



T&M ASSOCIATES

on behalf of

BUCKEYE HILLS REGIONAL COUNCIL

**REQUEST FOR PROPOSAL
for
SITE DEMOLITION
ACTIVITIES**

**at
FORMER DEXTER CITY SCHOOL
BUILDING
NOBLE COUNTY, OH**

A handwritten signature in blue ink, appearing to read "Donald A. [unclear]", written over a horizontal line.

Signature: _____

Date: 7/28/2025

Request for Proposals (RFP) for Site Demolition Activities
at
130 Jefferson St.,
Dexter City, OH 45727

I. PROJECT INTRODUCTION

Buckeye Hills Regional Council was awarded an Ohio Department of Development (ODOD) Brownfield Remediation Program (BRP) Grant for remediation, demolition, and site restoration at the former Old Dexter City school in Noble County, Ohio. T&M Associates (T&M), an environmental consulting/engineering company, was selected by Buckeye Hills Regional Council to implement the ODOD BPR grant.

T&M is issuing this Request for Proposal (RFP) to select a Contractor to perform the necessary site clearing and demolition activities under the ODOD grant as described in Section III of this RFP.

II. PROPERTY STRUCTURES DESCRIPTION

The Noble County Auditor's website has the following information for the Property:

Property Address	Parcel #	Property Size (acres)
130 Jefferson St., Dexter City, OH 45727	18-0021026.001	0.24

A Property map and photographs are provided in **Attachment A. Please note only the older former school building will be demolished.**

- The former Dexter City school in Noble County, Ohio is made up to two buildings, historically it was used as a school building for Dexter City.
- The original pre-1940s, building is vacant and to be demolished.
- The 1950s addition is the location of the Dexter City Antique Mall and Auction Gallery. Located within the newer side of the school and is to remain unchanging (i.e., not to be demolished).

Asbestos Survey and Abatement

An asbestos survey of the Property was completed by Turn-Key Environmental Consultants, Inc. (TKEC) of Troy, Ohio. Abatement will be completed under a separate contract prior to demolition. Copies of the asbestos survey and abatement reports will be provided to the Contractor upon request.

III. SCOPE OF SERVICES

The requested scope of demotion services will include:

Demolition and Debris Removal

- Proper Removal of all Hazardous Materials (HAZMAT) before demolition. Turn-Key Environmental Consultants, Inc. (TKEC) surveyed the property and identified hazardous materials. Specifications and quantities of material for removal are provided in the TKEC report located in **Appendix B**.
- Demolish and completely remove the old school building structure on the property (including any basement, crawl space, concrete slab/driveway, foundation, and footer materials). This includes any materials, if present, abandoned inside the structure or on the property such as litter, furniture, appliances, loose carpeting, garbage, brush and other such items.
- Bricks and concrete may be ground up to less than or equal to 3 inches in any dimension and reused as backfill in the excavation. The potential for offsite reuse of crushed brick material is discussed in a subsequent section
- Off-site transport and disposal of the demolition debris at licensed facilities in compliance with all applicable regulations. Waste manifests/haul tickets will be required as proof of proper disposal.
- Contractor will be responsible for securing all permits required to execute the scope of services detailed in this RFP.

Dust Control

If conditions exist whereby fugitive dust occurs, Contractor shall provide water spraying or other acceptable methods to control such dust.

Utilities Disconnect

It shall be the responsibility of the Contractor to notify all utilities serving the property where the demolition is proposed of their intent to demolish. No demolition operations may proceed until water service, sewer, gas and electric and any other services to the property have been discontinued.

Backfill, Compaction and Grading

- Backfill all excavation cavities with general fill. A certificate attesting to the origin/testing of the fill material will be required.

- General soil fill shall be obtained from a clean source: no materials from environmental cleanup sites nor petroleum-contaminated, reclaimed, recycled or treated soils shall be used. Contractor shall provide certification verifying the source and attesting that the soil is clean.
- General fill shall not contain any rock or gravel larger than three inches in any dimension. General fill shall also be free of debris, waste, frozen materials, organic material, and other deleterious matter.
- The soil backfill shall be placed in 12-inch lifts and compacted using appropriate equipment; Contractor shall provide proposed compaction equipment for approval. Geotechnical testing will not be required provided field observations indicate that the compacted fill is firm enough to support equipment and vehicles with little deflection. Backfill to match the existing parking lot elevations and restore positive drainage to the extent practicable.
- The final 6" lift shall be ODOT #304 aggregate. Compact with a minimum of 4 passes with approved compaction equipment until the surface is firm and will support vehicles with little deflection.

C&DD Management

All construction & demolition debris (C&DD) generated from the property shall be disposed at a licensed Construction Demolition Debris Landfill or Municipal Solid Waste Landfill. Contractors must identify the landfill where the C&DD waste will be disposed in their response and provide manifests and/or receipts documenting the final disposition of the material.

If the Contractor intends to reuse brick material offsite, they must identify the proposed location and obtain prior approval.

Prevailing Wage

Prevailing wage **is** a requirement of this project. Prevailing wage rates for Noble County are provided in **Attachment C**.

IV. CONTRACT AND INSURANCE REQUIREMENTS

The selected Contractor will be required to execute T&M's *Subcontractor Agreement for Professional Services*; a copy of this is provided as **Attachment D**.

The minimum Insurance Requirements are specified in Section 4.0 and Exhibit III of the T&M Subcontractor Agreement provided in Attachment D.

V. SCHEDULE

The scope of services detailed in this RFP are required to be completed by the selected Contractor within sixty (60) days of execution of the *Agreement for Professional Services* with T&M.

VI. CONTENT AND FORMAT OF PROPOSALS

Contractors interested in this project shall submit a bid proposal package in the form of one (1) PDF. The proposal package shall include, but is not limited to, the following:

1. Provide a bid for the requested services on the attached Bid Sheet in **Attachment E**. Any suggested additional services may be listed separately with reasons for suggestion clearly stated.
2. Provide a written statement outlining the proposed schedule, including an estimated completion date.
3. Please list at least three (3) clients, including name and addresses, for which your company has completed similar work in the last two years.
4. Include a brief background information on your company, including the closest office location to this project site.
5. Provide license numbers or copies of registration certificates, as appropriate, for the services requested in this RFP.

VII. PROPOSAL DUE DATE

A site walkthrough of the Property is available upon request by contacting Donald Pinto, PE at dpinto@tandmassociates.com.

Proposals are due Monday, August 18, 2025, at 3:00 p.m. Proposals should be emailed to Donald Pinto, PE at dpinto@tandmassociates.com.

