single Axel Dump Trucks, Dumpsters, Material Checkers and Receivers, Greasers, Truck Tiremen, Mechanics Helpers and Parts Chasers.

GROUP #2:
Tandems and Batch Trucks, Mechanics, Dispatcher.

GROUP #3:
Semi-Trailers, Low-boy Trucks, Asphalt Distributor Trucks, and Agitator, Mixer Trucks and dumpcrete type vehicles, Truck Mechanic, Fuel Trucks.

GROUP #4:
Specialized Earth Moving Equipment, Euclid type, or similar off-highway, where not self-loading, Straddle (Ross) Carrier, and self-contained concrete mobile truck.

GROUP #5:

WAGES per hour 07/01/2008 07/01/09 07/01/10 07/01/11
Group #1 $ 24.27 $ 25.07 $ 25.87 $ 26.67
Group #2 24.32 25.12 25.92 26.72
Group #3 24.37 25.17 25.97 26.77
Group #4 24.52 25.32 26.12 26.92
Group #5 24.67 25.47 26.27 27.07

Hazardous waste projects that require a Level C or greater protection shall
be paid an additional $1.00 per hour. All employees who work a single irregular work shift starting between 5pm and 1 am on governmental mandated night shifts shall be paid an additional 1.50 per hour. For work bid on or after April 1, 1995, there shall be a 12 month carryover of the negotiated rate in effect at the time of the bid.

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Friday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

**SUPPLEMENTAL BENEFITS**
Per hour paid:

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$13.15</td>
</tr>
<tr>
<td>$13.95</td>
</tr>
<tr>
<td>$14.75</td>
</tr>
<tr>
<td>$15.65</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**JOB DESCRIPTION**
Welder

**ENTIRE COUNTIES**

**WAGES**
Per hour 07/01/2008

Welder (To be paid the same rate of the mechanic performing the work)

**OVERTIME PAY**

**HOLIDAY**
1-As Per Trade
**Asbestos Worker**

**JOB DESCRIPTION**
Asbestos Worker

**DISTRICT**
9

**ENTIRE COUNTIES**

**WAGES**
Per hour

07/01/2007

Asbestos Worker
Removal & hazardous
abatement Only

$ 20.83

Only for the removal of insulation materials from mechanical systems which are not going to be scrapped.

**SUPPLEMENTAL BENEFITS**
Per hour paid

Journeyman

$ 14.65

**OVERTIME PAY**
See (B, E, *Q, **T, V) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (2, 4, 6, 25) on HOLIDAY PAGE

*Code Q applies to 4, 6, 25.
**Code T applies to 2.

---

**Boilermaker**

**JOB DESCRIPTION**
Boilermaker

**DISTRICT**
1

**ENTIRE COUNTIES**

**WAGES**
Per hour

07/01/2008

Boilermaker

$ 28.55

10/01/2008

$ 29.65

**SUPPLEMENTAL BENEFITS**
Per hour worked

Journeymen

$ 8.96

Plus

36.6%

of

Wage

$ 8.96

Plus

36.6%

of

Wage

**OVERTIME PAY**
See (B, E, *Q) on OVERTIME PAGE

* DOUBLE TIME AFTER TEN HOURS ON MON.-SAT.

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11, 15) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour

(1/2 year terms at the following percentage of Journeyman's wage.

1st 2nd 3rd 4th 5th 6th 7th 8th
65% 65% 70% 75% 80% 85% 90% 95%

Supplemental Benefits per hour worked.
All Apprentices get same benefits as Journeyman.

Carpenter - Building 05/01/2009

JOB DESCRIPTION Carpenter - Building

ENTIRE COUNTIES
Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES
Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$25.20</td>
<td>$25.20</td>
<td>$1.75</td>
</tr>
<tr>
<td>Floor Coverer</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Carpet Layer</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Dry-Wall</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Lather</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Piledriver</td>
<td>25.70</td>
<td>25.70</td>
<td>1.75</td>
</tr>
<tr>
<td>Diver-Wet Day</td>
<td>58.75</td>
<td>58.75</td>
<td>1.25*</td>
</tr>
<tr>
<td>Diver -Dry Day</td>
<td>26.20</td>
<td>26.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Diver Tender</td>
<td>26.20</td>
<td>26.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Welder</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
</tbody>
</table>

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 PER HOUR.

*Divers $1.25 raise becomes effective on July 1st of each year, not June 1st.

SUPPLEMENTAL BENEFITS
Per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$13.915</td>
<td>$14.315</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

One year terms at the following percentage of Journeyman's base wage:

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st year term</td>
<td>$6.345</td>
<td>$6.745</td>
</tr>
<tr>
<td>2nd year term</td>
<td>10.12</td>
<td>10.520</td>
</tr>
<tr>
<td>3rd year term</td>
<td>13.915</td>
<td>14.315</td>
</tr>
<tr>
<td>4th year term</td>
<td>13.915</td>
<td>14.315</td>
</tr>
</tbody>
</table>

Carpenter - Heavy&Highway 05/01/2009

JOB DESCRIPTION Carpenter - Heavy&Highway

ENTIRE COUNTIES
Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES
Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$25.74</td>
<td>$25.34</td>
<td>$1.80</td>
</tr>
<tr>
<td>Millwrights</td>
<td>25.74</td>
<td>25.34</td>
<td>1.80</td>
</tr>
</tbody>
</table>

Page 172
<table>
<thead>
<tr>
<th>Occupation</th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Piledriver</td>
<td>25.74</td>
<td>25.34</td>
</tr>
<tr>
<td>Diver - Wet Day</td>
<td>58.75</td>
<td>58.75</td>
</tr>
<tr>
<td>Diver - Dry Day</td>
<td>26.74</td>
<td>26.34</td>
</tr>
<tr>
<td>Tender</td>
<td>26.74</td>
<td>26.34</td>
</tr>
</tbody>
</table>

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 per hour. Certified welders when required to perform welding work will receive an additional $1.50 per hour.

**SUPPLEMENTAL BENEFITS**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 13.90</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (2, 17) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

One year terms at the following percentage of Journeyman's base wage

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st year terms</td>
<td>$ 6.36</td>
<td>$ 6.76</td>
</tr>
<tr>
<td>2nd year terms</td>
<td>10.135</td>
<td>10.535</td>
</tr>
<tr>
<td>3rd year terms</td>
<td>13.90</td>
<td>14.30</td>
</tr>
<tr>
<td>4th year terms</td>
<td>13.90</td>
<td>14.30</td>
</tr>
</tbody>
</table>

**JOB DESCRIPTION** Electrician

**DISTRICT** 1

**ENTIRE COUNTIES**


**PARTIAL COUNTIES**

Greene: All of the city of Catskill and that portion of the county that lies north of Route 23A.

Otsego: Only the Towns of Decatur and Worchester

**WAGES**

Per hour

<table>
<thead>
<tr>
<th>Occupation</th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electrician</td>
<td>$ 29.75</td>
<td>$ 29.96</td>
</tr>
<tr>
<td>Audio/Sound</td>
<td>29.75</td>
<td>29.96</td>
</tr>
<tr>
<td>Video</td>
<td>29.75</td>
<td>29.96</td>
</tr>
<tr>
<td>Tele-Data</td>
<td>29.75</td>
<td>29.96</td>
</tr>
<tr>
<td>Certified Welder</td>
<td>32.73</td>
<td>32.96</td>
</tr>
</tbody>
</table>

An additional 5% above rate for work over 30’ above floor when working on toothpicks, structural steel, temp. platforms, swing scaffolds & boatswain chairs.

An additional 10% above rate on towers & smoke stacks over 100’ high.

An additional 20% above rate in shafts over 25’ deep or tunnels over 50’ lg that are under construction.

**SUPPLEMENTAL BENEFITS**

Per hour worked

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 15.31</td>
</tr>
<tr>
<td></td>
<td>+3% of Wage</td>
</tr>
</tbody>
</table>
OVERTIME PAY
See (B, *E, Q) on OVERTIME PAGE
* DOUBLE TIME AFTER 10 HOURS ON SATURDAY

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Hours</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Shift</td>
<td>8:00 AM to 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2nd Shift</td>
<td>4:30 PM to 12:30 AM</td>
<td>REGULAR RATE PLUS 10%</td>
</tr>
<tr>
<td>3rd Shift</td>
<td>12:30 AM to 8:00 AM</td>
<td>REGULAR RATE PLUS 15%</td>
</tr>
</tbody>
</table>

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 hour terms at the following percentage of Journeyman's wage.
- 6mo  1yr
- 40%  45%

1500 hour terms at the following percentage of Journeyman's wage.
- 2nd yr 3rd yr 4th yr 5th yr
- 50%  60%  70%  80%

Supplemental Benefits per hour worked
- 1st term $ 8.20*
- 2nd term 8.20*
- All others 15.31*

*Note - Plus 3% of wage.

JOB DESCRIPTION
Elevator Constructor
DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Kinderhook, Chatham, Canaan, Stockport, Ghent, Austerlitz, Greenport, Claverack, Hillsdale and New Lebanon.
Greene: Towns of Durham, Greenville, New Baltimore, Cosacki, Ciro, & Athens

WAGES
Per hour
07/01/2008 01/01/2009
- Mechanic $ 35.46 $ 36.46
- Helper $ 24.82 $ 25.52

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked
Glazier

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Glazier</th>
</tr>
</thead>
</table>

DISTRICT 1

ENTIRE COUNTIES

WAGES
Per hour

<table>
<thead>
<tr>
<th>Glazier base wage</th>
<th>$ 22.50</th>
</tr>
</thead>
<tbody>
<tr>
<td>+ additional $0.60 per hour for all hours worked</td>
<td></td>
</tr>
</tbody>
</table>

*High Work Base Wage 25.65
+ additional $3.35 per hour for all hours worked

*When working on Swing Stage or Lift 100 feet or more in height, measured from the ground level up.

SUPPLEMENTAL BENEFITS
Per hour worked

<table>
<thead>
<tr>
<th>Journeyman</th>
<th>$ 11.48</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$ 11.48</td>
</tr>
<tr>
<td>High Work</td>
<td>15.73</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE
Premium is applied to the respective base wage only.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Apprentice Glazier One Half Year (900 hr) terms at the following percentage of Journeyman's base wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>35%</td>
<td>45%</td>
<td>55%</td>
<td>65%</td>
<td>75%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
</tr>
<tr>
<td>+ additional $0.60 per hour for all hours worked for all terms</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Apprentice Glazier Hi-Work One Half Year (900 hr) terms at the following percentage of Journeyman's Hi-Work base wage.
Supplemental Benefits per hour worked:

Apprentice $ 11.48

Apprentice High Work 15.73

Asbestos Worker $ 26.34 $ 1.50
Insulator $ 26.34 1.50
Firestopping Worker* $ 22.39 1.50

* On Mechanical Systems only.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 16.20

OVERTIME PAY
See (*B1, **Q) on OVERTIME PAGE
*B1=Double time begins after 10 hours on Saturday
**Q=Triple time on Labor Day if worked.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

one year terms at the following percentage of Journeyman's wage.

1st 2nd 3rd 4th 60 % 70 % 80 % 90 %

Supplemental Benefits per hour worked:

Apprentices $ 16.20

WAGES
Per hour 07/01/2008 05/01/2009

Asbestos Worker $ 26.34 $ 1.50
Insulator $ 26.34 1.50
Firestopping Worker* $ 22.39 1.50

* On Mechanical Systems only.

Ironworker $ 25.65

JOB DESCRIPTION Ironworker

ENTIRE COUNTIES

WAGES
Per hour 07/01/2008

Ornmental $ 25.65
Reinforcing 25.65  
Rodman 25.65  
Sheeter Bucker-up 25.78  
Structural & Precast 25.65  
Mover/Rigger 25.65  
Fence Erector 25.65  
Stone Derrickman 25.65  
Sheeter 25.90  
Curtain Wall Installer 25.65  
Metal Window Installer 25.65

**SUPPLEMENTAL BENEFITS**  
Per hour worked

JOURNEYMAN $ 19.06

**OVERTIME PAY**  
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**  
Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**  
Wages per hour  
one YEAR TERMS AT THE FOLLOWING WAGE RATES:

<table>
<thead>
<tr>
<th>Year</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr</td>
<td>$ 15.00</td>
</tr>
<tr>
<td>2nd yr</td>
<td>17.00</td>
</tr>
<tr>
<td>3rd yr</td>
<td>19.00</td>
</tr>
<tr>
<td>4th yr</td>
<td>21.00</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked  
1st year $ 8.00  
2nd year 14.93  
3rd year 15.92  
4th year 16.91

---

**Laborer - Building**  
05/01/2009

**JOB DESCRIPTION**  
Laborer - Building

**ENTIRE COUNTIES**  
Schenectady, Schoharie

**PARTIAL COUNTIES**  
Fulton: Only the Townships of Bleecker, Mayfield, Northampton, Johnstown, Broadalbin and Perth.  
Montgomery: Only the Townships of Mohawk, Glen, Charleston, Amsterdam, and Florida.  

**WAGES**  
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional</td>
<td></td>
<td>Additional</td>
<td></td>
</tr>
<tr>
<td>Group #1:</td>
<td>$ 22.08</td>
<td>$ 1.55</td>
<td>$ 1.65</td>
</tr>
</tbody>
</table>

except as noted in Groups 2 & 3

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #2:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blaster, Wagon Drill Operator, Metal Formsetter (sidewalk), Well Pointing &amp; Laser Operator</td>
<td>22.53</td>
<td>1.55</td>
<td>1.65</td>
</tr>
</tbody>
</table>

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #3:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Handling of Asbestos or Toxic Materials</td>
<td>23.43</td>
<td>1.55</td>
<td>1.65</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**  
Supplemental Benefits per hour worked

Journeyman $ 13.01
OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 Hour terms at the following percentage of Journeyman's basic hourly wage.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td>80%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked
Apprentices $ 13.01

Laborer - Heavy&Highway 05/01/2009

JOB DESCRIPTION Laborer - Heavy&Highway

ENTIRE COUNTIES
Schenectady, Schoharie

PARTIAL COUNTIES
Fulton: Only the Townships of Bleeker, Mayfield, Northampton, Johnstown, Broadalbin and Perth.
Montgomery: Only the Townships of Mohawk, Glen, Charleston, Amsterdam, and Florida.
Saratoga: Only the Townships of Day, Hadley, Edinburg, Corinth, Moreau, South Glens Falls, Providence, Greenfield, Wilton, Galaway, Northumberland, Milton, Saratoga Springs, Charlton, Ballston, Malta and Clifton Park

WAGES
GROUP # A: Basic, Drill Helper, Flagman, Outboard and Hand Boats.
GROUP # B: Chain Saw, Concrete Aggregate Bin, Concrete Bootmen, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of Steelmesh, Small Generators for Laborers, Tools Installation of Bridge Drainage Pipe, Pipe Layers, Vibrator Type Rollers, Tamper, Drill Doctor, Tail or Screw Operator on Asphalt Paver, Water Pump Operators(1-1/2" and Single Diaphragm) Nozzle (Asphalt, Gunite, Seeding, and Sand Blasting), Laborers on Chain Link Fence, Rock Splitter and Power Unit, Pusher Type Concrete Saw and all other Gas, Electric, Oil and Air Tool Operators, Wrecking Laborer.
GROUP # C: All Rock or Drilling Machine Operators (Except Quarry Master and Similar Type), Acetylene Torch Operators, Asphalt Paver/Raker and Powdeman.
GROUP # D: Blasters, Metal Form Setters (sidewalk), Stone or Granite Curb Setters.

WAGES per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009 Additional</th>
<th>07/01/2010 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group # A</td>
<td>$ 23.54</td>
<td>$ 1.90</td>
<td>$ 2.00</td>
</tr>
<tr>
<td>Group # B</td>
<td>23.74</td>
<td>1.90</td>
<td>2.00</td>
</tr>
<tr>
<td>Group # C</td>
<td>23.94</td>
<td>1.90</td>
<td>2.00</td>
</tr>
<tr>
<td>Group # D</td>
<td>24.14</td>
<td>1.90</td>
<td>2.00</td>
</tr>
</tbody>
</table>

Additional $2.00 per hr. over base rate for work on a State or Federally designated waste site & where relevant State or Federal regulations require employees to use or wear forms of personal protection. Workers on a single irregular work shift starting anytime from 5:00 pm to 1:00 am due to governmental mandated night work shall be paid an additional $1.50 per hour. Effective on jobs bid after January 1, 2001.

SUPPLEMENTAL BENEFITS
Per hour worked
Journeyman $ 13.40

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
REGISTERED APPRENTICES
Wages per hour

1000 HOUR TERMS AT THE FOLLOWING PERCENTAGE OF JOURNEYMAN'S BASE WAGE

<table>
<thead>
<tr>
<th></th>
<th>1ST</th>
<th>2ND</th>
<th>3RD</th>
<th>4TH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate</td>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $ 13.40

Lineman Electrician 05/01/2009

ENTIRE COUNTIES

WAGES
Per hour:

Includes Teledata Work within Ten feet of High Voltage Transmission Lines

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Tech./Welder</td>
<td>$ 42.19</td>
<td>$ 44.30</td>
</tr>
<tr>
<td>Cable splicer</td>
<td>42.19</td>
<td>44.30</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>37.97</td>
<td>39.87</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>35.86</td>
<td>37.66</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Flagman</td>
<td>25.31</td>
<td>26.58</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr. for entire crew when a helicopter is used.

Above rates applicable on all overhead Transmission line work & Fiber Optic Cable where other construction trades are or have been involved. This applies to transmission line work only, not other construction.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician/Welder</td>
<td>$ 40.98</td>
<td>$ 43.08</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>36.88</td>
<td>38.77</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>34.83</td>
<td>36.62</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Mech. 1st Class</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Flagman</td>
<td>24.59</td>
<td>25.85</td>
</tr>
<tr>
<td>Certified WelderPipe Type Cable</td>
<td>43.03</td>
<td>45.23</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>45.08</td>
<td>47.39</td>
</tr>
</tbody>
</table>

Additional 1.00 per hour for entire crew when a helicopter job.

Above rates apply on Switching Structures, Maintenance projects, Railroad Catenary install/maint, Third rail installation, Bonding of Rails and pipe type cable and installation of Fiber Optic Cable.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman /Techician</td>
<td>$ 39.67</td>
<td>$ 41.78</td>
</tr>
<tr>
<td>Welder/Cable Splicer</td>
<td>39.67</td>
<td>41.78</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr. for entire crew when a helicopter is used.

Above rates applicable on all overhead and underground distribution and maintenance work, and all overhead and underground transmission line work and the installation of Fiber Optic Cable where no other construction trades are or have been involved.
Lineman/Technician $ 39.67 $ 41.78
Cable Splicer pipe type cable 43.64 45.96
Certified Welder pipe type 41.65 43.87
Digging Machine Operato 35.70 37.60
Tractor Trailer Driver 33.72 35.51
Mechanic 1st Class 31.74 33.42
Groundman/Truck Driver 31.74 33.42
Flagman 23.80 25.07

Additional $ 1.00 per hour for entire crew when a helicopter is used.