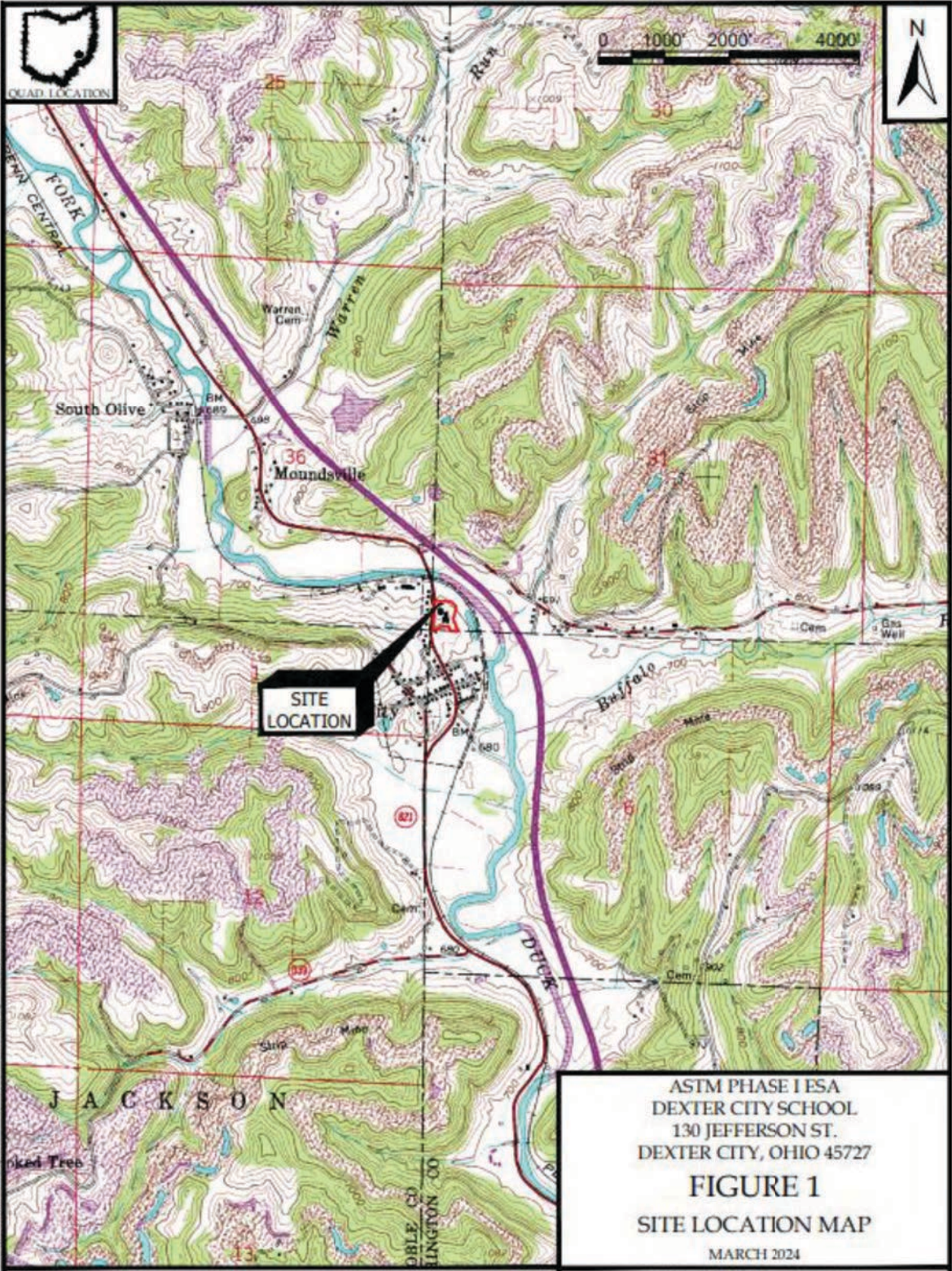
Questions may be directed by email to Donald Pinto at dpinto@tandmassociates.com.

Attachment A

Site Maps and Photographs

P:\PR8113\CADD\Dexter\Figures 1- Site Location Map.dwg 3/18/2024 5:04:06 PM Elio Suenens

PLotted: 3/18/2024 5:04:26 PM



SITE LOCATION

ASTM PHASE I ESA
 DEXTER CITY SCHOOL
 130 JEFFERSON ST.
 DEXTER CITY, OHIO 45727

FIGURE 1
SITE LOCATION MAP
 MARCH 2024

SOURCE:
 7.5 MINUTE MACKSBURG, OH U.S.G.S. QUADRANGLE MAP, 1972.

BURGESS & NIPLE
 ENGINEERS & ARCHITECTS

0 100' 200'



INTERSTATE 77

18-0021026.001

PROPERTY BOUNDARY

JEFFERSON ST.

ASTM PHASE I ESA
DEXTER CITY SCHOOL
130 JEFFERSON ST.
DEXTER CITY, OHIO 45727

FIGURE 2
PROPERTY AERIAL

MARCH 2024

 **FORMER DEXTER SCHOOL
OLD BUILDING TO BE
DEMOLISHED**

BURGESS & NIPLÉ
Engineers • Environmental Scientists • Geologists



PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building

Location: 130 Jefferson St., Dexter City, Oh 45727

Project No.
BHRC-00001

Photo No.
1

Date:
5-29-25

Direction Photo Taken:

N/A

Description:

Former Dexter School Old Building to be Demolished.



PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building

Location: 130 Jefferson St., Dexter City, Oh 45727

Project No.
BHRC-00001

Photo No.
2

Date:
5-29-25

Direction Photo Taken:

N/A


Description:

Former Dexter School Old Building to be demolished with connection to new school building (pictured to left) that will not be demolished.






PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building		Location: 130 Jefferson St., Dexter City, Oh 45727	Project No. BHRC-00001
Photo No. 3	Date: 5-29-25		
Direction Photo Taken: N/A			
Description: Inside hallway of Old School Building.			



PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building		Location: 130 Jefferson St., Dexter City, Oh 45727	Project No. BHRC-00001
Photo No. 4	Date: 5-29-25		
Direction Photo Taken: N/A			
Description: Inside Old School Building			



PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building

Location: 130 Jefferson St., Dexter City, Oh 45727

Project No.
BHRC-00001

Photo No.
5

Date:
5-29-25

Direction Photo Taken:

N/A

Description:

Inside Old School Building, hazardous materials (Fluorescent bulbs) shown to be removed before demolition.



PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building

Location: 130 Jefferson St., Dexter City, Oh 45727

Project No.
BHRC-00001

Photo No.
6

Date:
5-29-25

Direction Photo Taken:

N/A

Description:

Inside Old School Building





PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building

Location: 130 Jefferson St., Dexter City, Oh 45727

Project No.
BHRC-00001

Photo No.
7

Date:
5-29-25

Direction Photo Taken:

N/A

Description:

Former Stage area.



PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building

Location: 130 Jefferson St., Dexter City, Oh 45727

Project No.
BHRC-00001

Photo No.
8

Date:
5-29-25

Direction Photo Taken:

N/A

Description:

Basement inside Old School Building





PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building

Location: 130 Jefferson St., Dexter City, Oh 45727

Project No.
BHRC-00001

Photo No.
9

Date:
5-29-25

Direction Photo Taken:

N/A

Description:

Inside Old School Building



PHOTOGRAPHIC LOG

Project: Former Dexter School Old Building

Location: 130 Jefferson St., Dexter City, Oh 45727

Project No.
BHRC-00001

Photo No.
10

Date:
5-29-25

Direction Photo Taken:

N/A

Description:

Connection between Old School Building to be demolished (right) and new building (left).



Attachment B

HAZMAT Report

HAZARDOUS MATERIALS (HAZMAT)

INSPECTION REPORT

For the property located at

**130 Jefferson St.,
Dexter City, OH 45727**

Prepared by:

**Turn-Key Environmental Consultants, Inc.
790 Barnhart Road
Troy, Ohio 45373
Project Number: 24723**

Phone: (937) 335-8807

Fax: (937) 339-4882

March 26, 2024

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Appendices

Appendix A - HAZMAT Summary Spreadsheet

Appendix B - Regulatory Information

Appendix C - Qualifications of Assessors

1.0 SCOPE OF SERVICES

In March 2024, **Turn-Key Environmental Consultants, Inc. (TKEC)** conducted a comprehensive Hazardous Materials (HAZMAT) Inspection of the property located at 130 Jefferson St., Dexter City, OH 45727

TKEC's Scope of Services included the following:

- A site visit and walk over to observe site conditions and determine the presence and quantities of HAZMAT contained within the buildings.
- Provide specifications for the removal of HAZMAT that will need to be removed prior to the demolition of the buildings.
- Prepare a copy of the HAZMAT report, to include a brief discussion of the inspection conducted and quantities of HAZMAT located.

Prior to demolition of the existing building, a HAZMAT inspection was performed to identify those accessible materials that may contain toxic chemicals or heavy metals, and to report the types, locations, and quantities of HAZMAT present in the building in preparation for its pending demolition.

Mr. Jonathan Treasure, Senior Project Manager conducted a detailed walk-through inspection of the property. Qualifications of the assessors, who conducted this assessment, are included in Appendix C.

2.0 HAZARD EVALUATION ASSESSMENT

2.1 Fluorescent Lights

Four hundred and forty-six (446) fluorescent light bulbs were observed within the Property during the assessment. A spreadsheet summarizing the location of these light bulbs is included in Appendix A. These lamps often contain mercury and other heavy metals. **If these lamps are discarded, they must be characterized to determine if they should be classified as hazardous waste and handled accordingly. If these materials are recycled, they are exempt from the waste characterization requirements of the Resource Conservation and Recovery Act (RCRA), as per OAC Rule 3745-51-02(C).** An Ohio Environmental Protection Agency (OEPA) Fact Sheet with guidelines for managing fluorescent lamps is provided in Appendix B.

2.2 Compact Fluorescent Lamps

Thirty (30) compact fluorescent lamps were observed in the Property during the assessment. **If these lamps are discarded, they must be characterized to determine if they should be classified as hazardous waste and handled accordingly. If these materials are recycled, they are exempt from the waste characterization requirements of the Resource Conservation and Recovery Act (RCRA), as per OAC Rule 3745-51-02(C).** An OEPA Fact Sheet with guidelines for managing fluorescent lamps is provided in Appendix B.

2.3 Mercury Thermostats

A total of one (17) assumed mercury thermostat was observed within the property.

2.4 Polychlorinated Biphenyls (PCBs)

Polychlorinated Biphenyls (PCBs) are mixtures of synthetic organic chemicals with the same basic chemical structure and similar physical properties, which range from oily liquids to waxy solids. Due to their non-flammability, chemical stability, high boiling point and electrical insulating properties, PCBs were used in hundreds of industrial and commercial applications including electrical, heat transfer, and hydraulic equipment; as plasticizers in paints, plastics and rubber products; in pigments, dyes and carbonless copy paper and many other applications. PCBs have been shown to cause cancer and a number of serious non-cancer health effects in animals, including effects on the immune, reproductive, nervous and endocrine systems. Studies in humans provide supportive evidence for the potential carcinogenicity and non-carcinogenic effects of PCBs.

Fluorescent lights throughout the building have ballasts that should be characterized to determine if they contain PCBs. There are two hundred and eight (208) light ballasts located throughout the Property. A spread sheet summarizing the location of these ballasts is included in Appendix A. **If these ballasts are discarded, they must be characterized to determine if they should be classified as hazardous waste and managed accordingly. If these materials are recycled, they are exempt from the waste characterization requirements of the Resource Conservation and Recovery Act (RCRA), as per OAC Rule 3745-51-02(C); however, it is important that they be**

disposed of properly according to applicable federal, state and local regulations (see Appendix B).

2.5 Chlorofluorocarbons (CFCs)

Chlorofluorocarbons (CFCs) are compounds composed of the elements chlorine, fluorine, and carbon. The introduction of CFCs as a synthetic refrigerant in the 1930s replaced highly toxic ammonia and/or sulfur dioxide. The many desirable properties of CFCs led to other uses as propellants in aerosol spray cans, gasses blown into polymer mixtures to make expanded plastic foams, as solvents for oil and grease, and as sterilizers for surgical instruments. CFCs have been known to persist in the atmosphere for approximately 120 years after their release. Since it is such a resilient synthetic material, proper maintenance of these gases is required by the federal government.

There were two water fountains, eight window air conditioning units, and four refrigerators found on the property that may contain CFCs. A spreadsheet summarizing the location of these units is included in Appendix A. **The CFCs contained within these units must be removed, contained and disposed of according to applicable federal, state and local regulations.**

2.6 Miscellaneous Materials and Chemicals

Six (6) Emergency Exit signs and were observed throughout the Property. Four (4) TVs, seven (7) small engine machinery, and one (1) propane tank were found throughout the property. A spreadsheet summarizing the location of these units is included in Appendix A. The batteries, light bulbs and other components associated with these units may contain mercury and other metals. Thirty-two (32) 1 to 5 gallon containers is on the property with unknown contents. **If these units are discarded, they must be characterized to determine if they should be classified as hazardous waste and handled accordingly. If these materials are recycled, they are exempt from the waste characterization requirements of the Resource Conservation and Recovery Act (RCRA), as per OAC Rule 3745-51-02(C); however, it is important that they be disposed of properly according to applicable federal, state and local regulations.** An EPA Fact Sheet with guidelines for managing used and discarded computer equipment is provided in Appendix B.

APPENDIX A

HAZMAT Location Spreadsheet

Universal Waste	Old Building	New Building	Total
Flourescent Bulbs	252	194	446
2 Bulb Ballasts	106	97	203
8 Buld Ballasts	5	0	5
Window AC Units	6	2	8
Fire Exit Signs	0	6	6
Small Engines	2	5	7
Televisions	4	0	4
Regriderators	0	4	4
Water Fountains	0	2	2
Mercury Thermostat	1	16	17
1-5 Gal. Misc. Chemicals	8	24	32
Propane Tank	1	4	5

APPENDIX B

Regulatory Information



Management of Electronic Waste from Businesses

THIS POLICY DOES NOT HAVE THE FORCE OF LAW

Hazardous Waste Program

Computers, fax machines, copiers, cell phones, telephones and tablets are constantly updated. As your business takes advantage of new equipment, what do you do with your obsolete equipment?

Recycling of Cathode Ray Tubes (CRTs)?

CRTs are regulated differently than other electronic equipment. Please refer to Ohio Administrative Code (OAC) rules [3745-51-38 to 41](#). You can find more information on U.S. EPA's [website](#).