Above rates applicable on all electrical sub-stations, switching structures, fiber optic cable and all other work not defined as "Utility outside electrical work"

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday. Friday may be used as a make-up day.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked including holidays listed below:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00 12.25
*plus 7% of *plus 7% of
hourly wage paid hourly wage paid

OVERTIME PAY
See (B, E, Q,) on OVERTIME PAGE. Double time for all emergency work designated by the Dept. of Jurisdiction.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

1st shift 8:00 AM to 4:30 PM REGULAR RATE
2nd shift 4:30 PM to 1:00 AM REGULAR RATE PLUS 17.3 %
3rd shift 12:30 AM to 9:00 AM REGULAR RATE PLUS 31.4 %

HOLIDAY
Paid See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.
Overtime See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.

SUPPLEMENTS for holidays paid at straight time

REGISTERED APPRENTICES
(1000) hr terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00 12.25
*plus 7% of *plus 7% of
hourly wage paid hourly wage paid

*NOTE: The 7% is based on the hourly wage paid, straight time rate or premium rate.

WAGES
Per hour:

FOR WORK OUTSIDE BUILDING PROPERTY LINES.

07/01/2008

Cable Splicer $ 24.85
Installer/Repairman 23.60
Teledata Lineman 23.60
Technician/Equip Oper 23.60
Groundman 12.51

NOTE: EXCLUDES Teledata work within ten feet of High Voltage (600 volts and over) transmission lines. For this work please see LINEMAN.

SUPPLEMENTAL BENEFITS
Per hour worked:

$4.43
*plus 3% of hourly wage paid

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 16) on HOLIDAY PAGE

Lineman Electrician - Traffic Signal Lighting 05/01/2009

JOB DESCRIPTION Lineman Electrician - Traffic Signal Lighting
DISTRICT 6

ENTIRE COUNTIES

WAGES
Per hour:

07/01/2008 05/04/2009
Certified Welder $ 38.20 $ 40.16
Lineman/Technician 36.38 38.25
Digging Mach 32.74 34.43
Tractor trailer driver 30.92 32.51
Groundman Truck Driver 29.10 30.60
Mechanic 1st Class 29.10 30.60
Flagman 21.83 22.95

Above rates applicable on all Lighting and Traffic Signal Systems with the installation, testing, operation, maintenance and repair of all traffic control and illumination projects, traffic monitoring systems, road weather information systems and the installation of Fiber Optic Cable.

SUPPLEMENTAL BENEFITS
Per hour worked:

$ 12.00 $12.25
*plus 6.5% of hourly wage paid *plus 6.5% of hourly wage paid

NOTE: Additional $1.00 per hr. for entire crew when a helicopter is used.

*NOTE: The 6.5% is based on the hourly wage paid, straight time rate or premium rate.
OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE
NOTE: DOUBLE TIME FOR ALL EMERGENCY WORK DESIGNATED BY THE DEPT. OF JURISDICTION.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Hours</th>
<th>Rate Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ST SHIFT</td>
<td>8:00 AM TO 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2ND SHIFT</td>
<td>4:30 PM TO 1:00 AM</td>
<td>REGULAR RATE PLUS 17.3%</td>
</tr>
<tr>
<td>3RD SHIFT</td>
<td>12:30 AM TO 9:00 AM</td>
<td>REGULAR RATE PLUS 31.4%</td>
</tr>
</tbody>
</table>

HOLIDAY
Paid: See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.
Overtime: See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.

REGISTERED APPRENTICES
(1000) hour terms at the following percentage of Journeymans Wage.

<table>
<thead>
<tr>
<th>60%</th>
<th>65%</th>
<th>70%</th>
<th>75%</th>
<th>80%</th>
<th>85%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

WAGES
Per hour:
Applies to line clearance, tree work and right-of-way preparation on all new or existing overhead electrical, telephone and CATV lines.

<table>
<thead>
<tr>
<th>Date</th>
<th>Position</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>Tree trimmer</td>
<td>$ 21.22</td>
</tr>
<tr>
<td></td>
<td>Equip Operator</td>
<td>18.72</td>
</tr>
<tr>
<td></td>
<td>Mechanic</td>
<td>18.72</td>
</tr>
<tr>
<td></td>
<td>Truck Driver</td>
<td>15.82</td>
</tr>
<tr>
<td></td>
<td>Ground person</td>
<td>12.99</td>
</tr>
<tr>
<td></td>
<td>Flag person</td>
<td>9.25</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked:
$ 5.60
*plus 3% of hourly wage paid

Supplements paid at STRAIGHT TIME rate for holidays.

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE
### WAGES

**Per hour**

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
<th>05/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayer</td>
<td>$26.29</td>
<td>$28.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>Cement Mason</td>
<td>$26.29</td>
<td>$28.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>Plasterer</td>
<td>$26.29</td>
<td>$28.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>Pointer/Caulker</td>
<td>$26.29</td>
<td>$28.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>Stone Mason</td>
<td>$26.29</td>
<td>$28.00</td>
<td>$28.00</td>
</tr>
</tbody>
</table>

### SUPPLEMENTAL BENEFITS

**Per hour worked**

[Table continues with the same format as the wages table]
Journeyman $ 15.39

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 hour terms at the following percentage of Journey's wage

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 9.04</td>
</tr>
<tr>
<td>All others</td>
<td>15.39</td>
</tr>
</tbody>
</table>

---

**Mason - Heavy&Highway**

05/01/2009

**JOB DESCRIPTION** Mason - Heavy&Highway

**DISTRICT** 1

**ENTIRE COUNTIES**

**PARTIAL COUNTIES**
Onondaga: All classifications except Cement Masons.

**WAGES**
Per hour

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional</td>
<td></td>
</tr>
</tbody>
</table>

Mason & Bricklayer $ 27.23 $ 1.71

**SUPPLEMENTAL BENEFITS**
Per hour worked

| Journeyman | $ 14.47 |

**OVERTIME PAY**
See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour

750 HR TERMS at the following percent of Journeyman's wage

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$ 8.72</td>
</tr>
<tr>
<td>All others</td>
<td>14.47</td>
</tr>
</tbody>
</table>

---

**Millwright**

05/01/2009

**JOB DESCRIPTION** Millwright

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

**WAGES**
Per hour: 07/01/2008
Millwright $ 26.09

Millwright Welder & Hazardous Waste Work 27.34

**SUPPLEMENTAL BENEFITS**
Per hour worked:

Millwright $ 13.90

**OVERTIME PAY**
See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour:

One year terms at the following percentage of Journeyman's wage:

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th>Year Term</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year Term</td>
<td>6.36</td>
</tr>
<tr>
<td>2nd Year Term</td>
<td>10.884</td>
</tr>
<tr>
<td>3rd Year Term</td>
<td>11.638</td>
</tr>
<tr>
<td>4th Year Term</td>
<td>12.392</td>
</tr>
</tbody>
</table>

---

**Operating Engineer - Building**
05/01/2009

**JOB DESCRIPTION** Operating Engineer - Building

**DISTRICT** 1

**ENTIRE COUNTIES**

**PARTIAL COUNTIES**
Dutchess: Northern part of Dutchess (to the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedelt Road, then east along Bedelt Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to Connecticut).
Herkimer: East of a North/South line through the Railroad Station at Little Falls.

**WAGES**

Master Mechanic:

**CLASS A1:**
Crane, Hydraulic Cranes, Tower Crane, Locomotive Crane, Piledriver, Cableway, Derricks, Whirleys, Dragline, Boom truck over 5 ton.

**CLASS A:**
Maintenance Engineer, Self-Contained Crawler Drill, Hydraulic Rock drill, shovel, All Excavators including rubber tire & full swing. Backhoe (except tractor mtd. rubber tired), Gradalis, Power road grader, all CMI equipment, Front-end rubber tire loader, Tractor-mounted drill (quarry master), Mucking machine, Concrete central mix plant, Concrete pump, Belcrete system, Automated asphalt concrete plant, Tractor road paver, Boom Trucks 5 ton & under.

**CLASS B:**
Backhoe (rubber tired backhoe/loader combination), Bulldozer, Push cat, Tractor, Traxcavator, Scraper, LeTourneau grader, Form fine Grader, Road Roller, Blacktop Roller, Blacktop Spreader, Power Brooms, Sweepers, Trenching Machine, Barber Greene loader, Side booms, Hydro hammer, Concrete spreading, Concrete finishing machine, One Drum Hoist, Power Hoisting (single drum), hoist-two drum or more, 3 Drum Eng., power hoisting (2 drum & over) 2 & 3 Drum & Swing Engine, Hod Hoist, A-L Frame Winches, Core & Well Drillers (one drum), Post Hole Digger, CHB Vibro Tamp or Similar Mach. Batch Pin & Plant Oper., Dinky Locom., Skid Steer loader, Track excav. 5/8 cu yd or under.

**CLASS C:**
Forklift, High Lift, Lull, Oiler, Fireman and Heavy-duty Greaser, Boilers, Steam Generators, Vibrator, Mortar Mixer, Air Compressor, Dust Collector, Welding Machine, Well Point, Mechanical Heater, Generators, Temporary Light Plants, Electric Submersible Pump 4" and over, Murphy type diesel generator, Conveyor, Elevators, Concrete Mixer and Belcrete power pack (Belcrete system), Seeding & Mulching Machines, Pumps and Pump Truck.
* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour

<table>
<thead>
<tr>
<th>Class</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1</td>
<td>$31.98</td>
</tr>
<tr>
<td>A</td>
<td>31.54</td>
</tr>
<tr>
<td>B</td>
<td>30.63</td>
</tr>
<tr>
<td>C</td>
<td>28.06</td>
</tr>
</tbody>
</table>

Cranes: over 150 ft add .50 per hr, Cranes: over 200 ft add 1.00 per hr, tower Cranes add .50 per hr over class A1 rate.

Additional $2.50 per hr. for hazardous or toxic waste work.
Additional $2.00 per hr over B rate for Nuclear Leader work.
Additional $.40 per hr for tunnel or excavation of shaft 40’ or more deep.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman $17.37

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES

Wages per hour

1000 hours terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60% of</td>
<td>70% of</td>
<td>80% of</td>
<td>90% of</td>
</tr>
<tr>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour paid

All classes $13.55

Operating Engineer - Heavy&Highway

JOB DESCRIPTION Operating Engineer - Heavy&Highway

DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: (*NOTE: This description is in effect up to 08/31/2006). *North of a West/East line through Dutchess County starting at the Northern Boundary of the City of Poughkeepsie.

(**NOTE: This change takes effect on 09/01/2006)**The part of Dutchess (defined by the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedell Road, then east along Bedell Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rl. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to the border line of the State of Connecticut, and bordered on the west by the middle of the Hudson River).

Herkimer: East of a North/South line through the RailroadStation at Little Falls.

WAGES
MASTER MECHANIC:

CLASS 1A:
Crane, Cherry Picker(over 5 ton capacity, Derricks (steel erection) Dragline, Overhead Crane (gantry or straddle), Piledriver, Boom Truck (Over 5 tons).

CLASS A:
Automated Concrete Spreader (CMI Type), Automatic Fine Grader, Backhoe (except tractor-mounted, rubber tired), Backhoe Excavator Full Swing (CAT 212 or similar), Belt Placer (CMI Type), Blacktop Plant (automated), Cableway, Caisson Auger, Central Mix Concrete Plant (automated), Concrete Pump (8" or over), Dredge, Dual Drum Paver, Excavator (all purpose- hydraulic Gradall or Similar), Profiler (over 105 H.P.), Front End Loader (4c.y. & over), Head Tower (Sauerman or equal), Hoist (two or three Drum), Mine Hoist, Holland Loader, Mucking Machine or Mole, Power Grader, Quad 9, Quarry Master (or equivalent), Scraper, Shovel, Side Boom, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (manned, rented equipment excluded) & Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Pavement Breaker (sp) Wertgen, PB-4 & similar type.

CLASS B:
Backhoe (Tractor-Mounted, Rubber Tired), Bituminous Spreader & Mixer, Blacktop Plant (non-automated), Blast or Rotary Drill (Truck or Tractor Mounted), Boring Machine, Cage Hoist, Central Mix Plant (Non-Automated), All Concrete Batching Plants, Cherry Picker (5 ton capacity & under), Compressors (4 or less exceeding 2000 cfm combined capacity), Concrete Paver over 16S, Concrete Pump (Under 8"), Bituminous Recycling machine, Crawler Drill Self Contained, Crusher, Diesel Power Unit, Drill Rigs (Tractor Mounted), Front End Loader (under 4 c.y.), Hi-Pressure Boiler (15 lbs. & over), Hoist (One Drum), Kolman Plant Loader & similar type loaders (if employer requires another man, he shall be an Oiler), L.C.M. Work Boat Operator, Locomotive, Greaseman/Lubrication Eng. Welder, Mixer (for stabilized base-self propelled), Monorail Machine, Plant Engineer, Profiler (105 H.P. or under), Pump Crete, Ready Mix Concrete Plant, Refrigeration Equipment (for soil stabilization), Road Widener, Roller (all above sub-grade), Sea Mule, Tractor with Dozer and/or Pusher, Trencher, Tugger Hoist, Winch and Winch Cat, Hydro-Axe, Pug Mill, Skidder, Self-contained Ride-on Rock Drill, excluding Air-Track type drill.

CLASS C:
A Frame (Winch Hoist on) Truck, Ballast Regulator (ride on) Bituminous Heater Self-Propelled, Concrete Pavement Spreaders and Finishers, Conveyor, Drill (core), Drill (well), Farm Tractor with Accessories, Fine Grade Machine, Fork Lift, Grout Pump, Gunite Machine, Hammers (hydraulic-self propelled), Hydra-Spiker (ride-on), Hydro-Blaster (water), Power Sweeper, Post Hole Digger & Post Driver, Roller (grade & fill), Scarifier (ride-on), Span Saw (ride-on) Tamper (ride-on), All ride-on Tie Extractors, Tie Handlers, Tie Spacers, Tie Inserters & Track Liners, Tractor (with towed access.), Vibratory Compactor, Vibe Tamper, Well Point, Tire repair, Skid Steer Bobcat or similar loader, Aggregate Plant, Boiler (used with production), Cement and bin Operator, Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters Concrete Paver or Mixer (16S & under), Concrete Saw (self propelled), Form Tamper, Fireman, Hydraulic Pump (jacking system) Mulching Machine, Oiler, Parapet concrete or pavement grinder, Power Broom (towed), Power Heaterman, Revinius Widener, Shell Winder, Steam Cleaner, Tractor, Directional Drilling Machine Locator, Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour

<table>
<thead>
<tr>
<th>Class</th>
<th>Rate per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master Mechanic</td>
<td>$33.15</td>
</tr>
<tr>
<td>Class 1A</td>
<td>$31.97</td>
</tr>
<tr>
<td>Class A</td>
<td>$31.54</td>
</tr>
<tr>
<td>Class B</td>
<td>$30.63</td>
</tr>
<tr>
<td>Class C</td>
<td>$28.06</td>
</tr>
</tbody>
</table>

ALL EMPLOYEES WHO WORK A SINGLE IRREGULAR SHIFT STARTING FROM 5:00 PM TO 1:00 AM THAT IS GOVERNMENTALLY MANDATED NIGHT WORK, SHALL BE PAID AN ADDITIONAL $2.00 PER HOUR.

$0.50 per hr additional for Crane with Boom length & gib 150ft. and over.
$1.00 " " " " " " " " " " " " 200ft. " " "

Additional $2.50 per hr. for hazardous or toxic waste work.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman $17.55

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman's wage Class B

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
<td>90%</td>
</tr>
</tbody>
</table>
Supplemental Benefits per hour paid

All Terms $ 13.55

---

**Operating Engineer - Marine Construction**

**JOB DESCRIPTION** Operating Engineer - Marine Construction

**DISTRICT** 4

**ENTIRE COUNTIES**


**WAGES**

Per Hour:

**DIPPER, CLAMSHELL DREDGES & HYDRAULIC DREDGES**

<table>
<thead>
<tr>
<th>Date</th>
<th>Class A</th>
<th>Class B</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>Operator, Leverman, $32.09</td>
<td>Spider/Spill Barge Operator, $27.94</td>
</tr>
<tr>
<td>09/30/2008</td>
<td>Lead Dredgeman $32.89</td>
<td>Tug Operator(over1000hp), $28.49</td>
</tr>
</tbody>
</table>

**CLASS A**

Operator, Leverman, $32.09

**CLASS B**

Spider/Spill Barge Operator, $27.94

**CLASS C**

Drag Barge Operator, $25.49

**CLASS D**

Shoreman, Deckhand, $20.64

**SUPPLEMENTAL BENEFITS**

Per Hour:

THE FOLLOWING SUPPLEMENTAL BENEFITS APPLY TO ALL CATEGORIES

<table>
<thead>
<tr>
<th>Date</th>
<th>All Classes A &amp; B</th>
<th>All Class C</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$ 7.80 plus</td>
<td>$ 7.50 plus</td>
</tr>
<tr>
<td>09/30/2008</td>
<td>7% of straight time wage</td>
<td>7% of straight time wage</td>
</tr>
<tr>
<td>10/01/2008</td>
<td>$ 8.05 plus</td>
<td>$ 7.75 plus</td>
</tr>
<tr>
<td></td>
<td>7% of straight time wage</td>
<td>7% of straight time wage</td>
</tr>
</tbody>
</table>

(overtime hours add) $ 0.63 $ 0.83
 Prevailing Wage Rates for 07/01/2008 - 06/30/2009

Published by the New York State Department of Labor
PREVAILING WAGE RATES
PSC Number 2009004852 Schenectady County

Operating Engineer - Survey Crew

05/01/2009

JOB DESCRIPTION Operating Engineer - Survey Crew

DISTRICT 6

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: The Northern portion of the county from the Northern boundary line of the City of Poughkeepsie North.

WAGES
Per hour:

SURVEY CLASSIFICATIONS: Party Chief- One who directs a survey party. Instrumentman- One who runs the instrument and assists the Party Chief. Rodman- One who holds the rods and in general, assists the survey party.

07/01/2008

Survey Rates:
Party Chief $29.82
Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:

Journeyman $16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(1 yr. or 1000 hrs.) terms at the following wage rates.

07/01/2008

1st 2nd 3rd
16.23 18.94 21.64

Supplemental Benefits:
Per hour worked:

Apprentices $16.30

6-545 D.H.H.

Operating Engineer - Survey Crew - Consulting Engineer

05/01/2009

JOB DESCRIPTION Operating Engineer - Survey Crew - Consulting Engineer

DISTRICT 6

ENTIRE COUNTIES

Page 189

**PARTIAL COUNTIES**
Dutchess: the northern portion of the county from the northern boundary line of the City of Poughkeepsie north.

**WAGES**
Per hour:

Feasibility and preliminary design surveying, line and grade surveying for inspection or supervision of construction when performed under a Consulting Engineer Agreement.

**SURVEY CLASSIFICATIONS:**
- Party Chief- One who directs a survey party.
- Instrument Man- One who runs the instrument and assists the Party Chief.
- Rodman- One who holds the rods and in general, assists the survey party.

Survey Rates:
- Party Chief $29.82
- Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

**SUPPLEMENTAL BENEFITS**
Per hour worked:

$16.30

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

---

**Operating Engineer - Trenchless Pipe Rehab 05/01/2009**

**JOB DESCRIPTION** Operating Engineer - Trenchless Pipe Rehab

**DISTRICT** 4

**ENTIRE COUNTIES**

**WAGES**
Per Hour:

Survey Rates:
- DSET/DSSET Operator $31.50
- Robotic Unit Operator 31.50
- DDCC Injection Operator 31.50
- Technician/Equipment Operator 27.00
- AM Liner/Hydra Seal Installer 27.00
- Hobas Pipe, Polyethylene Pipe or Pull and Inflate Liner Inst. 27.00

**SUPPLEMENTAL BENEFITS**
Per Hour Worked

All Classifications $11.34

**OVERTIME PAY**
See (B, H) on OVERTIME PAGE

**HOLIDAY**

---

Page 190
**REGISTERED APPRENTICES**
At One Year Terms  
(Per Hour)  

| Term        | Rate  
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year</td>
<td>$16.00</td>
</tr>
<tr>
<td>Second Year</td>
<td>16.75</td>
</tr>
<tr>
<td>Third Year</td>
<td>17.25</td>
</tr>
<tr>
<td>Fourth Year</td>
<td>18.00</td>
</tr>
</tbody>
</table>

**Supplemental Benefit**  
(Per Hour Worked)  

| Term        | Rate  
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All Terms</td>
<td>$11.34</td>
</tr>
</tbody>
</table>

---

**JOB DESCRIPTION**  
Painter  
**DISTRICT** 1  

**ENTIRE COUNTIES**  
Albany, Fulton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie  

**WAGES**  
Per hour  

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
<th>05/01/2010</th>
<th>05/01/2011</th>
<th>05/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brush,Roller,Spray</td>
<td>$24.34*</td>
<td>$1.35</td>
<td>$1.35</td>
<td>$1.35</td>
<td>$1.35</td>
</tr>
<tr>
<td>Dry Wall Taper</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Paper Hanger</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Epoxy, Scaffold</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Sandblasting</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Lead Abatement</td>
<td>25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Structural Steel**</td>
<td>25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
</tbody>
</table>

*PLUS additional $0.05 per hour for all hours worked added to the base wage for all above categories of Painter.  
**Employees working on objects with the use of swing stage, boatswain chair, pick and cables only will be paid at Structural Steel rate. Structural Steel rate also applies to tanks over 100,000 gallons or over 20 feet high or under 55 feet wall height, towers, smoke stacks, flag poles.  

Bridge Painter:  
See Bridge Painter rates for the following work.  
All Elevated Tanks and Shell Tanks over 55 feet wall height will be performed at the Bridge rate.  

**SUPPLEMENTAL BENEFITS**  
Per hour worked  

|                   |     
|-------------------|-----|
| Journeyman        | $6.37|

**OVERTIME PAY**  
See (B, E2, H) on OVERTIME PAGE  
Premium is applied to base wage only.  

**HOLIDAY**  
Paid: See (1) on HOLIDAY PAGE  
Overtime: See (5, 6) on HOLIDAY PAGE  

**REGISTERED APPRENTICES**  
Wages per hour  

900 hour terms at the following percentage of Journeyman's base wage  

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>45%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

PLUS additional $0.05 per hour for all hours worked for all terms added to the wage  

Supplemental Benefits per hour worked
**Painter - Bridge & Structural Steel**

**JOB DESCRIPTION** Painter - Bridge & Structural Steel

**DISTRICT** 9

**ENTIRE COUNTIES**

**WAGES**

<table>
<thead>
<tr>
<th>Per Hour Worked</th>
<th>07/01/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>STEEL:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bridge Painting</td>
<td>$ 44.00</td>
<td>$ 45.25</td>
</tr>
<tr>
<td>Power Tool/Spray</td>
<td>$ 50.00*</td>
<td>$ 51.25*</td>
</tr>
</tbody>
</table>

Shift Work: If there is a 2nd shift separate from the first crew, then all employees who work the second shift will be paid an additional 10% of the base wage up to seven hours worked after which the employees shall be paid at time and one half of the regular wage rate. If the Employer works a second shift on Saturday or Sunday, all employees will be paid at a 10% differential of their overtime rate of time and one half.

NB: For Bridge Painting Contracts, ALL WORKERS on and off the bridge (including Flagmen) are to be paid Painter’s Rate; the contract must be ONLY for Bridge Painting.

**SUPPLEMENTAL BENEFITS**

<table>
<thead>
<tr>
<th>Per Hour Worked:</th>
<th>07/01/2008</th>
<th>10/01/2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 27.66*</td>
<td>$ 28.31*</td>
</tr>
<tr>
<td></td>
<td>27.66**</td>
<td>28.31**</td>
</tr>
</tbody>
</table>

*For the period of May 1st to November 15th:
This rate shall be paid up to a maximum of forty (40) hours worked per week. For all hours exceeding 40, the hourly rate shall be $5.00 per hour only. EXCEPT for the first and last week of employment on the project, and for the weeks of Memorial Day, Independence Day and Labor Day, this rate shall be paid for the actual number of hours worked.

**For the period of November 16th to April 30th:
This rate shall be paid up to a maximum of fifty (50) hours worked per week. For all hours exceeding 50, the hourly rate shall be $5.00 per hour only.

**OVERTIME PAY**

See (A, F, R) on OVERTIME PAGE

*Note: When calculating overtime pay for the Power Tool/Spray classification, add Six dollars to the hourly overtime rate calculated for the "Bridge Painting" classification.

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE
Overtime: See (4, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

(wage per hour Worked):

(1) year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>Apprentices:</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>40%</td>
<td>60%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits:

1st Term: Same as Journeyman less $5.00 per hour.

2nd and 3rd term: Same as Journeyman

**Painter - Line Striping**

**JOB DESCRIPTION** Painter - Line Striping

**DISTRICT** 9

Page 192
ENTIRE COUNTIES

WAGES
Per hour:

Painter (Striping-Highway): 07/01/2008

Striping-Machine Operator* $ 25.53
Linerman Thermoplastic $ 30.79

Note: * Includes but is not limited to: Positioning of cones and directing of traffic using hand held devices. Excludes the Driver/Operator of equipment used in the maintenance and protection of traffic safety

SUPPLEMENTAL BENEFITS
Per hour paid: 07/01/2008
Journeyman: $ 9.97 + 7% of wage

OVERTIME PAY
See (B, E, P, S) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 20) on HOLIDAY PAGE
Overtime: See (5, 8, 11, 12, 15, 16, 20, 21, 22) on HOLIDAY PAGE

REGISTERED APPRENTICES
55% of Basic Polisher Rate

Painter - Metal Polisher

JOB DESCRIPTION Painter - Metal Polisher

DISTRICT 9

ENTIRE COUNTIES

WAGES

07/01/2008

Metal Polisher $ 23.10*

*Note: All workers shall be paid an additional premium in an amount equal to twenty (20%) percent of their basic straight time rate of pay for all time worked on hanging scaffolds and on standing scaffolds while working more than 34 feet off the ground. Such premium are to be paid on top of their straight time or overtime, whichever is applicable. This also applies to employees erecting scaffolding.

SUPPLEMENTAL BENEFITS
Per Hour: 07/01/2008
Journeyman: $ 11.02

OVERTIME PAY
See (B, E, Q, T) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 15, 16, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 15, 16, 25, 26) on HOLIDAY PAGE

REGISTERED APPRENTICES
55% of Basic Polisher Rate

Plumber

JOB DESCRIPTION Plumber

DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Schenectady, Schoharie

PARTIAL COUNTIES
Hamilton: Only the Towns of Arietta, Benson, Hope, Indian Lake, Inlet, Lake Pleasant, Morehouse and Wells.
Saratoga: Only the Towns of Charlton, Clifton Park, Galway, Halfmoon, Milton, Stillwater and Waterford.

WAGES
Per hour:

05/01/2009
Plumber: 07/01/2008 05/01/2009
Pipefitter, Steamfitter $ 30.31 $ 31.41

SUPPLEMENTAL BENEFITS
Per hour worked:

Journeyman $ 17.45 $ 18.62

OVERTIME PAY
Overtime Pay See (B1,Q) on OVERTIME PAGE.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
One year terms at the following percentage of Journeyman's wage.

1st 2nd 3rd 4th 5th
40 % 50 % 60 % 70 % 85 %

Supplemental Benefits per hour worked:

07/01/2008 05/01/2009
Apprentices $ 17.45 $ 18.62

---

Roofer 05/01/2009

JOB DESCRIPTION Roofer

ENTIRE COUNTIES

WAGES
Per hour

07/01/2008 06/01/2009
Additional

Roofer/Waterproofer $ 23.65 $ 1.50
Pitch & Asbestos 24.65 1.50

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 10.62

OVERTIME PAY
See (B, E*Note, Q) on OVERTIME PAGE.
* Saturday may be used as a make up day at straight time if employee misses 8 hrs or more during that week due to inclement weather.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
(1/2) year terms at the following per cent of the Roofer's rate.

1st yr 1st half 50%
1st yr 2nd half 58%
2nd yr 1st half 66%
2nd yr 2nd half 74%
3rd yr 1st half 82%
3rd yr 2nd half 90%

Supplemental Benefits per hour worked

1st yr 1st half $ 9.20
1st yr 2nd half 9.39
Sheetmetal Worker 05/01/2009

JOB DESCRIPTION Sheetmetal Worker


WAGES

<table>
<thead>
<tr>
<th>Per hour</th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sheetmetal Worker</td>
<td>$26.68</td>
<td>$28.83</td>
</tr>
<tr>
<td>Additional</td>
<td>$2.15</td>
<td>$2.20</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS

Per hour worked

Journeyman $19.09

OVERTIME PAY

See (B,E*,Q,) on OVERTIME PAGE

* Double time after 8 hours on Saturdays.

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES

Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
<th>Same Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$12.80</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd term</td>
<td>$13.66</td>
<td>of new Journeyman rate</td>
</tr>
<tr>
<td>3rd term</td>
<td>$14.51</td>
<td></td>
</tr>
<tr>
<td>4th term</td>
<td>$15.08</td>
<td></td>
</tr>
<tr>
<td>5th term</td>
<td>$16.01</td>
<td></td>
</tr>
<tr>
<td>6th term</td>
<td>$17.34</td>
<td></td>
</tr>
<tr>
<td>7th term</td>
<td>$18.68</td>
<td></td>
</tr>
<tr>
<td>8th term</td>
<td>$20.01</td>
<td></td>
</tr>
<tr>
<td>9th term</td>
<td>$21.34</td>
<td></td>
</tr>
<tr>
<td>10th term</td>
<td>$22.68</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$12.84</td>
</tr>
<tr>
<td>2nd term</td>
<td>$13.08</td>
</tr>
<tr>
<td>3rd term</td>
<td>$13.33</td>
</tr>
<tr>
<td>4th term</td>
<td>$13.49</td>
</tr>
<tr>
<td>5th term</td>
<td>$15.85</td>
</tr>
<tr>
<td>6th term</td>
<td>$16.26</td>
</tr>
<tr>
<td>7th term</td>
<td>$16.66</td>
</tr>
<tr>
<td>8th term</td>
<td>$17.06</td>
</tr>
<tr>
<td>9th term</td>
<td>$17.47</td>
</tr>
<tr>
<td>10th term</td>
<td>$17.87</td>
</tr>
</tbody>
</table>

Sprinkler Fitter 05/01/2009

JOB DESCRIPTION Sprinkler Fitter


WAGES

<table>
<thead>
<tr>
<th>Per hour</th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprinkler Fitter</td>
<td>$26.68</td>
<td>$28.83</td>
</tr>
<tr>
<td>Additional</td>
<td>$2.15</td>
<td>$2.20</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS

Per hour worked

Journeyman $19.09

OVERTIME PAY

See (B,E*,Q,) on OVERTIME PAGE

* Double time after 8 hours on Saturdays.

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES

Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
<th>Same Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$12.80</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd term</td>
<td>$13.66</td>
<td>of new Journeyman rate</td>
</tr>
<tr>
<td>3rd term</td>
<td>$14.51</td>
<td></td>
</tr>
<tr>
<td>4th term</td>
<td>$15.08</td>
<td></td>
</tr>
<tr>
<td>5th term</td>
<td>$16.01</td>
<td></td>
</tr>
<tr>
<td>6th term</td>
<td>$17.34</td>
<td></td>
</tr>
<tr>
<td>7th term</td>
<td>$18.68</td>
<td></td>
</tr>
<tr>
<td>8th term</td>
<td>$20.01</td>
<td></td>
</tr>
<tr>
<td>9th term</td>
<td>$21.34</td>
<td></td>
</tr>
<tr>
<td>10th term</td>
<td>$22.68</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>$12.84</td>
</tr>
<tr>
<td>2nd term</td>
<td>$13.08</td>
</tr>
<tr>
<td>3rd term</td>
<td>$13.33</td>
</tr>
<tr>
<td>4th term</td>
<td>$13.49</td>
</tr>
<tr>
<td>5th term</td>
<td>$15.85</td>
</tr>
<tr>
<td>6th term</td>
<td>$16.26</td>
</tr>
<tr>
<td>7th term</td>
<td>$16.66</td>
</tr>
<tr>
<td>8th term</td>
<td>$17.06</td>
</tr>
<tr>
<td>9th term</td>
<td>$17.47</td>
</tr>
<tr>
<td>10th term</td>
<td>$17.87</td>
</tr>
</tbody>
</table>
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprinkler</td>
<td>$ 29.90</td>
<td>$ 29.90</td>
<td>$ 30.65</td>
<td>$ 30.65</td>
</tr>
<tr>
<td>Fitter</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 16.30 $ 17.30 $ 17.30 $ 18.35

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st &amp; 2nd terms</td>
<td>$ 7.06</td>
<td>$ 7.71</td>
<td>$ 7.71</td>
<td>$ 8.41</td>
</tr>
<tr>
<td>3rd &amp; 4th terms</td>
<td>$ 11.30</td>
<td>$ 12.05</td>
<td>$ 12.05</td>
<td>$ 12.85</td>
</tr>
<tr>
<td>All others</td>
<td>$ 16.30</td>
<td>$ 17.30</td>
<td>$ 17.30</td>
<td>$ 18.35</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

JOB DESCRIPTION
Teamster - Building

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

PARTIAL COUNTIES
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Lake George, Lake Luzerne and Queensbury.

WAGES
GROUP # A:
Straight trucks, winch, transit mix on the site, road oilers, dump trucks, pick-ups, panel, water trucks, fuel trucks on the site (including nozzle).

GROUP # B:
Low boy or Low boy trailer, Euclids or similar equipment.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group # A</td>
<td>$ 23.57</td>
<td>$ 24.22</td>
<td>$ 24.87</td>
</tr>
<tr>
<td>Group # B</td>
<td>23.87</td>
<td>24.52</td>
<td>25.17</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 11.56 $ 12.46 $ 13.46

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
Teamster - Heavy&Highway

JOB DESCRIPTION Teamster - Heavy&Highway

DISTRICT 1

ENTIRE COUNTIES Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

PARTIAL COUNTIES Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Luzerne, Caldwell, and Queensbury.

WAGES

GROUP #1:
Warehousemen, Yardmen, Truck Helpers, Pickups, Panel Trucks, Flatboy Material Trucks (straight jobs), Single Axel Dump Trucks, Dumpsters, Material Checkers and Receivers, Greasers, Truck Tiremen, Mechanics Helpers and Parts Chasers.

GROUP #2:
Tandems and Batch Trucks, Mechanics, Dispatcher.

GROUP #3:
Semi-Trailers, Low-boy Trucks, Asphalt Distributor Trucks, and Agitator, Mixer Trucks and dumpcrete type vehicles, Truck Mechanic, Fuel Trucks.

GROUP #4:
Specialized Earth Moving Equipment, Euclid type, or similar off-highway, where not self-loading, Straddle (Ross) Carrier, and self-contained concrete mobile truck.

GROUP #5:

WAGES per hour

<table>
<thead>
<tr>
<th>Group</th>
<th>07/01/2008</th>
<th>07/01/09</th>
<th>07/01/10</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1</td>
<td>$ 24.27</td>
<td>$ 25.07</td>
<td>$ 25.87</td>
<td>$ 26.67</td>
</tr>
<tr>
<td>Group 2</td>
<td>24.32</td>
<td>25.12</td>
<td>25.92</td>
<td>26.72</td>
</tr>
<tr>
<td>Group 3</td>
<td>24.37</td>
<td>25.17</td>
<td>25.97</td>
<td>26.77</td>
</tr>
<tr>
<td>Group 4</td>
<td>24.52</td>
<td>25.32</td>
<td>26.12</td>
<td>26.92</td>
</tr>
<tr>
<td>Group 5</td>
<td>24.67</td>
<td>25.47</td>
<td>26.27</td>
<td>27.07</td>
</tr>
</tbody>
</table>

Hazardous waste projects that require a Level C or greater protection shall be paid an additional $ 1.00 per hour. All employees who work a single irregular work shift starting between 5pm and 1 am on governmental mandated night shifts shall be paid an additional 1.50 per hour. For work bid on or after April 1, 1995, there shall be a 12 month carryover of the negotiated rate in effect at the time of the bid.

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **

Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Friday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS

Per hour paid:

$ 13.15 $ 13.95 $ 14.75 $ 15.65

OVERTIME PAY

See (B, E, Q) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

1-294h/h

Welder

JOB DESCRIPTION Welder

DISTRICT 1

WAGES
Per hour 07/01/2008

Welder (To be paid the same rate of the mechanic performing the work)

OVERTIME PAY

HOLIDAY

1-As Per Trade
Schoharie County General Construction

Asbestos Worker 05/01/2009

JOB DESCRIPTION Asbestos Worker

ENTIRE COUNTIES

WAGES
Per hour

Asbestos Worker
Removal & hazardous abatement Only $ 20.83

Only for the removal of insulation materials from mechanical systems which are not going to be scrapped.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman $ 14.65

OVERTIME PAY
See (B, E, *Q, **T, V) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (2, 4, 6, 25) on HOLIDAY PAGE

*Code Q applies to 4,6,25.
**Code T applies to 2.

9-201 North

Boilermaker 05/01/2009

JOB DESCRIPTION Boilermaker

ENTIRE COUNTIES

WAGES
Per hour

Boilermaker $ 28.55 $ 29.65

SUPPLEMENTAL BENEFITS
Per hour worked

Journeymen $ 8.96 $ 8.96

Plus

36.6% 36.6%

of

Wage Wage

OVERTIME PAY
See (B, E, *Q) on OVERTIME PAGE

* DOUBLE TIME AFTER TEN HOURS ON MON.-SAT.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11, 15) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
( 1/2 ) year terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>Year Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>65%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
<td>95%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked.
All Apprentices get same benefits as Journeyman.