Recycle

Ohio EPA encourages businesses to recycle electronic equipment no longer in use because it can contain hazardous materials. Donating equipment for reuse is the environmentally preferred alternative. Many schools, non-profit and charitable organizations accept working electronic goods. If equipment cannot be used, another good option is sending equipment to a reputable recycler. A recycler will disassemble equipment and recover useable components such as memory boards, disk drives, video cards and micro-processor chips. Plastic and glass components may be recycled into new products. Metals can be separated and sent to smelters where they are melted and used to make new product.

What is the Background for Development of this Guidance

When your business recycles electronic equipment properly (including donating it for reuse), it is not a waste. Therefore, it is not regulated under Ohio's hazardous waste laws. When your business recycles electronic equipment properly it is not a waste. However, if electronic equipment is not recycled, it is a waste and it must be evaluated to determine if it exhibits a characteristic of hazardous waste. OAC rules [3745-51-20 through 3745-51-24](#) describe these characteristics. Electronic equipment may exhibit the characteristic of toxicity (OAC rule [3745-51-24](#)) for lead. Equipment that will be disposed that exhibits a characteristic must be managed according to Ohio's hazardous waste regulations.

Should I be Concerned about How my Electronic Equipment is Recycled?

Know how the recycling facility will use all the parts of the equipment. If it uses (or sells) any part of the electronic equipment as an ingredient in a product that is placed on the land or used as a substitute for a product which will be used on the land, the electronic equipment is a waste subject to regulation. Examples include using glass from computers as an ingredient in roads or in concrete structures.

In addition to being familiar with the way electronics will be recycled, it is important to research the recycling facility to determine if it has any compliance problems. Proper recycling includes ensuring that the recycling facility processes electronic equipment in a timely manner. For example, to stay in compliance, a recycler must have processed 75 percent of the material present at the beginning of the year by the end of that year. This is stated in OAC rule [3745-51-01\(C\)\(8\)](#). If electronic material is not recycled within this time period, then it is a waste. The facility is then subject to regulation as a hazardous waste facility. If electronic equipment is not recycled properly, and it is a hazardous waste, both your company and the recycling facility will be liable for clean-up costs associated with improper disposal of hazardous components.

Management of Electronic Waste from Businesses

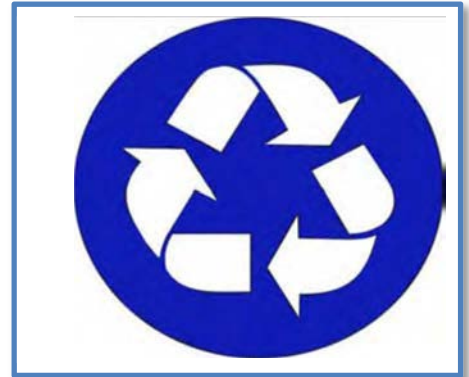
How Does Ohio EPA Classify Electronic Waste?

Ohio EPA classifies used electronic equipment exhibiting a characteristic of hazardous waste as a characteristic by-product. Ohio EPA classifies unused electronic equipment (defective) as off-specification commercial chemical products. OAC rule [3745-51-02\(C\)\(3\)](#) states that characteristic by-products and off-specification commercial chemical products are not wastes when reclaimed. Therefore, if the recycler is recovering material of value from the equipment being recycled, it is not considered a waste.

If I do not Recycle my Electronic Waste, How do I Determine if it is a Hazardous Waste?

Electronic equipment may contain lead, chromium, cadmium, mercury or other hazardous metals. A company may have the knowledge of the waste and be able to determine if it contains metals at regulated levels. A laboratory may also conduct the Toxicity Characteristic Leaching Procedure (TCLP) analysis on the waste for a company to determine if the waste exhibits the characteristic of toxicity.

If you use the TCLP and an extract of the waste contains any of the following contaminants at a concentration equal to or greater than the listed value, then it is hazardous waste:



Regulated Metals which may be found in Electronic Equipment

RCRA Hazardous Metals	TCLP Regulatory Value in milligrams per liter (mg/l)
Arsenic	5.0 mg/l
Barium	100.0 mg/l
Cadmium	1.0 mg/l
Chromium	5.0 mg/l
Lead	5.0 mg/l
Mercury	0.2 mg/l
Selenium	1.0 mg/l
Silver	5.0 mg/l

Does an Electronic Equipment Recycling Facility Need a Permit from Ohio EPA?

Ohio's hazardous waste rules do not require a facility that recycles electronic equipment to obtain a hazardous waste permit. However, the owner/operator of the facility must evaluate any waste generated from the recycling process and manage it accordingly. Ohio EPA's [Division of Air Pollution Control](#) may require the owner/operator to obtain an air permit for its recycling equipment. The [Division of Surface Water](#) or the publicly-owned treatment works may require permits for waste water discharges. The [Division of Materials and Waste Management's](#) solid waste program may also require a transfer facility license.

Contact

For more information, contact the Hazardous Waste Compliance and Inspection Support Unit of the [Division of Environmental Response and Revitalization](#) at 614-644-2924, or contact your local [district inspector](#).

Managing Fluorescent Lamps

THIS POLICY DOES NOT HAVE THE FORCE OF LAW

Hazardous Waste Program

This guidance is intended to help businesses understand their options for managing spent lamps under Ohio EPA's Universal Waste Rules. By managing hazardous waste lamps as universal waste, businesses can reduce their regulatory requirements and help protect the environment.

Does your business use lamps?

EVERYONE uses lamps! However, many businesses don't realize that the Ohio EPA has special regulations for how spent (waste) lamps should be handled and disposed of. When Ohio EPA uses the term "lamp" it includes the following types of lights:

- incandescent;
- fluorescent;
- metal halide;
- neon;
- high-intensity discharge (HID);
- high-pressure sodium;
- mercury-vapor;
- and LED.



Why are there specific requirements for managing waste lamps?

Lamps can contain mercury and other heavy metals such as lead, cadmium and barium. If the levels of mercury or other toxic metals in the lamp are high enough, the lamp can be hazardous waste when it is discarded (including recycled). Hazardous waste must be managed according to Ohio's hazardous waste regulations. Waste lamps that are improperly managed or improperly disposed of can lead to environmental contamination and can pose a threat to public health. Therefore businesses, schools, retail stores, restaurants, offices and other non-household places that generate waste lamps may be subject to Ohio EPA's hazardous waste rules. It is important for businesses to understand the requirements for hazardous waste lamps. **If you are throwing your lamps in the dumpster, you may be illegally disposing of hazardous waste.**

What is the best way to manage the hazardous lamps I generate?

There are two methods for managing your hazardous waste lamps. We recommend that you manage your waste lamps under the **Universal Waste Rules** (UWR) found in Ohio Administrative Code (OAC) Chapter **3745-273**. The UWR streamlines collection requirements for certain hazardous wastes including batteries, pesticides, mercury-containing equipment (such as thermostats) and lamps (such as fluorescent lamps). Many businesses find that managing used lamps under the UWR eliminates many regulatory requirements and is easily implemented as part of their recycling programs. By following the UWR, your business can reduce the financial and regulatory requirements of managing hazardous waste and can help protect the environment. If you do not manage your hazardous waste lamps under the UWR then you must manage them under Ohio EPA's **hazardous waste rules** found in OAC Chapter **3745-52**.