Carpenter - Building

JOB DESCRIPTION Carpenter - Building

ENTIRE COUNTIES Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Additional</td>
<td>Additional</td>
<td></td>
</tr>
<tr>
<td>Carpenter</td>
<td>$ 25.20</td>
<td>$ 25.20</td>
<td>$ 1.75</td>
</tr>
<tr>
<td>Floor Coverer</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Carpet Layer</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Dry-Wall</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Lather</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Piledriver</td>
<td>25.70</td>
<td>25.70</td>
<td>1.75</td>
</tr>
<tr>
<td>Diver-Wet Day</td>
<td>58.75</td>
<td>58.75</td>
<td>1.25*</td>
</tr>
<tr>
<td>Diver -Dry Day</td>
<td>26.20</td>
<td>26.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Diver Tender</td>
<td>26.20</td>
<td>26.20</td>
<td>1.75</td>
</tr>
<tr>
<td>Welder</td>
<td>25.20</td>
<td>25.20</td>
<td>1.75</td>
</tr>
</tbody>
</table>

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 PER HOUR.

*Divers $1.25 raise becomes effective on July 1st of each year, not June 1st.

SUPPLEMENTAL BENEFITS

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$ 13.915</td>
<td>$ 14.315</td>
</tr>
</tbody>
</table>

OVERTIME PAY

See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES

Wages per hour

One year terms at the following percentage of Journeyman's base wage:

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td>$ 6.345</td>
<td>$ 6.745</td>
</tr>
<tr>
<td>1st year term</td>
<td>10.12</td>
<td>10.520</td>
</tr>
<tr>
<td>2nd year term</td>
<td>13.915</td>
<td>14.315</td>
</tr>
<tr>
<td>3rd year term</td>
<td>14.315</td>
<td></td>
</tr>
<tr>
<td>4th year term</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Carpenter - Heavy&Highway

JOB DESCRIPTION Carpenter - Heavy&Highway

ENTIRE COUNTIES Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Additional</td>
<td>Additional</td>
<td></td>
</tr>
<tr>
<td>Carpenter</td>
<td>$ 25.74</td>
<td>$ 25.34</td>
<td>$ 1.80</td>
</tr>
<tr>
<td>Millwrights</td>
<td>25.74</td>
<td>25.34</td>
<td>1.80</td>
</tr>
</tbody>
</table>
Piledriver 25.74 25.34 1.80
Diver - Wet Day 58.75 58.75 1.25
Diver - Dry Day 26.74 26.34 1.80
Tender 26.74 26.34 1.80

State or Federal designated hazardous site, requiring protective gear shall be an additional $1.50 per hour.
Certified welders when required to perform welding work will receive an additional $1.50 per hour.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 13.90 $ 14.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (2, 17) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

One year terms at the following percentage of Journeyman's base wage
1st 2nd 3rd 4th
50% 60% 70% 80%

Supplemental Benefits per hour worked

1st year terms $ 6.36 $ 6.76
2nd year terms 10.135 10.535
3rd year terms 13.90 14.30
4th year terms 13.90 14.30

JOB DESCRIPTION Electrician

DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Greene: All of the city of Catskill and that portion of the county that lies north of Route 23A.
Otsego: Only the Towns of Decatur and Worchester

WAGES
Per hour

07/01/2008 06/01/2009 Additional

Electrician $ 29.75 $ 1.61
Audio/Sound 29.75 1.61
Video 29.75 1.61
Tele-Data 29.75 1.61
Certified Welder 32.73 1.61

An additional 5% above rate for work over 30' above floor when working on tooth picks, structural steel, temp. platforms, swing scaffolds & boatswain chairs.
An additional 10% above rate on towers & smoke stacks over 100' high.
An additional 20% above rate in shafts over 25' deep or tunnels over 50' lg that are under construction.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 15.31
+3% of Wage
OVERTIME PAY
See (B, *E, Q) on OVERTIME PAGE
* DOUBLE TIME AFTER 10 HOURS ON SATURDAY

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Hours</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Shift</td>
<td>8:00 AM to 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2nd Shift</td>
<td>4:30 PM to 12:30 AM</td>
<td>REGULAR RATE PLUS 10%</td>
</tr>
<tr>
<td>3rd Shift</td>
<td>12:30 AM to 8:00 AM</td>
<td>REGULAR RATE PLUS 15%</td>
</tr>
</tbody>
</table>

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 hour terms at the following percentage of Journeyman's wage.
- 6mo: 40%
- 1yr: 45%

1500 hour terms at the following percentage of Journeyman's wage.
- 2nd yr: 50%
- 3rd yr: 60%
- 4th yr: 70%
- 5th yr: 80%

Supplemental Benefits per hour worked
- 1st term: $8.20*
- 2nd term: $8.20*
- All others: $15.31*

*Note - Plus 3% of wage.

Elevator Constructor 05/01/2009

JOB DESCRIPTION Elevator Constructor

DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Columbia: Only the Townships of Stuyvesant, Kinderhook, Chatham, Canaan, Stockport, Ghent, Austerlitz, Greenport, Claverack, Hillsdale and New Lebanon.
Greene: Towns of Durham, Greenville, New Baltimore, Cosacki, Ciro, & Athens

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanic</td>
<td>$35.46</td>
<td>$36.46</td>
</tr>
<tr>
<td>Helper</td>
<td>$24.82</td>
<td>$25.52</td>
</tr>
</tbody>
</table>

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$16.285</td>
</tr>
<tr>
<td></td>
<td>$18.285</td>
</tr>
</tbody>
</table>
Glazier

JOBS DESCRIPTION Glazier

DISTRICT 1

ENTIRE COUNTIES

WAGES
Per hour

07/01/2008

Glazier base wage $ 22.50
+ additional $0.60 per hour for all hours worked

*High Work Base Wage 25.65
+ additional $3.35 per hour for all hours worked

*When working on Swing Stage or Lift 100 feet or more in height, measured from the ground level up.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeymen $ 11.48
Journeymen
High Work 15.73

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE
Premium is applied to the respective base wage only.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

Apprentice Glazier One Half Year (900 hr) terms at the following percentage of Journeyman's base wage.

1st 2nd 3rd 4th 5th 6th 7th 8th
35% 45% 55% 65% 75% 85% 90% 95%
+ additional $0.60 per hour for all hours worked for all terms

Apprentice Glazier Hi-Work One Half Year (900 hr) terms at the following percentage of Journeyman's Hi-Work base wage.
1st 2nd 3rd 4th 5th 6th 7th 8th
35% 45% 55% 65% 75% 85% 90% 95%
+ additional $3.35 per hour for all hours worked for all terms

Supplemental Benefits per hour worked

Apprentice $ 11.48
Apprentice High Work 15.73

Insulator - Heat & Frost

JOB DESCRIPTION  Insulator - Heat & Frost
DISTRICT 1

ENTIRE COUNTIES

WAGES
Per Hour 07/01/2008 05/01/2009 Additional
Asbestos Worker $ 26.34 $ 1.50
Insulator $ 26.34 1.50
Firestopping Worker* $ 22.39 1.50

* On Mechanical Systems only.

SUPPLEMENTAL BENEFITS
Per hour worked
Journeyman $ 16.20

OVERTIME PAY
See (*B1, **Q) on OVERTIME PAGE
*B1=Double time begins after 10 hours on Saturday
**Q=Triple time on Labor Day if worked.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
one year terms at the following percentage of Journeyman's wage.

1st 2nd 3rd 4th
60 % 70 % 80 % 90 %

Supplemental Benefits per hour worked:
Apprentices $ 16.20

Ironworker

JOB DESCRIPTION  Ironworker
DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Fulton: Only the Townships of Broadalbin, Mayfield, Northampton, Bleecker and Johnstown.
Hamilton: Only the Townships of Hope, Benson and Wells.
Montgomery: Only the Townships of Florida, Amsterdam, Charleston, Glen, Mohawk and Root.
Otsego: Only the Towns of Unadilla, Butternut, Morris, Otego, Oneonta, Laurens, Millford, Maryland and Worchester.

WAGES
Per hour 07/01/2008
Ornmental $ 25.65

Page 204
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reinforcing</td>
<td>25.65</td>
</tr>
<tr>
<td>Rodman</td>
<td>25.65</td>
</tr>
<tr>
<td>Sheeter Bucker-up</td>
<td>25.78</td>
</tr>
<tr>
<td>Structural &amp; Precast</td>
<td>25.65</td>
</tr>
<tr>
<td>Mover/Rigger</td>
<td>25.65</td>
</tr>
<tr>
<td>Fence Erector</td>
<td>25.65</td>
</tr>
<tr>
<td>Stone Derrickman</td>
<td>25.65</td>
</tr>
<tr>
<td>Sheeter</td>
<td>25.90</td>
</tr>
<tr>
<td>Curtain Wall Installer</td>
<td>25.65</td>
</tr>
<tr>
<td>Metal Window Installer</td>
<td>25.65</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked

| Journeyman | $ 19.06 |

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

one YEAR TERMS AT THE FOLLOWING WAGE RATES:

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st yr</td>
<td>$ 15.00</td>
</tr>
<tr>
<td>2nd yr</td>
<td>17.00</td>
</tr>
<tr>
<td>3rd yr</td>
<td>19.00</td>
</tr>
<tr>
<td>4th yr</td>
<td>21.00</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st year</td>
<td>$ 8.00</td>
</tr>
<tr>
<td>2nd year</td>
<td>14.93</td>
</tr>
<tr>
<td>3rd year</td>
<td>15.92</td>
</tr>
<tr>
<td>4th year</td>
<td>16.91</td>
</tr>
</tbody>
</table>

---

**Laborer - Building** 05/01/2009

**JOB DESCRIPTION** Laborer - Building

**ENTIRE COUNTIES** Schenectady, Schoharie

**PARTIAL COUNTIES**

Fulton: Only the Townships of Bleeker, Mayfield, Northampton, Johnstown, Broadalbin and Perth.

Montgomery: Only the Townships of Mohawk, Glen, Charleston, Amsterdam, and Florida.


**WAGES**

Per hour

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
<th>Additional</th>
<th>Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$ 22.08</td>
<td>$ 1.55</td>
<td>$ 1.65</td>
</tr>
</tbody>
</table>

except as noted in Groups 2 & 3

| Group #2: Blaster, Wagon Drill Operator, Metal Formsetter (sidewalk), Well Pointing & Laser Operator | 22.53 | 1.55 | 1.65 |

| Group #3: Handling of Asbestos or Toxic Materials | 23.43 | 1.55 | 1.65 |

**SUPPLEMENTAL BENEFITS**

Supplemental Benefits per hour worked

| Journeyman | $ 13.01 |

---

1-12
OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour
1000 Hour terms at the following percentage of Journeyman's basic hourly wage.

<table>
<thead>
<tr>
<th>Term</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>65%</td>
<td>70%</td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $ 13.01

WORKER DESCRIPTION
Laborer - Heavy&Highway

ENTIRE COUNTIES
Schenectady, Schoharie

PARTIAL COUNTIES
Fulton: Only the Townships of Bleeker, Mayfield, Northampton, Johnstown, Broadalbin and Perth.
Montgomery: Only the Townships of Mohawk, Glen, Charleston, Amsterdam, and Florida.
Saratoga: Only the Townships of Day, Hadley, Edinburg, Corinth, Moreau, South Glens Falls, Providence, Greenfield, Wilton, Galaway, Northumberland, Milton, Saratoga Springs, Charlton, Ballston, Malta and Clifton Park

WAGES
GROUP # A:
Basic, Drill Helper, Flagman, Outboard and Hand Boats.

GROUP # B:
Chain Saw, Concrete Aggregate Bin, Concrete Bootmen, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of Steelmesh, Small Generators for Laborers, Tools Installation for Bridge Drainage Pipe, Pipe Layers, Vibrator Type Rollers, Tamper, Drill Doctor, Tail or Screw Operation on Asphalt Paver, Water Pump Operators (1-1/2" and Single Diaphragm) Nozzle (Asphalt, Gunite, Seeding, and Sand Blasting), Laborers on Chain Link Fence, Rock Splitter and Power Unit, Pusher Type Concrete Saw and all other Gas, Electric, Oil and Air Tool Operators, Wrecking Laborer.

GROUP # C:
All Rock or Drilling Machine Operators (Except Quarry Master and Similar Type), Acetylene Torch Operators, Asphalt Paver/Raker and Powdeman.

GROUP # D:
Blasters, Metal Form Setters (sidewalk), Stone or Granite Curb Setters.

WAGES per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group # A</td>
<td>$ 23.54</td>
<td>$ 1.90</td>
<td>$ 2.00</td>
</tr>
<tr>
<td>Group # B</td>
<td>23.74</td>
<td>1.90</td>
<td>2.00</td>
</tr>
<tr>
<td>Group # C</td>
<td>23.94</td>
<td>1.90</td>
<td>2.00</td>
</tr>
<tr>
<td>Group # D</td>
<td>24.14</td>
<td>1.90</td>
<td>2.00</td>
</tr>
</tbody>
</table>

Additional $2.00 per hr. over base rate for work on a State or Federally designated waste site & where relevant State or Federal regulations require employees to use or wear forms of personal protection. Workers on a single irregular work shift starting anytime from 5:00 pm to 1:00 am due to governmental mandated night work shall be paid an additional $1.50 per hour. Effective on jobs bid after January 1, 2001.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 13.40

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES

Wages per hour

1000 HOUR TERMS AT THE FOLLOWING PERCENTAGE OF JOURNEYMAN'S BASE WAGE

<table>
<thead>
<tr>
<th></th>
<th>1ST</th>
<th>2ND</th>
<th>3RD</th>
<th>4TH</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>65</td>
<td>70</td>
<td>80</td>
<td>80</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

Apprentices $ 13.40

1-157h/h

Lineman Electrician

05/01/2009

JOB DESCRIPTION Lineman Electrician DISTRICT 6

ENTIRE COUNTIES

WAGES

Per hour:

Includes Teledata Work within Ten feet of High Voltage Transmission Lines

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Tech./Welder</td>
<td>$ 42.19</td>
<td>$ 44.30</td>
</tr>
<tr>
<td>Cable splicer</td>
<td>42.19</td>
<td>44.30</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>37.97</td>
<td>39.87</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>35.86</td>
<td>37.66</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>33.75</td>
<td>35.44</td>
</tr>
<tr>
<td>Flagman</td>
<td>25.31</td>
<td>26.58</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr. for entire crew when a helicopter is used.

Above rates applicable on all overhead Transmission line work & Fiber Optic Cable where other construction trades are or have been involved. This applies to transmission line work only, not other construction.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman/Technician/Welder</td>
<td>$ 40.98</td>
<td>$ 43.08</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>36.88</td>
<td>38.77</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>34.83</td>
<td>36.62</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Mech. 1st Class</td>
<td>32.78</td>
<td>34.46</td>
</tr>
<tr>
<td>Flagman</td>
<td>24.59</td>
<td>25.85</td>
</tr>
<tr>
<td>Certified WelderPipe Type Cable</td>
<td>43.03</td>
<td>45.23</td>
</tr>
<tr>
<td>Cable Splicer pipe type cable</td>
<td>45.08</td>
<td>47.39</td>
</tr>
</tbody>
</table>

Additional 1.00 per hour for entire crew when a helicopter job.

Above rates apply on Switching Structures, Maintenance projects, Railroad Catenary install/maint, Third rail installation, Bonding of Rails and pipe type cable and installation of Fiber Optic Cable.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/04/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman /Technician</td>
<td>$ 39.67</td>
<td>$ 41.78</td>
</tr>
<tr>
<td>Welder/Cable Splicer</td>
<td>39.67</td>
<td>41.78</td>
</tr>
<tr>
<td>Digging Machine Operator</td>
<td>35.70</td>
<td>37.60</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>33.72</td>
<td>35.51</td>
</tr>
<tr>
<td>Groundman/Truck Driver</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>31.74</td>
<td>33.42</td>
</tr>
<tr>
<td>Flagman</td>
<td>23.80</td>
<td>25.07</td>
</tr>
</tbody>
</table>

Additional 1.00 per hr. for entire crew when a helicopter is used.

Above rates applicable on all overhead and underground distribution and maintenance work, and all overhead and underground transmission line work and the installation of Fiber Optic Cable where no other construction trades are or have been involved.
Lineman/Technician $39.67 $41.78
Cable Splicer pipe type cable 43.64 45.96
Certified Welder pipe type 41.65 43.87
Digging Machine Operator 35.70 37.60
Tractor Trailer Driver 33.72 35.51
Mechanic 1st Class 31.74 33.42
Groundman/Truck Driver 31.74 33.42
Flagman 23.80 25.07

Additional $1.00 per hour for entire crew when a helicopter is used.

Above rates applicable on all electrical sub-stations, switching structures, fiber optic cable and all other work not defined as "Utility outside electrical work"

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Thursday. Friday may be used as a make-up day.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour worked including holidays listed below:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00 12.25
*plus 7% of *plus 7% of
hourly wage paid hourly wage paid

OVERTIME PAY
See (B, E, Q,) on OVERTIME PAGE. Double time for all emergency work designated by the Dept. of Jurisdiction.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

1st shift 8:00 AM to 4:30 PM REGULAR RATE
2nd shift 4:30 PM to 1:00 AM REGULAR RATE PLUS 17.3 %
3rd shift 12:30 AM to 9:00 AM REGULAR RATE PLUS 31.4 %

HOLIDAY
Paid See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.
Overtime See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov. Election Day.

SUPPLEMENTS for holidays paid at straight time

REGISTERED APPRENTICES
(1000) hr terms at the following percentage of Journeyman's wage.

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked:

The following SUPPLEMENTAL benefits apply to all classification categories of CONSTRUCTION, TRANSMISSION and DISTRIBUTION.

$ 12.00 12.25
*plus 7% of *plus 7% of
hourly wage paid hourly wage paid

*NOTE: The 7% is based on the hourly wage paid, straight time rate or premium rate.
WAGES
Per hour:

FOR WORK OUTSIDE BUILDING PROPERTY LINES.

07/01/2008

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cable Splicer</td>
<td>$ 24.85</td>
</tr>
<tr>
<td>Installer/Repairman</td>
<td>23.60</td>
</tr>
<tr>
<td>Teledata Lineman</td>
<td>23.60</td>
</tr>
<tr>
<td>Technician/Equip Oper</td>
<td>23.60</td>
</tr>
<tr>
<td>Groundman</td>
<td>12.51</td>
</tr>
</tbody>
</table>

NOTE: EXCLUDES Teledata work within ten feet of High Voltage (600 volts and over) transmission lines. For this work please see LINEMAN.

SUPPLEMENTAL BENEFITS
Per hour worked:

$4.43

*plus 3% of hourly wage paid

NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 16) on HOLIDAY PAGE

JOB DESCRIPTION
Lineman Electrician - Traffic Signal Lighting

DISTRIBUTION
6

ENTIRE COUNTIES

WAGES
Per hour:

07/01/2008 05/04/2009

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Welder</td>
<td>$38.20</td>
</tr>
<tr>
<td>Lineman/Technician</td>
<td>36.38</td>
</tr>
<tr>
<td>Digging Mach</td>
<td>32.74</td>
</tr>
<tr>
<td>Tractor trailer driver</td>
<td>30.92</td>
</tr>
<tr>
<td>Groundman Truck Driver</td>
<td>29.10</td>
</tr>
<tr>
<td>Mechanic 1st Class</td>
<td>29.10</td>
</tr>
<tr>
<td>Flagman</td>
<td>21.83</td>
</tr>
</tbody>
</table>

Above rates applicable on all Lighting and Traffic Signal Systems with the installation, testing, operation, maintenance and repair of all traffic control and illumination projects, traffic monitoring systems, road weather information systems and the installation of Fiber Optic Cable.

SUPPLEMENTAL BENEFITS
Per hour worked:

The following SUPPLEMENTAL BENEFITS apply to all classifications including apprentices.

$ 12.00 $12.25

*plus 6.5% of hourly wage paid  *plus 6.5% of hourly wage paid

NOTE: Additional $1.00 per hr. for entire crew when a helicopter is used.

*NOTE: The 6.5% is based on the hourly wage paid, straight time rate or premium rate.
OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE
NOTE: DOUBLE TIME FOR ALL EMERGENCY WORK DESIGNATED BY THE DEPT. OF JURISDICTION.

NOTE: THE FOLLOWING RATES WILL APPLY ON ALL CONTRACTING AGENCY MANDATED SHIFTS OF AT LEAST FIVE (5) DAYS DURATION WORKED BETWEEN THE HOURS LISTED BELOW:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Hours</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ST SHIFT</td>
<td>8:00 AM TO 4:30 PM</td>
<td>REGULAR RATE</td>
</tr>
<tr>
<td>2ND SHIFT</td>
<td>4:30 PM TO 1:00 AM</td>
<td>REGULAR RATE PLUS 17.3%</td>
</tr>
<tr>
<td>3RD SHIFT</td>
<td>12:30 AM TO 9:00 AM</td>
<td>REGULAR RATE PLUS 31.4%</td>
</tr>
</tbody>
</table>

HOLIDAY
Paid: See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.
Overtime: See (5, 6, 8, 13, 25) on HOLIDAY PAGE plus Gov Election Day.

REGISTERED APPRENTICES
(1000) hour terms at the following percentage of Journeymans Wage:

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Lineman Electrician - Tree Trimmer

JOB DESCRIPTION Lineman Electrician - Tree Trimmer
DISTRICT 6

ENTIRE COUNTIES

WAGES
Per hour:
Applies to line clearance, tree work and right-of-way preparation on all new or existing overhead electrical, telephone and CATV lines.

07/01/2008

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tree trimmer</td>
<td>$21.22</td>
</tr>
<tr>
<td>Equip Operator</td>
<td>18.72</td>
</tr>
<tr>
<td>Mechanic</td>
<td>18.72</td>
</tr>
<tr>
<td>Truck Driver</td>
<td>15.82</td>
</tr>
<tr>
<td>Ground person</td>
<td>12.99</td>
</tr>
<tr>
<td>Flag person</td>
<td>9.25</td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS
Per hour worked:

$5.60
*plus 3% of hourly wage paid

Supplements paid at STRAIGHT TIME rate for holidays.

*NOTE: The 3% is based on the hourly wage paid, straight time rate or premium rate.

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 10, 15, 16) on HOLIDAY PAGE
**WAGES**

Per hour 07/01/2008

Marble, Tile, Slate & Terrazzo

Setter $26.81
Finisher 21.05

**SUPPLEMENTAL BENEFITS**

Per hour worked

Journeyman Setter $14.89
Journeyman Finisher 12.71

**OVERTIME PAY**

See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**

Wages per hour

Hour terms at the following percentage of Journeyman's wage

Setter:
1st term 500 hours 60%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Finisher:
1st term 500 hours 70%
2nd term 1000 hours 80%
3rd term 500 hours 90%

Supplemental Benefits per hour worked
Setter:
1st term $8.89
All others 14.89

Finishers:
1st term $8.45
All others 12.71

---

**Mason - Building** 05/01/2009

**JOB DESCRIPTION** Mason - Building  

**DISTRICT** 1

**ENTIRE COUNTIES**


**PARTIAL COUNTIES**

Warren: Only the Townships of Bolton, Lake George, Lake Luzerne, Queensbury, Stony Creek, Thurman & Warrensburg.

**WAGES**

Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009 Additional</th>
<th>05/01/2010 Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayer</td>
<td>$26.29</td>
<td>$1.71</td>
<td>$1.76</td>
</tr>
<tr>
<td>Cement Mason(Bldg)</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Plasterer/Fireproofing*</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Pointer/Caulker/Cleaner</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
<tr>
<td>Stone Mason</td>
<td>26.29</td>
<td>1.71</td>
<td>1.76</td>
</tr>
</tbody>
</table>

*Fireproofing of Structural only.

**SUPPLEMENTAL BENEFITS**

Per hour worked
Journeyman $ 15.39

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 hour terms at the following percentage of Journey's wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

1st term $ 9.04
All others 15.39

1-2b.1

Mason - Heavy&Highway 05/01/2009

JOB DESCRIPTION Mason - Heavy&Highway
DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Onondaga: All classifications except Cement Masons.

WAGES
Per hour

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>07/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional</td>
<td></td>
</tr>
</tbody>
</table>

Mason & Bricklayer $ 27.23 $ 1.71

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 14.47

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

750 HR TERMS at the following percent of Journeyman's wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

1st term $ 8.72
All others 14.47

1-2hh.1

Millwright 05/01/2009

JOB DESCRIPTION Millwright
DISTRICT 1

ENTIRE COUNTIES
Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie

WAGES
Per hour 07/01/2008

Page 212
Millwright $ 26.09

Millwright Welder & Hazardous Waste Work 27.34

SUPPLEMENTAL BENEFITS
Per hour worked:

Millwright $ 13.90

OVERTIME PAY
See (B, E, E2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour:

One year terms at the following percentage of Journeyman's wage:
1st 2nd 3rd 4th
50% 60% 70% 80%

Supplemental Benefits per hour worked:

1st Year Term $ 6.36
2nd Year Term 10.884
3rd Year Term 11.638
4th Year Term 12.392

Operating Engineer - Building

JOB DESCRIPTION Operating Engineer - Building
DISTRICT 1

ENTIRE COUNTIES

PARTIAL COUNTIES
Dutchess: Northern part of Dutchess (to the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedelt Road, then east along Bedelt Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rte. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to Connecticut).
Herkimer: East of a North/South line through the Railroad Station at Little Falls.

WAGES
Master Mechanic:

CLASS A1:
Crane, Hydraulic Cranes, Tower Crane, Locomotive Crane, Piledriver, Cableway, Derricks, Whirlies, Dragline, Boom truck over 5 ton.

CLASS A:
Maintenance Engineer, Self-Contained Crawler Drill, Hydraulic Rock drill, shovel, All Excavators including rubber tire & full swing. Backhoe(except tractor mtd. rubber tired), Gradalis, Power road grader, all CMI equipment, Front-end rubber tire loader, Tractor-mounted drill (quarry master), Mucking machine, Concrete central mix plant, Concrete pump, Belcrete system, Automated asphalt concrete plant, Tractor road paver, Boom Trucks 5 ton & under.

CLASS B:
Backhoe(rubber tired backhoe/loader combination), Bulldozer, Push cat, Tractor, Traxcavator, Scraper, LeTourneau grader, Form fine Grader, Road Roller, Blacktop Roller, Blacktop Spreader, Power Brooms, Sweepers, Trenching Machine, Barber Greene loader, Side booms, Hydro hammer, Concrete spreader, Concrete finishing machine, One Drum Hoist, Power Hoisting (single drum), hoist-two drum or more, 3 Drum Eng., power hoisting (2 drum & over) 2 & 3 Drum & Swing Engine, Hod Hoist, A-L Frame Winchs, Core & Well Drillers (one drum), Post Hole Digger, CHB Vibro Tamp or Similar Mach. Batch Pin & Plant Oper., Dinky Locom., Skid Steer loader, Track excav. 5/8 cu yd or under.

CLASS C:
Forklift, High Lift, Lull, Oiler, Fireman and Heavy-duty Greaser, Boilers, Steam Generators, Vibrator, Mortar Mixer, Air Compressor, Dust Collector, Welding Machine, Well Point, Mechanical Heater, Generators, Temporary Light Plants, Electric Submersible Pump 4" and over, Murphy type diesel generator, Conveyor, Elevators, Concrete Mixer and Belcrete power pack (Belcrete system), Seeding & Mulching Machines, Pumps and Pump Truck.
* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour

<table>
<thead>
<tr>
<th>Class</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class # A1</td>
<td>$ 31.98</td>
</tr>
<tr>
<td>Class # A</td>
<td>31.54</td>
</tr>
<tr>
<td>Class # B</td>
<td>30.63</td>
</tr>
<tr>
<td>Class # C</td>
<td>28.06</td>
</tr>
</tbody>
</table>

Cranes: over 150 ft add .50 per hr, Cranes: over 200 ft add 1.00 per hr, tower Cranes add .50 per hr over class A1 rate.

Additional $ 2.50 per hr. for hazardous or toxic waste work.
Additional $ 2.00 per hr over B rate for Nuclear Leader work.
Additional $.40 per hr for tunnel or excavation of shaft 40’ or more deep.

SUPPLEMENTAL BENEFITS
Per hour paid

Journeyman $ 17.37

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class B</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
<tr>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
<td>Class B</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour paid

All classes $ 13.55

Operating Engineer - Heavy&Highway

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Operating Engineer - Heavy&amp;Highway</th>
<th>DISTRICT</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>PARTIAL COUNTIES</td>
<td>Dutchess: (*NOTE: This description is in effect up to 08/31/2006). *North of a West/East line through Dutchess County starting at the Northern Boundary of the City of Poughkeepsie. (**NOTE: This change takes effect on 09/01/2006)**The part of Dutchess (defined by the northern boundary line of City of Poughkeepsie, then due east to Route 115, then north along Route 115 to Bedell Road, then east along Bedell Road to VanWagner Road, then north along VanWagner Road to Bower Road, then east along Bower Road to Rte. 44, and along Rt. 44 east to route 343, then along route 343 east to the northern boundary of Town of Dover Plains, and east along the northern boundary of Town of Dover Plains to the border line of the State of Connecticut,and bordered on the west by the middle of the Hudson River). Herkimer: East of a North/South line through the RailroadStation at Little Falls.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WAGES</td>
<td>MASTER MECHANIC:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLASS 1A:</td>
<td>Crane, Cherry Picker(over 5 ton capacity, Derricks (steel erection) Dragline, Overhead Crane (gantry or straddle), Piledriver, Boom Truck (Over 5 tons),</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLASS A:</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Automated Concrete Spreader (CMI Type), Automatic Fine Grader, Backhoe (except tractor-mounted, rubber tired), Backhoe Excavator Full Swing (CAT 212 or similar), Belt Placer (CMI Type), Blacktop Plant (automated), Cableway, Caisson Auger, Central Mix Concrete Plant (automated), Concrete Pump (8" or over), Dredge, Dual Drum Paver, Excavator (all purpose-hydraulic Gradall or Similar), Profiler (over 105 H.P.), Front End Loader (4c.y. & over), Head Tower (Sauerman or equal), Hoist (two or three Drum), Mine Hoist, Holland Loader, Mucking Machine or Mole, Power Grader, Quad 9, Quarry Master (or equivalent), Scraper, Shovel, Side Boom, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (manned, rented equipment excluded) & Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Paver Truck 5 tons and over, Paving Machine, Shears, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (manned, rented equipment excluded), Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Paver Truck 5 tons and over, Paving Machine, Shears, Slip Form Paver (If second man is needed, he shall be an Oiler), Tractor Drawn Belt Type Loader, Truck or Trailer Mounted Chipper (self-feeding), Tug & Operator (manned, rented equipment excluded), Tunnel Shovel, Maintenance Engineer, Concrete Curb Machine, Self-Propelled Slip Form, Boom Truck 5 tons and under, Directional Drilling Machine, Back Filling Machine, Side Boom, Pavement Breaker (sp) Wertgen; PB-4 & similar type.

CLASS B:
Backhoe (Tractor-Mounted, Rubber Tired), Bituminous Spreader & Mixer, Blacktop Plant (non-automated), Blast or Rotary Drill (Truck or Tractor Mounted), Boring Machine, Cage Hoist, Central Mix Plant (Non-Automated), All Concrete Batching Plants, Cherry Picker (5 ton capacity & under), Compressors (4 or less exceeding 2000 cfm combined capacity), Concrete Paver over 16S, Concrete Pump (Under 8"), Bituminous Recycling machine Crawler Drill Self-Contained, Crusher, Diesel Power Unit, Drill Rigs (Tractor Mounted), Front End Loader (under 4 c.y.), Hi-Pressure Boiler (15 lbs. & over), Hoist (One Drum), Kolman Plant Loader & similar type loaders (if employer requires another man, he shall be Oiler), L.C.M. Work Boat Operator, Locomotive, Greaseman/Lubrication Eng., Welder, Mixer (for stabilized base-self-propelled), Monorail Machine, Plant Engineer, Profiler (105 H.P. or under), Pump Crete, Ready Mix Concrete Plant, Refrigeration Equipment (for soil stabilization), Road Widener, Roller (all above sub-grade), Sea Mule, Tractor with Dozer and/or Pusher, Trencher, Tugger Hoist, Winch and Winch Cat, Hydro-Axe, Pug Mill, Skidder, Self-contained Ride-on Rock Drill, excluding Air-Track type drill.

CLASS C:
A Frame (Winch Hoist) Truck, Ballast Regulator (ride on) Bituminous Heater Self-Propelled, Concrete Pavement Spreaders and Finishers, Conveyor, Drill (core), Drill (well), Farm Tractor with Accessories, Fine Grade Machine, Fork Lift, Grout Pump, Gunite Machine, Hammers (hydraulic-self-propelled); Hydra-Spiker (ride-on); Hydro-Blaster (water), Power Sweeper, Post Hole Digger & Post Driver, Roller (grade & fill), Scarifier (ride-on), Span Saw (ride-on) Tamper (ride-on), All ride-on Tie Extractors, Tie Handlers, Tie Spacers, Tie Inserts & Track Liners, Tractor (with towed access.), Vibratory Compactor, Vibro Tamp, Well Point, Tire repair, Skid Steer Bobcat or similar loader, Aggregate Plant, Boiler (used with production), Cement and bin Operator, Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters Concrete Paver or Mixer (165 & under), Concrete Saw (self-propelled), Form Tamper, Fireman, Hydraulic Pump (jacking system) Mulching Machine, Oiler, Parapet concrete or pavement grinder, Power Broom (towed), Power Heateman, Revinius Widener, Shell Winder, Steam Cleaner, Tractor, Directional Drilling Machine Locator, Pump Truck.

* In the event that equipment listed above is operated by robotic control, the classification covering the operation will be the same as if manually operated.

WAGES per hour 07/01/2008

Master Mechanic $ 33.15
Class 1A 31.97
Class A 31.54
Class B 30.63
Class C 28.06

ALL EMPLOYEES WHO WORK A SINGLE IRREGULAR SHIFT STARTING FROM 5:00 PM TO 1:00 AM THAT IS GOVERNMENTALLY MANDATED NIGHT WORK, SHALL BE PAID AN ADDITIONAL $2.00 PER HOUR.
$0.50 per hr additional for Crane with Boom length & gib 150ft. and over.
$1.00 " " " " 200ft. " " " Additional $2.50 per hr. for hazardous or toxic waste work.

SUPPLEMENTAL BENEFITS
Per hour paid
Journeyman $ 17.55

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

1000 hours terms at the following percentage of Journeyman's wage Class B

1st 60% 2nd 70% 3rd 80% 4th 90%
Supplemental Benefits per hour paid

All Terms $ 13.55

---

**Operating Engineer - Marine Construction**

**JOB DESCRIPTION** Operating Engineer - Marine Construction

**ENTIRE COUNTIES**

**WAGES**

Per Hour:

**CLASS A**
- Operator, Leverman, $ 32.09 $ 32.89
- Lead Dredgeman

**CLASS B**
- Spider/Spill Barge Operator, $27.94 $ 28.49
- Tug Operator(over1000hp), $25.49 $ 26.14
- OperatorII, Fill Placer, $ 0.51 $ 0.06
- Derrick Operator, Engineer, $ 0.09 $ 0.09
- Chief Mate, Electrician, $ 0.09 $ 0.09
- Chief Welder, $ 0.09 $ 0.09
- Maintenance Engineer

**CLASS C**
- Drag Barge Operator, $ 25.49 $ 26.14
- Steward, Mate, $ 0.51 $ 0.06
- Assistant Fill Placer, $ 0.09 $ 0.09
- Welder (please add) $ 0.09 $ 0.09
- Boat Operator $ 24.79 $ 25.29

**CLASS D**
- Shoreman, Deckhand, $ 20.64 $ 21.09
- Rodman, Scowman, Cook, $ 0.09 $ 0.09
- Messman, Porter/Janitor, $ 0.09 $ 0.09
- Oiler(please add)

**SUPPLEMENTAL BENEFITS**

Per Hour:

THE FOLLOWING SUPPLEMENTAL BENEFITS APPLY TO ALL CATEGORIES

07/01/2008- 10/01/2008

All Classes A & B $ 7.80 plus $ 8.05 plus
7% of straight 7% of straight
time wage time wage

(overetime hours add) $ 0.63 $ 0.83

All Class C $ 7.50 plus $ 7.75 plus
7% of straight 7% of straight
time wage time wage
OVERTIME PAY
See (B, F, R) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6, 8, 15, 26) on HOLIDAY PAGE

07/01/2008
Survey Rates:
Party Chief $29.82
Instrument/Rodperson 27.05
Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:
Journeyman $16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(1 yr. or 1000 hrs.) terms at the following wage rates.

<table>
<thead>
<tr>
<th></th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>16.23</td>
<td>18.94</td>
<td>21.64</td>
</tr>
</tbody>
</table>

Supplemental Benefits:
Per hour worked:
Apprentices $16.30
PARTIAL COUNTIES
Dutchess: the northern portion of the county from the northern boundry line of the City of Poughkeepsie north.

WAGES
Per hour:

Feasibility and preliminary design surveying, line and grade surveying for inspection or supervision of construction when performed under a Consulting Engineer Agreement.

SURVEY CLASSIFICATIONS:
- Party Chief- One who directs a survey party.
- Instrument Man- One who runs the instrument and assists the Party Chief.
- Rodman- One who holds the rods and in general, assists the survey party.