How do I know if my waste lamps are hazardous?

Before you throw your lamps in the trash, you must evaluate them to determine if they are hazardous. In order to determine if your waste lamps are hazardous you may:

- rely on the analytical data provided by the lamp manufacturer; provided that the lamps were tested for all relevant hazardous waste characteristics and the analytical data is current;
- have the **lamps tested** yourself by TCLP to determine if the levels of metals are below the regulatory limits found in Ohio Administrative Code (OAC) rule **3745-51-24**; or
- assume that the lamps are hazardous.

Managing Fluorescent Lamps

What if my lamps are low-mercury or “green-marked”?

Some fluorescent lamp manufacturers have created "green" lamps that they claim are not hazardous. Although it's true that green lamps contain less mercury than other lamps, this may not be enough for them to avoid being regulated as hazardous waste. For the spent lamps to be nonhazardous, and therefore not subject to the hazardous waste rules, the laboratory test results must be less than all the regulatory limits found in Ohio Administrative Code (OAC) rule [3745-51-24](#). Some examples are:

- mercury - 0.2 mg/L;
- cadmium - 1.0 mg/L; and
- lead - 5.0 mg/L;
- barium - 100.0 mg/L.



Improper packaging is a common universal waste violation

What are my requirements for managing hazardous lamps under the Universal Waste Rules?

Managing waste lamps as universal waste requires that they are stored, labeled and disposed of in a specific manner. Your specific requirements depend on the amount of universal waste your business accumulates at any one time. Most businesses are small quantity handlers of universal waste, accumulating less than 11,000 pounds (5,000 kg or approximately 17,000 four-foot lamps) of universal waste at any time. The specific [requirements](#) for universal waste handlers are contained in [Ohio EPA's universal waste rules](#). The table on the following page will explain the different requirements for each method:

Who can I send or take my UW lamps to?

As a universal waste handler, you can only send or take your waste lamps to another UW handler or to a permitted destination facility (if in Ohio). If you are sending your UW lamps to a facility outside of Ohio, the out-of-state destination facility must be authorized by that state to accept lamps. Ohio EPA maintains a [list of recyclers](#) on our recycler website and our [Fluorescent Lamp website](#). If you transport your own waste lamps to either another universal waste handler or to a universal waste destination facility you must comply with the universal waste [transporter requirements](#). If you are using a universal waste transporter to take your waste lamps, the transporter must comply with [DOT packaging/labeling requirements](#), transfer facility storage requirements and must immediately [contain all releases](#) of universal waste in the event of a spill.

May I use a lamp crusher to crush the lamps I generate?

If you manage waste lamps under the UWR you are **not allowed to crush them**. If you want to crush your own lamps you must either manage them under the hazardous waste rules following the generator requirements in OAC Chapter [3745-52](#), or [evaluate](#) the spent lamps to demonstrate that they are non-hazardous.

You cannot send crushed hazardous lamps to a universal waste handler. They must be transported, by a hazardous waste transporter to a destination facility which is otherwise known as a [permitted hazardous waste facility](#). These crushed lamps must be accompanied by a [hazardous waste manifest](#). While some commercially available lamp crushers are designed to control [mercury emissions](#) when properly maintained, please beware that due to the unique properties of mercury, there is a high potential for exposure to harmful mercury vapors when lamps are crushed. Ohio EPA also recommends that these lamp crushing operations should be carried out following the OSHA guidelines recommended in their fact sheet titled: [Protecting Workers from Mercury Exposure While Crushing and Recycling Fluorescent Bulbs](#).

Crushing lamps is prohibited under the UWR. If you crush your lamps, you must manage them as hazardous waste

Managing Fluorescent Lamps

Comparison of Generator Requirements for Managing Hazardous Lamps Under Universal Waste Rules and the Hazardous Waste Rules

Requirement	Universal Waste Rules (Small Quantity Handler)	Hazardous Waste Rules
Hazardous Determination	<input type="checkbox"/> Required <input checked="" type="checkbox"/> Not Required	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Include in Hazardous Waste Quantity Status	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Ohio EPA Notification	<input type="checkbox"/> Required <input checked="" type="checkbox"/> Not Required	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required For SQGs and LQGs
Packaging & Container Management	<input checked="" type="checkbox"/> Required (but limited) <input type="checkbox"/> Not Required Stored in a container that: - minimizes breakage - is designed to contain potential releases - labeled as - "Universal Waste Lamps" or - "Waste Lamps" or - "Used Lamps" - closed unless adding or removing lamps <i>Many businesses use the same packaging in which new lamps are shipped from the manufacturer.</i>	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required For SQGs and LQGs waste must be stored in a container that: - meets all container management requirements per OAC Chapters 3745-66-70 to 3745-66-77 including: - good condition - compatible with waste - closed unless adding or removing waste - labeled as hazardous waste - labelled with accumulate start date - maintained with adequate aisle space - inspected weekly (daily for tanks)
Storage Time Limits	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Up to 1 year	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Depends on the <i>generator category</i> ≤ 180 days - SGQ ≤ 90 days - LQG
Special Transporter	<input type="checkbox"/> Required <input checked="" type="checkbox"/> Not Required	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required
Transporting Your Own Waste Allowed	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - to another universal waste handler or - permitted UW destination facility	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No - Must be a hazardous waste transporter - EPA Hazardous Waste ID required
Personnel Training	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required - Formal program not required - Training documentation not required	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required Depends on the <i>generator category</i> . May include recordkeeping and annual refresher
Inspections	<input type="checkbox"/> Required <input checked="" type="checkbox"/> Not Required	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required Specific requirements depend on the <i>generator category</i>
Recordkeeping	<input type="checkbox"/> Required <input checked="" type="checkbox"/> Not Required	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required Specific requirements depend on the <i>generator category</i> . May include annual reporting
Manifesting	<input type="checkbox"/> Required <input checked="" type="checkbox"/> Not Required	<input checked="" type="checkbox"/> Required <input type="checkbox"/> Not Required For SQGs and LQGs
Lamp Crushing Allowed	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Follow requirements in OAC Chapter 3745-52-34

This table presents a general summary of the requirements for Small Quantity Handlers of UW. For additional information, UW generators should refer to the Ohio EPA UW rules in OAC Chapter [3745-273](#). Generators of hazardous waste should refer to the specific *generator requirements for your category*.

Managing Fluorescent Lamps

OSHA Guidance – Reducing Mercury Exposure in the Workplace

All workplaces where fluorescent bulbs are deliberately broken or crushed should have:

- **A cleanup plan** that informs workers how to safely clean up incidental mercury releases from broken bulbs.
- **Training** to educate workers about mercury exposure, safe practices for working with fluorescent bulbs and procedures for ensuring that air filtration systems and seals are functioning properly.
- **Process isolation** so that areas where fluorescent bulbs are broken or recycled are physically separated from areas where workers are not involved with bulb processing.
- **Flooring materials** that are easy to clean (e.g., hard, smooth surfaces). Carpeting can absorb mercury and is difficult to clean
- **Well-ventilated** work areas. Drum-top crushing machines and bulb recycling machines are equipped with air filtration systems; however, there is still potential for mercury vapor to be released. Where feasible, these machines should be located in rooms with a ventilation system that does not recirculate air or exhaust air near intake vents.
- **Evaluation and maintenance programs** to ensure that crushing or recycling equipment and ventilation systems are functioning properly.
- **Air monitoring** to measure the amount of mercury present in the air. Air monitoring should be conducted as necessary to ensure that workers are not being exposed to hazardous levels of mercury.
- **Respiratory protection** is required if feasible engineering and administrative controls do not prevent concentrations of mercury from exceeding OSHA's permissible exposure limit (PEL). If respirators are used, the employer must establish and implement a respiratory protection program in accord with OSHA's Respiratory Protection standard (29 CFR 1910.134).
- **Personal protective equipment (PPE)** such as coveralls, booties, gloves, face shields and safety goggles to prevent skin and eye contact. Employers must assess the workplace to identify hazards and provide appropriate protective equipment under OSHA's General Requirements for Personal Protective Equipment (29 CFR 1910.132). Protective equipment must be cleaned and periodically replaced to maintain its effectiveness.

What if I have non-hazardous lamps?

If you determine your lamps are not hazardous and have supporting documentation, you have the option to manage them as solid waste. However, due to the unique hazards presented by mercury, we recommend you manage them as UW even though the UW compliance standards are not required.

Contact

If you have questions about managing your fluorescent lamps, other *universal waste* including the *Ohio specific universal waste* or Ohio EPA's hazardous waste rules please check the *Answer Place*. For more information, contact the *Office of Compliance Assistance & Pollution Prevention* on their confidential hotline at 800-329-7518, the Hazardous Waste Compliance and Inspection Support Unit of the *Division of Environmental Response and Revitalization's Hazardous Waste Program* at 614-644-2924, or contact your local *district inspector*.



Universal Waste

THIS POLICY DOES NOT HAVE THE FORCE OF LAW

Hazardous Waste Program

*Universal wastes (UW) are specific hazardous waste streams that a generator can choose to manage in an alternative manner in place of the more complex hazardous waste requirements. These wastes are generated by numerous businesses, typically in small quantities. The Universal Waste Rules (UWR) are intended to promote recycling as well as proper disposal by easing certain regulatory requirements. Ohio's UWRs are located in Ohio Administrative Code (OAC) Chapter **3745-273**.*

A waste must be a hazardous waste before it can be a universal waste. If a hazardous waste stream is not managed as a universal waste, then the waste must be managed as a hazardous waste under the applicable hazardous waste regulations.

Types of Universal Waste:

Listed below are the four categories of UW that may be managed under the UWR. Also in Ohio we have adopted other *Ohio-Specific universal waste* which can be found on the [universal waste web page](#).

Lamps

This category includes hazardous waste lamps that meet the definition in OAC rule **3745-50-10(A)**. Lamps are defined as the bulb or tube portion of an electric lighting device. A lamp is designed to produce radiant energy, most often in the ultraviolet, visible and infra-red regions of the electromagnetic spectrum. Lamps can exhibit the toxicity characteristic for some heavy metals (i.e., mercury, lead, cadmium). Examples of universal waste lamps include incandescent, fluorescent, high intensity discharge, neon, mercury vapor, high pressure sodium and metal halide lamps.

Pesticides

This category includes hazardous waste pesticides that are either suspended and/or recalled under Section 6 of the Federal Insecticide, Fungicide and Rodenticide Act (**FIFRA**), suspended or cancelled as part of a voluntary recall by the registrant or collected in waste pesticide programs.

Mercury-Containing Equipment (MCE)

MCE means a device or part of a device (excluding batteries and lamps) that contains elemental mercury integral to its function. Some commonly recognized devices are thermostats, barometers, manometers, temperature and pressure gauges, and mercury switches, such as light switches in automobiles.

This definition does not include mercury waste that is generated as a by-product through the process of manufacturing or treatment, or equipment that has been contaminated by mercury.

Discarded Batteries

This category includes hazardous waste batteries such as nickel-cadmium batteries and spent lead-acid batteries. The handler has the option of managing discarded lead-acid batteries under OAC Chapter **3745-273** (the UWR), or OAC rule **3745-266-80**. UW batteries are defined in OAC rule **3745-50-10(A)** and OAC rule **3745-273-09** as devices consisting of one or more electrically connected electrochemical cells that are designed to receive, store and deliver electric energy. An

NOTE: For more information on Ohio's waste pesticide collection programs, contact the Ohio Department of Agriculture's Division of Pesticide Regulation at 800-282-1955.

Universal Waste

electrochemical cell consists of an anode, cathode and electrolyte. A device is also considered a battery if it is intact, unbroken and all of the electrolyte has been removed.

Universal Waste Requirements:

There are three categories that a facility or a person handling UW can fall under: handlers, transporters and destination facilities. The rules that each must follow depend on what is done with the UW

Handlers:

UW handlers can include persons who generate UW and persons who receive and store universal wastes generated by someone else.

Under Ohio's hazardous waste rules, a person who receives and stores hazardous waste from others (generators) is required to have a storage permit.

The UWR allows these persons to accept and store UW from off-site without having to obtain a storage permit. So, in effect, simple storage without waste manipulation does not require a permit. Generators of UW who want to take advantage of the UWR instead of the hazardous waste generator requirements must comply with all UW handler requirements. A UW handler cannot treat, dispose of or recycle UW and thus does not need a hazardous waste installation and operation permit.

UW handlers are classified as small or large UW handlers based on the quantity of UW accumulated at any time. Generators and others receiving and storing UW fall under two categories:

- small quantity handlers (accumulate less than 5,000 kilograms [11,023 pounds] of UW [not by type] at any time), or
- large quantity handlers (accumulate more than 5,000 kilograms [11,023 pounds] of UW [not by type] at any time).
- If a small quantity UW handler accumulates more than 5,000 kilograms of UW on-site at any time, they must comply with the large quantity UW handler requirements for the remainder of the calendar year.
- All generators have the option of handling their UW under the UWR or under Ohio's generator requirements found in OAC Chapter [3745-52](#). Other handlers do not have this option.

Note: UW should not be counted when making quantity determinations for hazardous waste generator categories (i.e., conditionally exempt small quantity generators (CESQGs), small quantity generators (SQGs) and large quantity generators (LQGs)). Universal waste handler status levels should not be confused with the hazardous waste generator status levels.

Transporters:

This person engages in the off-site transfer of UW by air, rail, highway or water and must comply with all applicable *DOT* regulations. UW transporters may transport UW from one UW handler to another, to UW destination facilities or to foreign destinations. A UW transporter is prohibited from disposing, diluting or treating UW except when responding to a release. A UW transporter must respond to releases of UW during transit. Shipments of UW for export must conform to U.S. EPA's "Acknowledgment of Consent."

UW handlers may act as their own transporter as long as they comply with the UW transporter requirements in OAC rules [3745-273-50 through 3745-273-56](#).