Survey Rates:
- Party Chief $29.82
- Instrument/Rodperson 27.05

Additional 3.00 per hr. for work in a Tunnel.
Additional 2.50 per hr. for EPA or DEC certified toxic or hazardous waste work

SUPPLEMENTAL BENEFITS
Per hour worked:

$16.30

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Operating Engineer - Trenchless Pipe Rehab

JOB DESCRIPTION Operating Engineer - Trenchless Pipe Rehab

DISTRICT 4

ENTIRE COUNTIES

WAGES
Per Hour:

07/01/2008

DSET/DSSET Operator $ 31.50
Robotic Unit Operator 31.50
DDCC Injection Operator 31.50
Technician/Equipment Operator 27.00
AM Liner/Hydra Seal Installer 27.00
Hobas Pipe, Polyethylene Pipe or Pull and Inflate Liner Inst. 27.00

SUPPLEMENTAL BENEFITS
Per Hour Worked

All Classifications $ 11.34

OVERTIME PAY
See (B, H) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 9, 15, 25) on HOLIDAY PAGE

REGISTERED APPRENTICES
At One Year Terms
(Per Hour)

First Year $ 16.00
Second Year 16.75
Third Year 17.25
Fourth Year 18.00

Supplemental Benefit
(Per Hour Worked)
All Terms $ 11.34

JOB DESCRIPTION Painters

DISTRICT 1

ENTIRE COUNTIES Albany, Fulton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>05/01/2009</th>
<th>05/01/2010</th>
<th>05/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Additional</td>
<td>Additional</td>
<td>Additional</td>
<td>Additional</td>
</tr>
<tr>
<td>Brush,Roller,Spray</td>
<td>$ 24.34*</td>
<td>$ 1.35</td>
<td>$ 1.35</td>
<td>$ 1.35</td>
</tr>
<tr>
<td>Dry Wall Taper</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Paper Hanger</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Epoxy, Scaffold</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Sandblasting</td>
<td>24.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Lead Abatement</td>
<td>25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
<tr>
<td>Structural Steel**</td>
<td>25.34*</td>
<td>1.35</td>
<td>1.35</td>
<td>1.35</td>
</tr>
</tbody>
</table>

*PLUS additional $0.05 per hour for all hours worked added to the base wage for all above categories of Painter.

**Employees working on objects with the use of swing stage, boatswain chair, pick and cables only will be paid at Structural Steel rate. Structural Steel rate also applies to tanks over 100,000 gallons or over 20 feet high or under 55 feet wall height, towers, smoke stacks, flag poles.

Bridge Painter:
See Bridge Painter rates for the following work.
All Elevated Tanks and Shell Tanks over 55 feet wall height will be performed at the Bridge rate.

SUPPLEMENTAL BENEFITS
Per hour worked

Journeyman $ 6.37

OVERTIME PAY
See (B, E2, H) on OVERTIME PAGE
Premium is applied to base wage only.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
Wages per hour

900 hour terms at the following percentage of Journeyman's base wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
</tr>
</thead>
<tbody>
<tr>
<td>45%</td>
<td>50%</td>
<td>60%</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
</tr>
</tbody>
</table>

PLUS additional $0.05 per hour for all hours worked for all terms added to the wage.

Supplemental Benefits per hour worked
Prevailing Wage Rates for 07/01/2008 - 06/30/2009

Painted - Bridge & Structural Steel

JOB DESCRIPTION
Painter - Bridge & Structural Steel

DISTRICT 9

ENTIRE COUNTIES

WAGES
Per Hour Worked 07/01/2008 10/01/2008

STEEL:
Bridge Painting $44.00 $45.25
Power Tool/Spray $50.00* $51.25*

Shift Work: If there is a 2nd shift separate from the first crew, then all employees who work the second shift will be paid an additional 10% of the base wage up to seven hours worked after which the employees shall be paid at time and one half of the regular wage rate. If the Employer works a second shift on Saturday or Sunday, all employees will be paid at a 10% differential of their overtime rate of time and one half.

NB: For Bridge Painting Contracts, ALL WORKERS on and off the bridge (including Flagmen) are to be paid Painter's Rate; the contract must be ONLY for Bridge Painting.

SUPPLEMENTAL BENEFITS
Per Hour Worked: 07/01/2008 10/01/2008

$27.66* $28.31*
27.66** 28.31**

*For the period of May 1st to November 15th:
This rate shall be paid up to a maximum of forty (40) hours worked per week. For all hours exceeding 40, the hourly rate shall be $5.00 per hour only. EXCEPT for the first and last week of employment on the project, and for the weeks of Memorial Day, Independence Day and Labor Day, this rate shall be paid for the actual number of hours worked.

**For the period of November 16th to April 30th:
This rate shall be paid up to a maximum of fifty (50) hours worked per week. For all hours exceeding 50, the hourly rate shall be $5.00 per hour only.

OVERTIME PAY
See (A, F, R) on OVERTIME PAGE

*Note: When calculating overtime pay for the Power Tool/ Spray classification, add Six dollars to the hourly overtime rate calculated for the "Bridge Painting" classification.

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (4, 6) on HOLIDAY PAGE

REGISTERED APPRENTICES
(wage per hour Worked):

(1) year terms at the following percentage of Journeyman's wage.

Apprentices: 1st 2nd 3rd
07/01/2008 40% 60% 80%

Supplemental Benefits:

1st Term: Same as Journeyman less $5.00 per hour.

2nd and 3rd term: Same as Journeyman

9-DC-9/806/155-BrSS

Painted - Line Striping

JOB DESCRIPTION
Painter - Line Striping

DISTRICT 9
ENTIRE COUNTIES

WAGES
Per hour:

Painter (Striping-Highway): 07/01/2008
Striping-Machine Operator* $ 25.53
Linerman Thermoplastic $ 30.79

Note: * Includes but is not limited to: Positioning of cones and directing of traffic using hand held devices. Excludes the Driver/Operator of equipment used in the maintenance and protection of traffic safety

SUPPLEMENTAL BENEFITS
Per hour paid: 07/01/2008
Journeymen: $ 9.97 + 7% of wage

OVERTIME PAY
See (B, E, P, S) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 20) on HOLIDAY PAGE
Overtime: See (5, 8, 11, 12, 15, 16, 20, 21, 22) on HOLIDAY PAGE

Painter - Metal Polisher 05/01/2009

JOB DESCRIPTION Painter - Metal Polisher

ENTIRE COUNTIES

WAGES
07/01/2008

Metal Polisher $ 23.10*

*Note: All workers shall be paid an additional premium in an amount equal to twenty (20%) percent of their basic straight time rate of pay for all time worked on hanging scaffolds and on standing scaffolds while working more than 34 feet off the ground. Such premium are to be paid on top of their straight time or overtime, whichever is applicable. This also applies to employees erecting scaffolding.

SUPPLEMENTAL BENEFITS
Per Hour: 07/01/2008
Journeymen: $ 11.02

OVERTIME PAY
See (B, E, Q, T) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 15, 16, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 15, 16, 25, 26) on HOLIDAY PAGE

Plumber 05/01/2009

JOB DESCRIPTION Plumber

ENTIRE COUNTIES
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Schenectady, Schoharie

PARTIAL COUNTIES
Hamilton: Only the Towns of Arietta, Benson, Hope, Indian Lake, Inlet, Lake Pleasant, Morehouse and Wells.
Saratoga: Only the Towns of Charlton, Clifton Park, Galway, Halfmoon, Milton, Stillwater and Waterford.

WAGES
Per hour:
### Job Description: Plumber

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>30.31</td>
</tr>
<tr>
<td>05/01/2009</td>
<td>31.41</td>
</tr>
</tbody>
</table>

**Supplemental Benefits**

Per hour worked:

<table>
<thead>
<tr>
<th>Wage Type</th>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>07/01/2008</td>
<td>$17.45</td>
</tr>
<tr>
<td></td>
<td>05/01/2009</td>
<td>$18.62</td>
</tr>
</tbody>
</table>

**Overtime Pay**

See (B1,Q) on OVERTIME PAGE.

**Holiday**

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

### Job Description: Pipefitter, Steamfitter

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>17.45</td>
</tr>
<tr>
<td>05/01/2009</td>
<td>18.62</td>
</tr>
</tbody>
</table>

### Job Description: Roofer

**District**: 2

**Entire Counties**

Broome, Chemung, Chenango, Delaware, Otsego, Schoharie, Schuyler, Steuben, Tioga, Tompkins

**Wages**

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
<th>Additional</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>21.95</td>
<td>22.70</td>
</tr>
<tr>
<td>05/01/2009</td>
<td>Additional</td>
<td>$1.05</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$1.15</td>
</tr>
</tbody>
</table>

**Supplemental Benefits**

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$10.59</td>
</tr>
</tbody>
</table>

**Overtime Pay**

See (B, E, Q) on OVERTIME PAGE.

**Holiday**

Paid: See (1) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

**Registered Apprentices**

(1/2) year terms at the following percentage of journeyman's wage.

<table>
<thead>
<tr>
<th>Term</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>60%</td>
</tr>
<tr>
<td>2nd</td>
<td>65%</td>
</tr>
<tr>
<td>3rd</td>
<td>70%</td>
</tr>
<tr>
<td>4th</td>
<td>75%</td>
</tr>
<tr>
<td>5th</td>
<td>80%</td>
</tr>
<tr>
<td>6th</td>
<td>90%</td>
</tr>
</tbody>
</table>

### Job Description: Sheetmetal Worker

**District**: 1

**Supplemental Benefits**

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2008</td>
<td>$8.93</td>
</tr>
<tr>
<td>2nd term</td>
<td>9.14</td>
</tr>
<tr>
<td>3rd term</td>
<td>9.35</td>
</tr>
<tr>
<td>4th term</td>
<td>9.56</td>
</tr>
<tr>
<td>5th term</td>
<td>9.77</td>
</tr>
<tr>
<td>6th term</td>
<td>10.18</td>
</tr>
</tbody>
</table>

---

*Note: The document contains information about prevailing wage rates for different trades and jurisdictions.*
## ENTIRE COUNTIES

### WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sheetmetal Worker</td>
<td>$26.68</td>
<td>$28.83</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**
Per hour worked

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>06/01/2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$19.09</td>
<td>$21.09</td>
</tr>
</tbody>
</table>

### OVERTIME PAY
See (B,E*,Q,) on OVERTIME PAGE

* Double time after 8 hours on Saturdays.

### HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

### REGISTERED APPRENTICES
Wages per hour

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate ($)</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>12.80</td>
<td>Same Percentage</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.66</td>
<td>of new</td>
</tr>
<tr>
<td>3rd term</td>
<td>14.51</td>
<td>Journeyman rate</td>
</tr>
<tr>
<td>4th term</td>
<td>15.08</td>
<td></td>
</tr>
<tr>
<td>5th term</td>
<td>16.01</td>
<td></td>
</tr>
<tr>
<td>6th term</td>
<td>17.34</td>
<td></td>
</tr>
<tr>
<td>7th term</td>
<td>18.68</td>
<td></td>
</tr>
<tr>
<td>8th term</td>
<td>20.01</td>
<td></td>
</tr>
<tr>
<td>9th term</td>
<td>21.34</td>
<td></td>
</tr>
<tr>
<td>10th term</td>
<td>22.68</td>
<td></td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>Term</th>
<th>Rate ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st term</td>
<td>12.84</td>
</tr>
<tr>
<td>2nd term</td>
<td>13.08</td>
</tr>
<tr>
<td>3rd term</td>
<td>13.33</td>
</tr>
<tr>
<td>4th term</td>
<td>13.49</td>
</tr>
<tr>
<td>5th term</td>
<td>15.85</td>
</tr>
<tr>
<td>6th term</td>
<td>16.26</td>
</tr>
<tr>
<td>7th term</td>
<td>16.66</td>
</tr>
<tr>
<td>8th term</td>
<td>17.06</td>
</tr>
<tr>
<td>9th term</td>
<td>17.47</td>
</tr>
<tr>
<td>10th term</td>
<td>17.87</td>
</tr>
</tbody>
</table>

---

**Sprinkler Fitter** 05/01/2009

### JOB DESCRIPTION
Sprinkler Fitter

### ENTIRE COUNTIES

### WAGES
Per hour

<table>
<thead>
<tr>
<th></th>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprinkler Fitter</td>
<td>$29.90</td>
<td>$29.90</td>
<td>$30.65</td>
<td>$30.65</td>
</tr>
</tbody>
</table>

### SUPPLEMENTAL BENEFITS
Per hour worked

| Journeyman | $16.30 | $17.30 | $17.30 | $18.35 |

**OVERTIME PAY**
See (B, E, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

**REGISTERED APPRENTICES**
Wages per hour

One Half Year terms at the following percentage of Journeyman's wage

<table>
<thead>
<tr>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
<th>9th</th>
<th>10th</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>50%</td>
<td>55%</td>
<td>60%</td>
<td>65%</td>
<td>70%</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Supplemental Benefits per hour worked

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>01/01/2009</th>
<th>04/01/2009</th>
<th>01/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st &amp; 2nd terms</td>
<td>$7.06</td>
<td>$7.71</td>
<td>$7.71</td>
</tr>
<tr>
<td>3rd &amp; 4th terms</td>
<td>$11.30</td>
<td>$12.05</td>
<td>$12.05</td>
</tr>
<tr>
<td>All others</td>
<td>$16.30</td>
<td>$17.30</td>
<td>$17.30</td>
</tr>
</tbody>
</table>

---

**Teamster - Building**

**JOB DESCRIPTION** Teamster - Building

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

**PARTIAL COUNTIES**
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Lake George, Lake Luzerne and Queensbury.

**WAGES**

**GROUP # A:**
Straight trucks, winch, transit mix on the site, road oilers, dump trucks, pick-ups, panel, water trucks, fuel trucks on the site (including nozzle).

**GROUP # B:**
Low boy or Low boy trailer, Euclids or similar equipment.

**WAGES per hour**

<table>
<thead>
<tr>
<th>07/01/2008</th>
<th>07/01/2009</th>
<th>07/01/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group # A</td>
<td>$23.57</td>
<td>$24.22</td>
</tr>
<tr>
<td>Group # B</td>
<td>23.87</td>
<td>24.52</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**
Per hour worked

| Journeyman | $11.56 | $12.46 | $13.46 |

**OVERTIME PAY**
See (B, E, E2, Q) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

---

**Teamster - Heavy&Highway**

**JOB DESCRIPTION** Teamster - Heavy&Highway

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Washington

**PARTIAL COUNTIES**
Warren: Only the Townships of Bolton, Warrensburg, Thurman, Stony Creek, Lake George, Lake Luzerne and Queensbury.

**WAGES**

Page 224
GROUP #1:
Warehousemen, Yardmen, Truck Helpers, Pickups, Panel Trucks, Flatboy Material Trucks (straight jobs), Single Axel Dump Trucks, Dumpsters, Material Checkers and Receivers, Greasers, Truck Tiremen, Mechanics Helpers and Parts Chasers.

GROUP #2:
Tandems and Batch Trucks, Mechanics, Dispatcher.

GROUP #3:
Semi-Trailers, Low-boy Trucks, Asphalt Distributor Trucks, and Agitator, Mixer Trucks and dumpcrete type vehicles, Truck Mechanic, Fuel Trucks.

GROUP #4:
Specialized Earth Moving Equipment, Euclid type, or similar off-highway, where not self-loading, Straddle (Ross) Carrier, and self-contained concrete mobile truck.

GROUP #5:

WAGES per hour 07/01/2008 07/01/09 07/01/10 07/01/11
Group #1 $ 24.27 $ 25.07 $ 25.87 $ 26.67
Group #2 24.32 25.12 25.92 26.72
Group #3 24.37 25.17 25.97 26.77
Group #4 24.52 25.32 26.12 26.92
Group #5 24.67 25.47 26.27 27.07

Hazardous waste projects that require a Level C or greater protection shall be paid an additional $ 1.00 per hour. All employees who work a single irregular work shift starting between 5pm and 1 am on governmental mandated night shifts shall be paid an additional 1.50 per hour. For work bid on or after April 1, 1995, there shall be a 12 month carryover of the negotiated rate in effect at the time of the bid.

** IMPORTANT NOTICE - EFFECTIVE 04/01/2009 **
Four (4), ten (10) hour days may be worked at straight time during a week, Monday thru Friday.

NOTE - In order to use the '4 Day/10 Hour Work Schedule,' you must submit an 'Employer Registration for Use of 4 Day/10 Hour Work Schedule,' form PW30R; additionally, there must be a dispensation of hours in place on the project.

SUPPLEMENTAL BENEFITS
Per hour paid:
$ 13.15 $ 13.95 $ 14.75 $ 15.65

OVERTIME PAY
See (B, E, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Welder

JOB DESCRIPTION Welder

ENTIRE COUNTIES

WAGES
Per hour 07/01/2008
Welder (To be paid the same rate of the mechanic performing the work)

OVERTIME PAY

HOLIDAY

1-As Per Trade
Overtime Codes

Following is an explanation of the code(s) listed in the OVERTIME section of each classification contained in the attached schedule. Additional requirements may also be listed in the HOLIDAY section.

( A ) Time and one half of the hourly rate after 7 hours per day
( AA ) Time and one half of the hourly rate after 7 and one half hours per day
( B ) Time and one half of the hourly rate after 8 hours per day
( B1 ) Time and one half of the hourly rate for the 9th & 10th hours week days and the 1st 8 hours on Saturday. Double the hourly rate for all additional hours
( B2 ) Time and one half of the hourly rate after 40 hours per week
( C ) Double the hourly rate after 7 hours per day
( C1 ) Double the hourly rate after 7 and one half hours per day
( D ) Double the hourly rate after 8 hours per day
( D1 ) Double the hourly rate after 9 hours per day
( E ) Time and one half of the hourly rate on Saturday
( E1 ) Time and one half 1st 4 hours on Saturday Double the hourly rate all additional Saturday hours
( E3 ) Between November 1st and March 3rd Saturday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather, provided a given employee has worked between 16 and 32 hours that week
( E2 ) Saturday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather
( E4 ) Saturday and Sunday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather
( F ) Time and one half of the hourly rate on Saturday and Sunday
( G ) Time and one half of the hourly rate on Saturday and Holidays
( H ) Time and one half of the hourly rate on Saturday, Sunday, and Holidays
( I ) Time and one half of the hourly rate on Sunday
( J ) Time and one half of the hourly rate on Sunday and Holidays
( K ) Time and one half of the hourly rate on Holidays
( L ) Double the hourly rate on Saturday
( M ) Double the hourly rate on Saturday and Sunday
( N ) Double the hourly rate on Saturday and Holidays
( O ) Double the hourly rate on Saturday, Sunday, and Holidays
( P ) Double the hourly rate on Sunday
( Q ) Double the hourly rate on Sunday and Holidays
( R ) Double the hourly rate on Holidays
( S ) Two and one half times the hourly rate for Holidays, if worked
( S1 ) Two and one half times the hourly rate the first 8 hours on Sunday or Holidays One and one half times the hourly rate all additional hours.
( T ) Triple the hourly rate for Holidays, if worked
(U) Four times the hourly rate for Holidays, if worked

(V) Including benefits at SAME PREMIUM as shown for overtime

(W) Time and one half for benefits on all overtime hours.

NOTE: BENEFITS are PER HOUR WORKED, for each hour worked, unless otherwise noted.
Introduction to the Prevailing Rate Schedule

Information About Prevailing Rate Schedule

This information is provided to assist you in the interpretation of particular requirements for each classification of worker contained in the attached Schedule of Prevailing Rates.

Classification

It is the duty of the Commissioner of Labor to make the proper classification of workers taking into account whether the work is heavy and highway, building, sewer and water, tunnel work, or residential, and to make a determination of wages and supplements to be paid or provided. It is the responsibility of the public work contractor to use the proper rate. If there is a question on the proper classification to be used, please call the district office located nearest the project. District office locations and phone numbers are listed below.

Prevailing Wage Schedules are issued separately for "General Construction Projects" and "Residential Construction Projects" on a county-by-county basis.

General Construction Rates apply to projects such as: Buildings, Heavy & Highway, and Tunnel and Water & Sewer rates.

Residential Construction Rates generally apply to construction, reconstruction, repair, alteration, or demolition of one family, two family, row housing, or rental type units intended for residential use.