Destination Facilities:

A destination facility is defined in OAC rule [3745-273-09\(B\)](#) as a facility that treats, disposes of or recycles a particular category of UW. The owner/operator of a destination facility receives UW from transporters and handlers.

Universal Waste

If storage of the UW is necessary prior to recycling, then the destination facility must have a hazardous waste installation and operation permit. If the destination facility conducts recycling without storage, they must comply with OAC rule [3745-51-06\(C\)\(2\)](#).

Note: Ohio EPA maintains a list of **recyclers** on our website.

The link to the Web page displays a drop down list. It begins with Antifreeze but it also has numerous categories of recycles by on this drop down box.

Proper Management for Handlers

Lamps:

Small and large quantity UW handlers are prohibited from crushing their lamps. Crushing lamps is prohibited under the UWR except at permitted destination facilities. If they exhibit a characteristic of a hazardous waste, crushed lamps must be managed as a hazardous waste. Generators of lamps have the option of handling their lamps on-site under the hazardous waste generator requirements of OAC Chapter [3745-52](#). Generators may crush their lamps if they comply with all applicable generator treatment requirements in OAC rule [3745-52-34](#) and send them directly to a **permitted hazardous waste facility**. A handler who is not the generator of the lamps cannot crush the lamps because they do not have the option of complying with OAC rule [3745-52-34](#).

Pesticides:

Small and large quantity UW handlers must manage pesticides in containers that remain closed, are structurally sound, compatible with the pesticide and lack evidence of leakage, spillage or damage that could result in a spill. Pesticides managed in a container not meeting these conditions must be over-packed in a structurally sound container. Tanks that are used for managing pesticides classified as UW must comply with the hazardous waste tank requirements in OAC Chapters [3745-55](#) and [3745-66](#).

Handlers must use transport vehicles or vessels that are closed, structurally sound, compatible with the pesticide and lack evidence of leakage, spillage or damage that could cause leakage under reasonably foreseeable conditions.

Mercury-Containing Equipment (MCEs):

Small and large quantity handlers may remove ampules from UW MCEs provided that:

- the ampules are removed in a manner designed to prevent breakage;
- the ampules are removed only over or in a containment device (tray or pan sufficient to contain any mercury released from an ampule in case of breakage);
- a mercury clean-up system is available to immediately transfer any mercury resulting from spills or leaks from broken ampules, from the containment device to a container;
- any mercury resulting from spills or leaks is immediately transferred from the containment device into non-leaking containers. The containers must be in good condition and closed upon placement of the spill material;
- the area in which ampules are removed is well-ventilated and monitored to ensure compliance with all applicable OSHA exposure levels for mercury;
- the employees removing ampules are thoroughly familiar with proper waste mercury handling and emergency procedures, including transfer of mercury from containment devices to appropriate containers;
- removed ampules are stored in closed, non-leaking containers that are in good condition; and
- removed ampules are packed in a container with packing materials adequate to prevent breakage during storage, handling and transportation.

Please see our [Mercury-Containing Equipment](#) guidance document for more information.

Universal Waste

Discarded Batteries:

Small and large quantity UW handlers have two provisions for managing batteries as UW:

- Any batteries that show evidence of leakage, spillage or damage that could cause leakage must be containerized. The container must be closed, structurally sound, compatible with the contents of the battery and lack evidence of leakage or spillage.
- Handlers are allowed to conduct certain activities associated with battery management under the UWR including:
 - sort batteries by type;
 - mix types in containers;
 - discharge batteries to remove the electric charge;
 - regenerate batteries;
 - disassemble batteries or battery packs into individual batteries;
 - remove electrolyte; and
 - remove batteries from discarded consumer products.

Note: Any waste (e.g., electrolytes) removed from batteries must be evaluated to determine whether it is a hazardous waste. Hazardous waste removed from the batteries must be managed in accordance with OAC Chapter 3745-52.

Notification

Small quantity handlers of UW and UW transporters are not required to notify Ohio EPA of their UW activities and are not required to obtain an EPA hazardous waste ID number. Large quantity UW handlers must **notify Ohio EPA** in writing and obtain an EPA hazardous waste **ID number** prior to exceeding the 5,000 kg storage limit. A large quantity UW handler who previously notified Ohio EPA of their hazardous waste activities and received an EPA identification number is not required to renotify. For specific details on the notification requirements, see OAC rule **3745-273-32**.

Note: UW handlers who are accumulating recalled pesticides only and have notified U.S. EPA under the Federal Fungicide, Insecticide and Rodenticide Act (**FIFRA**) are not required to renotify again under the UWR.

Permitting

Small and large quantity UW handlers and transporters **are not** required to have a hazardous waste installation and operation permit provided they comply with all applicable universal waste rules. Destination facilities **are** required to have a hazardous waste installation and operation permit for storage of the material prior to recycling. The recycling process itself is not subject to Ohio's hazardous waste regulations. A facility that collects and stores UW and sends them to a recycler, such as a broker, would not require a permit to operate since the activity is regulated as a handler of UW. If the destination facility conducts recycling without storage, it must comply with OAC rule **3745-51-06(C)(2)**.

The **permitting process** is very involved. When a facility applies for a hazardous waste permit it becomes subject to **corrective action, closure** and **financial assurance** requirements. For more information on the permitting process, see OAC Chapter **3745-50** or contact our permitting staff at 614-644-2924.

Packaging & Labeling

The labeling requirements are identical for small and large quantity UW handlers. They must be able to demonstrate the accumulation time for all universal wastes. Accumulation time begins the date the material became a waste or is received.

Universal Waste

The handler may make this determination by:

- placing the UW in a container and marking or labeling the container with the earliest date that any UW in the container became a waste or was received;
- marking or labeling the individual item of UW (i.e., each battery or thermostat) with the date it became a waste or was received;
- maintaining an inventory system on-site that identifies the date the UW being accumulated became a waste or was received;
- maintaining an inventory system on-site that identifies the earliest date that any UW in a group of UW items or a group of containers of UW became a waste or was received;
- placing the UW in a specific accumulation area and identifying the earliest date that any UW in the area became a waste or was received; or
- any other method which clearly demonstrates the length of time that the UW has been accumulated from the date it became a waste or was received.

Each UW container must be marked, as appropriate, with the words “Universal Waste Lamps,” “Universal Waste Battery(ies),” “Universal Waste Thermostat(s)” or “Universal Waste Pesticide(s).” The following phrases are also acceptable: “Waste Lamp(s),” “Used Lamp(s),” “Waste Battery(ies),” “Used Battery(ies),” “Waste Thermostat(s),” “Used Thermostat(s),” “Waste Pesticide(s)” or “Used Pesticide(s).”

The container for each type of UW must meet the following criteria:

- the container remains closed;
- the container is structurally sound;
- the container is compatible with the UW;
- the container lacks evidence of leaks, spillage or damage that could cause leakage.

Storage Time Limits

Small and large quantity UW handlers may store their UW on-site for up to one year from the time it was generated. If accumulation for greater than one year is required, the handler must be able to prove that the accumulation is necessary in order to facilitate proper recovery, treatment or disposal.