Some rates listed in the Residential Construction Rate Schedule have a very limited applicability listed along with the rate. Rates for occupations or locations not shown on the residential schedule must be obtained from the General Construction Rate Schedule. Please contact the local Bureau of Public Work office before using Residential Rate Schedules, to ensure that the project meets the required criteria.

Paid Holidays

Paid Holidays are days for which an eligible employee receives a regular day's pay, but is not required to perform work. If an employee works on a day listed as a paid holiday, this remuneration is in addition to payment of the required prevailing rate for the work actually performed.

Overtime

At a minimum, all work performed on a public work project in excess of eight hours in any one day or more than five days in any workweek is overtime. However, the specific overtime requirements for each trade or occupation on a public work project may differ. Specific overtime requirements for each trade or occupation are contained in the prevailing rate schedules.

Overtime holiday pay is the premium pay that is required for work performed on specified holidays. It is only required where the employee actually performs work on such holidays.

The applicable holidays are listed under HOLIDAYS: OVERTIME. The required rate of pay for these covered holidays can be found in the OVERTIME PAY section listings for each classification.

Supplemental Benefits

Particular attention should be given to the supplemental benefit requirements. Although in most cases the payment or provision of supplements is for each hour worked, some classifications require the payment or provision of supplements for each hour paid (including paid holidays on which no work is performed) and/or may require supplements to be paid or provided at a premium rate for premium hours worked.

Effective Dates

When you review the schedule for a particular occupation, your attention should be directed to the dates above the column of rates. These are the dates for which a given set of rates is effective. The rate listed is valid until the next effective rate change or until the new annual determination which takes effect on July 1 of each year. All contractors and subcontractors are required to pay the current prevailing rates of wages and supplements. If you have any questions please contact the Bureau of Public Work or visit the New York State Department of Labor website (www.labor.state.ny.us) for current wage rate information.

Apprentice Training Ratios

The following are the allowable ratios of registered Apprentices to Journey-workers.

For example, the ratio 1:1,1:3 indicates the allowable initial ratio is one Apprentice to one Journeyworker. The Journeyworker must be in place on the project before an Apprentice is allowed. Then three additional Journeyworkers are needed before a second Apprentice is allowed. The last ratio repeats indefinitely. Therefore, three more Journeyworkers must be present before a third Apprentice can be hired, and so on.

Please call Apprentice Training Central Office at (518) 457-6820 if you have any questions.

<table>
<thead>
<tr>
<th>Title (Trade):Boilermaker (Construction)</th>
<th>Ratio:1:1,1:4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title (Trade):Boilermaker (Shop)</td>
<td>Ratio:1:1,1:3</td>
</tr>
<tr>
<td>Title (Trade):Carpenter (Bldg,,H&amp;H, Pile Driver/Dockbuilder)</td>
<td>Ratio:1:1,1:4</td>
</tr>
<tr>
<td>Title (Trade):Carpenter (Residential)</td>
<td>Ratio:1:1,1:3</td>
</tr>
<tr>
<td>Title (Trade):Electrical (Outside) Lineman</td>
<td>Ratio:1:1,1:2</td>
</tr>
</tbody>
</table>
Electrician (Inside) 1:1,1:3
Elevator/Escalator Construction & Modernizer 1:1,1:2
Glazier 1:1,1:3
Insulation & Asbestos Worker 1:1,1:3
Iron Worker 1:1,1:4
Laborer 1:1,1:3
Mason 1:1,1:4
Millwright 1:1,1:4
Op Engineer 1:1,1:5
Painter 1:1,1:3
Plumber & Steamfitter 1:1,1:3
Roofer 1:1,1:2
Sheet Metal Worker 1:1,1:3
Sprinkler Fitter 1:1,1:2

If you have any questions concerning the attached schedule or would like additional information, please contact the nearest BUREAU of PUBLIC WORK District Office or write to:

New York State Department of Labor
Bureau of Public Work
State Office Campus, Bldg. 12
Albany, NY 12240

District Office Locations: Telephone #       FAX #
Bureau of Public Work - Buffalo         716-847-7159       716-847-7650
Bureau of Public Work - Garden City     516-228-3915       516-794-3518
Bureau of Public Work - Newburgh        845-568-5287       845-568-5332
Bureau of Public Work - New York City   212-775-3568       212-775-3579
Bureau of Public Work - Patchogue       631-687-4883       631-687-4904
Bureau of Public Work - Rochester       585-258-4505       585-258-4708
Bureau of Public Work - Syracuse        315-428-4056       315-428-4671
Bureau of Public Work - Utica           315-793-2314       315-793-2514
Bureau of Public Work - White Plains    914-997-9507       914-997-9523
Bureau of Public Work - Central Office  518-457-5589       518-485-1870
Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

07/02/2009

WAGES
Wages: per hour worked

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial Start</td>
<td>$8.75</td>
<td>$9.00</td>
<td>$9.25</td>
</tr>
<tr>
<td>Floor Maintance</td>
<td>+ .50</td>
<td>+ .50</td>
<td>+ .50</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$9.25</td>
<td>$9.50</td>
<td>$9.75</td>
</tr>
</tbody>
</table>

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Supplements:

Note: Full time more than 31 regularly scheduled hrs in a week
     Part Time up to 30 regularly scheduled hrs in a week

Health Care:

FULL TIME ONLY: (starts on 31st day of full time employment) only on first 40 hrs a week.

<table>
<thead>
<tr>
<th></th>
<th>04/01/2009</th>
<th>03/31/2010</th>
<th>04/01/2010</th>
<th>03/31/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care</td>
<td>$ 3.30 per hr worked</td>
<td>$ 3.58 per hr worked</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sick leave: (per hr cost) only on first 40 hrs a week

Full Time:

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial - start</td>
<td>$ .11</td>
<td>.11</td>
<td>.11</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$ .11</td>
<td>.11</td>
<td>.12</td>
</tr>
<tr>
<td>Floor Maintainance</td>
<td>$ .11</td>
<td>.11</td>
<td>.12</td>
</tr>
<tr>
<td></td>
<td>06/01/2009</td>
<td>06/01/2010</td>
<td>06/01/2011</td>
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<tr>
<td>---------------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
</tr>
<tr>
<td><strong>Floor after 90 Days</strong></td>
<td>$.12</td>
<td>$.11</td>
<td>$.12</td>
</tr>
<tr>
<td><strong>Part Time:</strong></td>
<td></td>
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<tr>
<td>Janitorial - start</td>
<td>$.07</td>
<td>$.07</td>
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</tr>
<tr>
<td>After 90 Days</td>
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<td>Floor</td>
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<td>$.08</td>
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<tr>
<td>Maintainance</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Floor after 90 Days</td>
<td>$.08</td>
<td>$.08</td>
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<td><strong>PAID HOLIDAYS:</strong></td>
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<tr>
<td>Full Time: (only on first 40 hrs a week)</td>
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<tr>
<td>Janitorial - first Year</td>
<td>$.24</td>
<td>$.25</td>
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<tr>
<td>Janitorial - after first year</td>
<td>$.36</td>
<td>$.37</td>
<td>$.38</td>
</tr>
<tr>
<td>Floor first year</td>
<td>$.27</td>
<td>$.27</td>
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<tr>
<td>Maintenance</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Floor after first year</td>
<td>$.38</td>
<td>$.39</td>
<td>$.40</td>
</tr>
<tr>
<td>Part Time:</td>
<td></td>
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<tr>
<td>Janitorial - first Year</td>
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</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Floor after first year</td>
<td>$.30</td>
<td>$.31</td>
<td>$.32</td>
</tr>
<tr>
<td>Vacation: (only on first 40 hrs) all time is with employer.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Janitorial - after first year</td>
<td>$.18</td>
<td>$.19</td>
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<tr>
<td>Floor Maint. - after first year</td>
<td>$.19</td>
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<tr>
<td>Janitorial - 3 years</td>
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<tr>
<td>Floor Maint. - 3 years</td>
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<td>Janitorial - 6 years</td>
<td>$.43</td>
<td>$.44</td>
<td>$.45</td>
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<td>Floor Maint. - 6 years</td>
<td>$.45</td>
<td>$.47</td>
<td>$.48</td>
</tr>
<tr>
<td>Janitorial - 10 years</td>
<td>$.54</td>
<td>$.55</td>
<td>$.57</td>
</tr>
<tr>
<td>Floor Maint. - 10 years</td>
<td>$.57</td>
<td>$.58</td>
<td>$.60</td>
</tr>
</tbody>
</table>
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
All holiday pay is included per hour rate. Additional pay required only if worked. The additional payment will be at normal wage rate. Additional supplements are not required.
Columbia County Article 9

Janitor, Porter, Cleaners, Elevator Operator 07/02/2009

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

DISTRICT
1

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
Wages: per hour worked

<table>
<thead>
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<td>$ .12</td>
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<td></td>
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</tr>
<tr>
<td>Janitorial - start</td>
<td>$ .07</td>
<td>$ .07</td>
<td>$ .07</td>
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<tr>
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<td>$ .07</td>
<td>$ .07</td>
<td>$ .08</td>
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<tr>
<td>Floor</td>
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<td>$ .08</td>
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<tr>
<td>Maintainance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after 90 Days</td>
<td>$ .08</td>
<td>$ .08</td>
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<td><strong>PAID HOLIDAYS:</strong></td>
<td></td>
<td></td>
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<tr>
<td>Full Time: (only on first 40 hrs a week)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - first Year</td>
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<td>$ .25</td>
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<td>Janitorial - after first year</td>
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<td>$ .37</td>
<td>$ .38</td>
</tr>
<tr>
<td>Floor first year</td>
<td>$ .27</td>
<td>$ .27</td>
<td>$ .28</td>
</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$ .38</td>
<td>$ .39</td>
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<td>Janitorial - after first year</td>
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<tr>
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<td>$ .27</td>
<td>$ .28</td>
</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$ .30</td>
<td>$ .31</td>
<td>$ .32</td>
</tr>
<tr>
<td>Vacation: (only on first 40 hrs) all time is with employer.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial after first year</td>
<td>$ .18</td>
<td>$ .19</td>
<td>$ .20</td>
</tr>
<tr>
<td>Floor Maint. after first year</td>
<td>$ .19</td>
<td>$ .20</td>
<td>$ .20</td>
</tr>
<tr>
<td>Janitorial 3 years</td>
<td>$ .36</td>
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<td>$ .39</td>
</tr>
<tr>
<td>Floor Maint. 3 years</td>
<td>$ .38</td>
<td>$ .39</td>
<td>$ .40</td>
</tr>
<tr>
<td>Janitorial 4 years</td>
<td>$ .40</td>
<td>$ .41</td>
<td>$ .43</td>
</tr>
<tr>
<td>Floor Maint. 4 years</td>
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<td>$ .44</td>
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<td>Janitorial 6 years</td>
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<td>Floor Maint. 6 years</td>
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<td>Janitorial 10 years</td>
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</tr>
<tr>
<td>Floor Maint. 10 years</td>
<td>$ .57</td>
<td>$ .58</td>
<td>$ .60</td>
</tr>
</tbody>
</table>
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
All holiday pay is included per hour rate. Additional pay required only if worked. The additional payment will be at normal wage rate. Additional supplements are not required.
Greene County Article 9

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
Wages: per hour worked

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial Start</td>
<td>$8.75</td>
<td>$9.00</td>
<td>$9.25</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$9.25</td>
<td>$9.50</td>
<td>$9.75</td>
</tr>
<tr>
<td>Floor Maintance</td>
<td>+ .50</td>
<td>+ .50</td>
<td>+ .50</td>
</tr>
</tbody>
</table>

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

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SUPPLEMENTAL BENEFITS
Supplements:

Note: Full time more than 31 regularly scheduled hrs in a week
Part Time up to 30 regularly scheduled hrs in a week

Health Care:

FULL TIME ONLY: (starts on 31st day of full time employment) only on first 40 hrs a week.

<table>
<thead>
<tr>
<th></th>
<th>04/01/2009</th>
<th>03/31/2010</th>
<th>04/01/2010</th>
<th>03/31/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 3.30 per hr worked</td>
<td>$ 3.58 per hr worked</td>
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</table>

Sick leave: (per hr cost) only on first 40 hrs a week

Full Time:

<table>
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</thead>
<tbody>
<tr>
<td>Janitorial - start</td>
<td>$ .11</td>
<td>.11</td>
<td>.11</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$ .11</td>
<td>.11</td>
<td>.12</td>
</tr>
<tr>
<td>Floor Maintainance</td>
<td>$ .11</td>
<td>.11</td>
<td>.12</td>
</tr>
<tr>
<td></td>
<td>06/01/2009</td>
<td>06/01/2010</td>
<td>06/01/2011</td>
</tr>
<tr>
<td>---------------------------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
</tr>
<tr>
<td>Floor after 90 Days</td>
<td>$ .12</td>
<td>$ .11</td>
<td>$ .12</td>
</tr>
<tr>
<td><strong>Part Time:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - start</td>
<td>$ .07</td>
<td>$ .07</td>
<td>$ .07</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$ .07</td>
<td>$ .07</td>
<td>$ .08</td>
</tr>
<tr>
<td>Floor</td>
<td>$ .07</td>
<td>$ .07</td>
<td>$ .08</td>
</tr>
<tr>
<td>Maintainance</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Floor after 90 Days</td>
<td>$ .08</td>
<td>$ .08</td>
<td>$ .08</td>
</tr>
<tr>
<td><strong>PAID HOLIDAYS:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full Time: (only on first 40 hrs a week)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - first Year</td>
<td>$ .24</td>
<td>$ .25</td>
<td>$ .25</td>
</tr>
<tr>
<td>Janitorial - after first year</td>
<td>$ .36</td>
<td>$ .37</td>
<td>$ .38</td>
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<tr>
<td>Floor first year</td>
<td>$ .27</td>
<td>$ .27</td>
<td>$ .28</td>
</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$ .38</td>
<td>$ .39</td>
<td>$ .40</td>
</tr>
<tr>
<td><strong>Part Time:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - first Year</td>
<td>$ .24</td>
<td>$ .25</td>
<td>$ .25</td>
</tr>
<tr>
<td>Janitorial - after first year</td>
<td>$ .29</td>
<td>$ .30</td>
<td>$ .30</td>
</tr>
<tr>
<td>Floor first year</td>
<td>$ .27</td>
<td>$ .27</td>
<td>$ .28</td>
</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$ .30</td>
<td>$ .31</td>
<td>$ .32</td>
</tr>
<tr>
<td>Vacation: (only on first 40 hrs) all time is with employer.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial after first year</td>
<td>$ .18</td>
<td>$ .19</td>
<td>$ .20</td>
</tr>
<tr>
<td>Floor Maint. after first year</td>
<td>$ .19</td>
<td>$ .20</td>
<td>$ .20</td>
</tr>
<tr>
<td>Janitorial 3 years</td>
<td>$ .36</td>
<td>$ .37</td>
<td>$ .39</td>
</tr>
<tr>
<td>Floor Maint. 3 years</td>
<td>$ .38</td>
<td>$ .39</td>
<td>$ .40</td>
</tr>
<tr>
<td>Janitorial 4 years</td>
<td>$ .40</td>
<td>$ .41</td>
<td>$ .43</td>
</tr>
<tr>
<td>Floor Maint. 4 years</td>
<td>$ .42</td>
<td>$ .43</td>
<td>$ .44</td>
</tr>
<tr>
<td>Janitorial 6 years</td>
<td>$ .43</td>
<td>$ .44</td>
<td>$ .45</td>
</tr>
<tr>
<td>Floor Maint. 6 years</td>
<td>$ .45</td>
<td>$ .47</td>
<td>$ .48</td>
</tr>
<tr>
<td>Janitorial 10 years</td>
<td>$ .54</td>
<td>$ .55</td>
<td>$ .57</td>
</tr>
<tr>
<td>Floor Maint. 10 years</td>
<td>$ .57</td>
<td>$ .58</td>
<td>$ .60</td>
</tr>
</tbody>
</table>
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
All holiday pay is included per hour rate. Additional pay required only if worked. The additional payment will be at normal wage rate. Additional supplements are not required.
Rensselaer County Article 9

Janitor, Porter, Cleaners, Elevator Operator 07/02/2009

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
Wages: per hour worked

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial Start</td>
<td>$8.75</td>
<td>$9.00</td>
<td>$9.25</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$9.25</td>
<td>$9.50</td>
<td>$9.75</td>
</tr>
<tr>
<td>Floor Maintainance</td>
<td>+ .50</td>
<td>+ .50</td>
<td>+ .50</td>
</tr>
</tbody>
</table>

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Supplements:

Note: Full time  more than 31 regularly scheduled hrs in a week
     Part Time  up to 30 regularly scheduled hrs in a week

Health Care:

FULL TIME ONLY: (starts on 31st day of full time employment) only on first 40 hrs a week.

<table>
<thead>
<tr>
<th></th>
<th>04/01/2009</th>
<th>03/31/2010</th>
<th>04/01/2010</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>$3.30 per hr worked</td>
<td>$3.58 per hr worked</td>
<td></td>
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</table>

Sick leave: (per hr cost) only on first 40 hrs a week

Full Time:

<table>
<thead>
<tr>
<th></th>
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<th>06/01/2011</th>
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<td>$.11</td>
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<tr>
<td>After 90 Days</td>
<td>$.11</td>
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<td>.12</td>
</tr>
<tr>
<td>Floor Maintainance</td>
<td>$.11</td>
<td>.11</td>
<td>.12</td>
</tr>
</tbody>
</table>
### Floor after 90 Days

<table>
<thead>
<tr>
<th></th>
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<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$0.12</td>
<td>$0.11</td>
<td>$0.12</td>
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### Part Time:

<table>
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<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial - start</td>
<td>$0.07</td>
<td>$0.07</td>
<td>$0.07</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$0.07</td>
<td>$0.07</td>
<td>$0.08</td>
</tr>
<tr>
<td>Floor</td>
<td>$0.07</td>
<td>$0.07</td>
<td>$0.08</td>
</tr>
<tr>
<td>Maintainance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after 90 Days</td>
<td>$0.08</td>
<td>$0.08</td>
<td>$0.08</td>
</tr>
</tbody>
</table>

### PAID HOLIDAYS:

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time: (only on first 40 hrs a week)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - first Year</td>
<td>$0.24</td>
<td>$0.25</td>
<td>$0.25</td>
</tr>
<tr>
<td>Janitorial - after first year</td>
<td>$0.36</td>
<td>$0.37</td>
<td>$0.38</td>
</tr>
<tr>
<td>Floor first year</td>
<td>$0.27</td>
<td>$0.27</td>
<td>$0.28</td>
</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$0.38</td>
<td>$0.39</td>
<td>$0.40</td>
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</table>

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
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</thead>
<tbody>
<tr>
<td>Part Time:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - first Year</td>
<td>$0.24</td>
<td>$0.25</td>
<td>$0.25</td>
</tr>
<tr>
<td>Janitorial - after first year</td>
<td>$0.29</td>
<td>$0.30</td>
<td>$0.30</td>
</tr>
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<td>$0.28</td>
</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$0.30</td>
<td>$0.31</td>
<td>$0.32</td>
</tr>
</tbody>
</table>

### Vacation: (only on first 40 hrs) all time is with employer.

<table>
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<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial after first year</td>
<td>$0.18</td>
<td>$0.19</td>
<td>$0.20</td>
</tr>
<tr>
<td>Floor Maint. after first year</td>
<td>$0.19</td>
<td>$0.20</td>
<td>$0.20</td>
</tr>
<tr>
<td>Janitorial 3 years</td>
<td>$0.36</td>
<td>$0.37</td>
<td>$0.39</td>
</tr>
<tr>
<td>Floor Maint. 3 years</td>
<td>$0.38</td>
<td>$0.39</td>
<td>$0.40</td>
</tr>
<tr>
<td>Janitorial 4 years</td>
<td>$0.40</td>
<td>$0.41</td>
<td>$0.43</td>
</tr>
<tr>
<td>Floor Maint. 4 years</td>
<td>$0.42</td>
<td>$0.43</td>
<td>$0.44</td>
</tr>
<tr>
<td>Janitorial 6 years</td>
<td>$0.43</td>
<td>$0.44</td>
<td>$0.45</td>
</tr>
<tr>
<td>Floor Maint. 6 years</td>
<td>$0.45</td>
<td>$0.47</td>
<td>$0.48</td>
</tr>
<tr>
<td>Janitorial 10 years</td>
<td>$0.54</td>
<td>$0.55</td>
<td>$0.57</td>
</tr>
<tr>
<td>Floor Maint. 10 years</td>
<td>$0.57</td>
<td>$0.58</td>
<td>$0.60</td>
</tr>
</tbody>
</table>
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE

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Saratoga County Article 9

Janitor, Porter, Cleaners, Elevator Operator 07/02/2009

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
Wages: per hour worked

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial Start</td>
<td>$8.75</td>
<td>$9.00</td>
<td>$9.25</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$9.25</td>
<td>$9.50</td>
<td>$9.75</td>
</tr>
<tr>
<td>Floor Maintenance</td>
<td>+ .50</td>
<td>+ .50</td>
<td>+ .50</td>
</tr>
</tbody>
</table>

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SUPPLEMENTAL BENEFITS

Supplements:

<table>
<thead>
<tr>
<th></th>
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<th>03/31/2010</th>
<th>04/01/2010</th>
<th>03/31/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care:</td>
<td>$ 3.30 per hr worked</td>
<td>$ 3.58 per hr worked</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sick leave: (per hr cost) only on first 40 hrs a week</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Full Time:

<table>
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<tr>
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<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial - start</td>
<td>$.11</td>
<td>.11</td>
<td>.11</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$.11</td>
<td>.11</td>
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</tr>
<tr>
<td>Floor Maintenance</td>
<td>$.11</td>
<td>.11</td>
<td>.12</td>
</tr>
<tr>
<td></td>
<td>06/01/2009</td>
<td>06/01/2010</td>
<td>06/01/2011</td>
</tr>
<tr>
<td>------------------------</td>
<td>------------</td>
<td>------------</td>
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</tr>
<tr>
<td><strong>Part Time:</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - start</td>
<td>$.07</td>
<td>.07</td>
<td>.07</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$.07</td>
<td>.07</td>
<td>.08</td>
</tr>
<tr>
<td>Floor</td>
<td>$.07</td>
<td>.07</td>
<td>.08</td>
</tr>
<tr>
<td>Maintainance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after 90 Days</td>
<td>$.08</td>
<td>.08</td>
<td>.08</td>
</tr>
</tbody>
</table>

| **PAID HOLIDAYS:**     |            |            |            |
|                        | 06/01/2009 | 06/01/2010 | 06/01/2011 |
| Full Time: (only on first 40 hrs a week) |            |            |            |
| Janitorial - first Year| $.24       | .25        | .25        |
| Janitorial - after first year | $.36 | .37        | .38        |
| Floor first year       | $.27       | .27        | .28        |
| Maintenance            |            |            |            |
| Floor after first year | $.38       | .39        | .40        |

| Part Time:             |            |            |            |
| Janitorial - first Year| $.24       | .25        | .25        |
| Janitorial - after first year | $.29 | .30        | .30        |
| Floor first year       | $.27       | .27        | .28        |
| Maintenance            |            |            |            |
| Floor after first year | $.30       | .31        | .32        |

<table>
<thead>
<tr>
<th>Vacation: (only on first 40 hrs) all time is with employer.</th>
<th>06/01/2009</th>
<th>06/01/2010</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Janitorial after first year</td>
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<td>.20</td>
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<tr>
<td>Floor Maint. after first year</td>
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<tr>
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<td>.47</td>
<td>.48</td>
</tr>
<tr>
<td>Janitorial 10 years</td>
<td>$.54</td>
<td>.55</td>
<td>.57</td>
</tr>
<tr>
<td>Floor Maint. 10 years</td>
<td>$.57</td>
<td>.58</td>
<td>.60</td>
</tr>
</tbody>
</table>
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
All holiday pay is included per hour rate. Additional pay required only if worked. The additional payment will be at normal wage rate. Additional supplements are not required.
JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

DISTRICT  1

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
Wages: per hour worked

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial Start</td>
<td>$8.75</td>
<td>$9.00</td>
<td>$9.25</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$9.25</td>
<td>$9.50</td>
<td>$9.75</td>
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<tr>
<td>Floor Maintenance</td>
<td>+ .50</td>
<td>+ .50</td>
<td>+ .50</td>
</tr>
</tbody>
</table>

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Supplements:

Note: Full time more than 31 regularly scheduled hrs in a week
Part Time up to 30 regularly scheduled hrs in a week

Health Care:
FULL TIME ONLY: (starts on 31st day of full time employment) only on first 40 hrs a week.

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</tr>
</tbody>
</table>

Sick leave: (per hr cost) only on first 40 hrs a week

Full Time:

<table>
<thead>
<tr>
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<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial - start</td>
<td>$ .11</td>
<td>.11</td>
<td>.11</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$ .11</td>
<td>.11</td>
<td>.12</td>
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<tr>
<td>Floor Maintainance</td>
<td>$ .11</td>
<td>.11</td>
<td>.12</td>
</tr>
</tbody>
</table>
Floor after 90 Days $ .12 .11 .12

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>Janitorial - start</td>
<td>$ .07</td>
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<tr>
<td>After 90 Days</td>
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<td>.07</td>
<td>.08</td>
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<tr>
<td>Floor</td>
<td>$ .07</td>
<td>.07</td>
<td>.08</td>
</tr>
<tr>
<td>Maintainance</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Floor after 90 Days</td>
<td>$ .08</td>
<td>.08</td>
<td>.08</td>
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</tbody>
</table>

**PAID HOLIDAYS:**

<table>
<thead>
<tr>
<th></th>
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<th>06/01/2010</th>
<th>06/01/2011</th>
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</thead>
<tbody>
<tr>
<td>Full Time: (only on first 40 hrs a week)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - first Year</td>
<td>$ .24</td>
<td>.25</td>
<td>.25</td>
</tr>
<tr>
<td>Janitorial - after first year</td>
<td>$ .36</td>
<td>.37</td>
<td>.38</td>
</tr>
<tr>
<td>Floor first year</td>
<td>$ .27</td>
<td>.27</td>
<td>.28</td>
</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$ .38</td>
<td>.39</td>
<td>.40</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part Time:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - first Year</td>
<td>$ .24</td>
<td>.25</td>
<td>.25</td>
</tr>
<tr>
<td>Janitorial - after first year</td>
<td>$ .29</td>
<td>.30</td>
<td>.30</td>
</tr>
<tr>
<td>Floor first year</td>
<td>$ .27</td>
<td>.27</td>
<td>.28</td>
</tr>
<tr>
<td>Maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$ .30</td>
<td>.31</td>
<td>.32</td>
</tr>
</tbody>
</table>

**Vacation: (only on first 40 hrs) all time is with employer.**

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
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<th>06/01/2011</th>
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</thead>
<tbody>
<tr>
<td>Janitorial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>after first year</td>
<td>$ .18</td>
<td>.19</td>
<td>.20</td>
</tr>
<tr>
<td>Floor Maint.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>after first year</td>
<td>$ .19</td>
<td>.20</td>
<td>.20</td>
</tr>
<tr>
<td>Janitorial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 years</td>
<td>$ .36</td>
<td>.37</td>
<td>.39</td>
</tr>
<tr>
<td>Floor Maint.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 years</td>
<td>$ .38</td>
<td>.39</td>
<td>.40</td>
</tr>
<tr>
<td>Janitorial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 years</td>
<td>$ .40</td>
<td>.41</td>
<td>.43</td>
</tr>
<tr>
<td>Floor Maint.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 years</td>
<td>$ .42</td>
<td>.43</td>
<td>.44</td>
</tr>
<tr>
<td>Janitorial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 years</td>
<td>$ .43</td>
<td>.44</td>
<td>.45</td>
</tr>
<tr>
<td>Floor Maint.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 years</td>
<td>$ .45</td>
<td>.47</td>
<td>.48</td>
</tr>
<tr>
<td>Janitorial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 years</td>
<td>$ .54</td>
<td>.55</td>
<td>.57</td>
</tr>
<tr>
<td>Floor Maint.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 years</td>
<td>$ .57</td>
<td>.58</td>
<td>.60</td>
</tr>
</tbody>
</table>
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
All holiday pay is included per hour rate. Additional pay required only if worked. The additional payment will be at normal wage rate. Additional supplements are not required.
Schoharie County Article 9

Janitor, Porter, Cleaners, Elevator Operator 07/02/2009

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

DISTRICT  1

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
Wages:  per hour worked

<table>
<thead>
<tr>
<th></th>
<th>06/01/2009</th>
<th>06/01/2010</th>
<th>06/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial Start</td>
<td>$8.75</td>
<td>$9.00</td>
<td>$9.25</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$9.25</td>
<td>$9.50</td>
<td>$9.75</td>
</tr>
<tr>
<td>Floor Maintance</td>
<td>+ .50</td>
<td>+ .50</td>
<td>+ .50</td>
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NOTE:

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1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
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SUPPLEMENTAL BENEFITS

Supplements:

Note:  Full time  more than 31 regularly scheduled hrs in a week
       Part Time  up to 30 regularly scheduled hrs in a week

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FULL TIME ONLY: (starts on 31st day of full time employment) only on first 40 hrs a week.

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Sick leave: (per hr cost) only on first 40 hrs a week

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<td>.11</td>
<td>.12</td>
</tr>
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<td>Floor Maintainance</td>
<td>.11</td>
<td>.11</td>
<td>.12</td>
</tr>
<tr>
<td></td>
<td>06/01/2009</td>
<td>06/01/2010</td>
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</tr>
<tr>
<td>------------------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
</tr>
<tr>
<td><strong>Floor after 90 Days</strong></td>
<td>$ .12</td>
<td>$ .11</td>
<td>$ .12</td>
</tr>
<tr>
<td><strong>Part Time:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial - start</td>
<td>$ .07</td>
<td>$ .07</td>
<td>$ .07</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>$ .07</td>
<td>$ .07</td>
<td>$ .08</td>
</tr>
<tr>
<td>Floor</td>
<td>$ .07</td>
<td>$ .07</td>
<td>$ .08</td>
</tr>
<tr>
<td>Maintainance</td>
<td></td>
<td></td>
<td></td>
</tr>
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<td>Floor after 90 Days</td>
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<td><strong>PAID HOLIDAYS:</strong></td>
<td></td>
<td></td>
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<td>Janitorial - first Year</td>
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<td></td>
</tr>
<tr>
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<tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>Floor after first year</td>
<td>$ .30</td>
<td>$ .31</td>
<td>$ .32</td>
</tr>
<tr>
<td><strong>Vacation:</strong></td>
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<tr>
<td>(only on first 40 hrs)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Janitorial after first year</td>
<td>$ .18</td>
<td>$ .19</td>
<td>$ .20</td>
</tr>
<tr>
<td>Floor Maint. after first year</td>
<td>$ .19</td>
<td>$ .20</td>
<td>$ .20</td>
</tr>
<tr>
<td>Janitorial 3 years</td>
<td>$ .36</td>
<td>$ .37</td>
<td>$ .39</td>
</tr>
<tr>
<td>Floor Maint. 3 years</td>
<td>$ .38</td>
<td>$ .39</td>
<td>$ .40</td>
</tr>
<tr>
<td>Janitorial 4 years</td>
<td>$ .40</td>
<td>$ .41</td>
<td>$ .43</td>
</tr>
<tr>
<td>Floor Maint. 4 years</td>
<td>$ .42</td>
<td>$ .43</td>
<td>$ .44</td>
</tr>
<tr>
<td>Janitorial 6 years</td>
<td>$ .43</td>
<td>$ .44</td>
<td>$ .45</td>
</tr>
<tr>
<td>Floor Maint. 6 years</td>
<td>$ .45</td>
<td>$ .47</td>
<td>$ .48</td>
</tr>
<tr>
<td>Janitorial 10 years</td>
<td>$ .54</td>
<td>$ .55</td>
<td>$ .57</td>
</tr>
<tr>
<td>Floor Maint. 10 years</td>
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<td>$ .58</td>
<td>$ .60</td>
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OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
All holiday pay is included per hour rate. Additional pay required only if worked. The additional payment will be at normal wage rate. Additional supplements are not required.
Overtime Codes

Following is an explanation of the code(s) listed in the OVERTIME section of each classification contained in the attached schedule. Additional requirements may also be listed in the HOLIDAY section.

(A) Time and one half of the hourly rate after 7 hours per day

(AA) Time and one half of the hourly rate after 7 and one half hours per day

(B) Time and one half of the hourly rate after 8 hours per day

(B1) Time and one half of the hourly rate for the 9th & 10th hours week days and the 1st 8 hours on Saturday. Double the hourly rate for all additional hours

(B2) Time and one half of the hourly rate after 40 hours per week

(C) Double the hourly rate after 7 hours per day

(C1) Double the hourly rate after 7 and one half hours per day

(D) Double the hourly rate after 8 hours per day

(D1) Double the hourly rate after 9 hours per day

(E) Time and one half of the hourly rate on Saturday

(E1) Time and one half 1st 4 hours on Saturday. Double the hourly rate all additional Saturday hours

(E3) Between November 1st and March 3rd Saturday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather, provided a given employee has worked between 16 and 32 hours that week.

(E2) Saturday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather

(E4) Saturday and Sunday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather

(F) Time and one half of the hourly rate on Saturday and Sunday

(G) Time and one half of the hourly rate on Saturday and Holidays

(H) Time and one half of the hourly rate on Saturday, Sunday, and Holidays

(I) Time and one half of the hourly rate on Sunday

(J) Time and one half of the hourly rate on Sunday and Holidays

(K) Time and one half of the hourly rate on Holidays

(L) Double the hourly rate on Saturday

(M) Double the hourly rate on Saturday and Sunday

(N) Double the hourly rate on Saturday and Holidays

(O) Double the hourly rate on Saturday, Sunday, and Holidays

(P) Double the hourly rate on Sunday

(Q) Double the hourly rate on Sunday and Holidays

(R) Double the hourly rate on Holidays

(S) Two and one half times the hourly rate for Holidays, if worked

(S1) Two and one half times the hourly rate the first 8 hours on Sunday or Holidays. One and one half times the hourly rate all additional hours.

(T) Triple the hourly rate for Holidays, if worked
(U) Four times the hourly rate for Holidays, if worked

(V) Including benefits at SAME PREMIUM as shown for overtime

(W) Time and one half for benefits on all overtime hours.

NOTE: BENEFITS are PER HOUR WORKED, for each hour worked, unless otherwise noted
Holiday Codes

PAID Holidays:

Paid Holidays are days for which an eligible employee receives a regular day's pay, but is not required to perform work. If an employee works on a day listed as a paid holiday, this remuneration is in addition to payment of the required prevailing rate for the work actually performed.

OVERTIME Holiday Pay:

Overtime holiday pay is the premium pay that is required for work performed on specified holidays. It is only required where the employee actually performs work on such holidays. The applicable holidays are listed under HOLIDAYS: OVERTIME. The required rate of pay for these covered holidays can be found in the OVERTIME PAY section listings for each classification.

Following is an explanation of the code(s) listed in the HOLIDAY section of each classification contained in the attached schedule. The Holidays as listed below are to be paid at the wage rates at which the employee is normally classified.

( 1 ) None
( 2 ) Labor Day
( 3 ) Memorial Day and Labor Day
( 4 ) Memorial Day and July 4th
( 5 ) Memorial Day, July 4th, and Labor Day
( 6 ) New Year's, Thanksgiving, and Christmas
( 7 ) Lincoln's Birthday, Washington's Birthday, and Veterans Day
( 8 ) Good Friday
( 9 ) Lincoln's Birthday
( 10 ) Washington's Birthday
( 11 ) Columbus Day
( 12 ) Election Day
( 13 ) Presidential Election Day
( 14 ) 1/2 Day on Presidential Election Day
( 15 ) Veterans Day
( 16 ) Day after Thanksgiving
( 17 ) July 4th
( 18 ) 1/2 Day before Christmas
( 19 ) 1/2 Day before New Years
( 20 ) Thanksgiving
( 21 ) New Year's Day
( 22 ) Christmas
( 23 ) Day before Christmas
( 24 ) Day before New Year's
( 25 ) Presidents' Day
( 26 ) Martin Luther King, Jr. Day
ATTACHMENT 1

Cost Proposal Form
COST PROPOSAL FORM - PROPOSAL #1525  
(NOTE: Original Bid Proposal Form must be completed, signed and returned) 

____________________________________ agrees to perform the work required as outlined in the specifications of this IFB to provide kitchen exhaust duct cleaning at the various cafeterias and food service areas located at State facilities in the Albany area for the prices indicated below:

A) Base Annual Bid

<table>
<thead>
<tr>
<th>Location</th>
<th>Amount per Cleaning</th>
<th>Cleanings Per Year</th>
<th>Total Cost Per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Mansion</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>McDonald’s Restaurant**</td>
<td>$__________</td>
<td>x 2</td>
<td>$__________</td>
</tr>
<tr>
<td>Sign of the Tree Restaurant**</td>
<td>$__________</td>
<td>x 2</td>
<td>$__________</td>
</tr>
<tr>
<td>Sign of the Tree Banquet</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>Plaza Food Court</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>Liberty Café/Albany Room</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>Pastabilities</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>Swan Street Cafeteria</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>Pavilion on the Plaza</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>Ten Eyck Office Building</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>Campus Building #12</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>Campus Building #24</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
<tr>
<td>44 Holland Avenue</td>
<td>$__________</td>
<td>x 1</td>
<td>$__________</td>
</tr>
</tbody>
</table>

**Note: These areas must be cleaned twice per year, total the amounts accordingly.

Total A = $____________________

B) Hourly Rate

Hourly Rate for Repairs and Additional Services

$__________/hr x an estimated 75 hours per year  $__________

C) Material Mark-up

Percent Markup for Materials other than those required to perform scheduled cleanings.

Estimated $500 per year x _________%  $________________

GRAND TOTAL (A + B + C) = $____________________

____________________________________
DATE         SIGNATURE