UW transporters may store UW during the normal course of transportation at a universal waste transfer facility (includes loading docks, parking areas, storage areas and other similar areas where shipments of UW are held) for 10 days or less. If a UW transporter stores UW for more than 10 days, the transporter becomes a UW handler and must comply with all applicable requirements of the UWR.

Contact

For more information, contact the Hazardous Waste Compliance and Inspection Support Unit of the *Division of Environmental Response and Revitalization* at 614-644-2924.

Universal Waste Handler Requirements

Handler Requirements	Universal Waste Handler Categories			
	<u>Small Quantity Handlers</u>	<u>Large Quantity Handlers</u>	<u>Transporters</u>	<u>Destination Facilities</u>
Notification <i>3745-273-12</i> <i>3745-273-32</i>	Not required to notify <i>3745-273-12</i>	Notify Ohio EPA in writing and obtain an EPA Identification Number <i>3745-273-32</i>	No applicable requirement	Must comply with all applicable requirements in OAC Chapters <i>3745-50 through 3745-270</i>
Packaging <i>3745-273-13</i> <i>3745-273-33</i> <i>49 CRF 171 to 180</i>	Containers must meet the requirements in <i>3745-273-13</i>	Containers must meet the requirements in <i>3745-273-33</i>	Must comply with all applicable US DOT regulations in <i>49 CRF 171 to 180</i>	Must comply with all applicable requirements in OAC Chapters <i>3745-50 through 3745-270</i>
Labeling/Marking <i>3745-273-14</i> <i>3745-273-18</i> <i>3745-273-34</i> <i>3745-273-38</i> <i>49 CRF 171 to 180</i>	Must meet requirements specified in <i>3745-273-14</i> and <i>3745-273-18</i>	Must meet requirements specified in <i>3745-273-34</i> and <i>3745-273-38</i>	Must comply with all applicable US DOT regulations in <i>49 CRF 171 to 180</i>	Must comply with all applicable requirements in OAC Chapters <i>3745-50 through 3745-270</i>
Storage Time Limits <i>3745-273-15</i> <i>3745-273-35</i> <i>3745-273-53</i>	Up to one year from date generated or received <i>3745-273-15</i>	Up to one year from date generated or received <i>3745-273-35</i>	10 days or less at universal waste transfer facility <i>3745-273-53</i>	Must comply with all applicable requirements in OAC Chapters <i>3745-50 through 3745-270</i>
Record Keeping / Manifesting <i>3745-273-19</i> <i>3745-273-39</i>	Records not required <i>3745-273-19</i>	Retain receipts of all shipments for at least three years <i>3745-273-39</i>	No applicable requirement	Must comply with all applicable requirements in OAC Chapters <i>3745-50 through 3745-270</i>
Employee Training <i>3745-273-36</i>	No applicable requirement	Training required <i>3745-273-36</i>	No applicable requirement	Must comply with all applicable requirements in OAC Chapters <i>3745-50 through 3745-270</i>
Response To Releases <i>3745-273-17</i> <i>3745-273-37</i> <i>3745-273-54</i>	Must comply with <i>3745-273-17</i>	Must comply with <i>3745-273-37</i>	Must comply with <i>3745-273-54</i>	Must comply with all applicable requirements in OAC Chapters <i>3745-50 through 3745-270</i>
Permitting <i>3745-273-60</i>	No applicable requirement	No applicable requirement	No applicable requirement	Must comply with all applicable requirements in OAC Chapters <i>3745-50 through 3745-270</i>



Recycling of Cathode Ray Tubes (CRTs)

THIS POLICY DOES NOT HAVE THE FORCE OF LAW

Hazardous Waste Program

*CRTs are the video display components of televisions and computer monitors. CRTs have a different exclusion from the definition of waste than the one for **electronic equipment**. Therefore, there are two different guidance documents for these related items. In a CRT, funnel glass and the frit that binds the front panel glass to the funnel glass typically contains enough lead to require managing it as hazardous waste under certain circumstances. The change in the CRT rules is an attempt to manage the waste in a way that will promote additional safe recycling and reuse of CRTs.*

Overview

The rules provide several conditional exclusions from the hazardous waste management standards for CRTs and CRT glass destined for recycling. These safe standards aim to increase the collection and recycling of CRTs, and to reduce the amount of lead in landfills by allowing the lead to be reused to make new CRT glass or sent to lead smelters. Under these regulations, used, unbroken CRTs are not regulated as hazardous waste unless they are stored for more than a year. The rules establish more manageable standards for unbroken CRTs because the risk of lead releases from them is very low. Since the risk is so low, the storage limitation on unbroken CRTs applies only to collectors or recyclers.

Recycling of Cathode Ray Tubes (CRTs)?

CRTs generated by Households

- There is an exclusion from the hazardous waste rules for CRTs that come from household. These CRTs are not subject to the hazardous waste rules if they are kept separate from regulated CRTs.

CRT Generated by Businesses

- Used intact CRTs destined for recycling from businesses are conditionally excluded from the definition of waste as long as they are not speculatively accumulated defined in OAC rule [3745-51-01](#) by the collector or the processor.
- Used intact and/or broken CRTs destined for disposal, are subject to regulation as a hazardous waste due to the likelihood that it will exhibit the toxicity characteristic for lead. A generator has the option to sample and analyzed representative samples of the different types of glass to demonstrate that the glass is not hazardous waste.
- Used broken CRTs and processed CRT glass undergoing recycling are excluded from the definition of waste if they are managed in accordance with OAC rule [3745-51-39](#) as outlined below.

Used broken CRTs are not wastes if they meet the following conditions:

- Stored in a building (with a roof, floor and walls) or placed in a container that is constructed, filled, and closed to minimize releases to the environment of CRT glass.
- Each container labeled or marked clearly with one of the following phrases: "Used cathode ray tube(s) – contains leaded glass" or "Leaded glass from televisions or computers." It must also be labeled "Do not mix with other glass materials."

Recycling of Cathode Ray Tubes (CRTs)

- Must be transported in a container meeting the above requirements.
- Not accumulated speculatively defined in OAC rule [3745-51-01](#).
- If the glass is used as an ingredient in a product that is placed on the land or used as a substitute for a product which will be used on the land, you must comply with the applicable requirements of OAC rules [3745-266-20 to 3745-266-23](#) instead of the requirements of this rule.

Used, broken CRTs undergoing “CRT processing” are not wastes if they meet the following requirements:

- The waste is not speculatively accumulated as defined in OAC rule [3745-51-01](#).
- All processing activities must be performed within a building with a roof, floor, and walls.
- No activities may be performed that use temperatures high enough to volatilize lead from CRTs.

NOTE: The rules for speculative accumulation come into play at two points in the processing of the CRT glass.

- The first time is during the storage of broken or unbroken CRT before the funnel glass and the tube glass are separated.
- The second time for the clock to begin on speculative accumulation is after the tube glass has been separated, sized and stored (processed) prior to further recycling.

Processed glass from used CRTs destined for recycling at a CRT glass manufacturer or lead smelter after processing is not a waste unless it is accumulated speculatively. In addition, Processed CRT glass that are used as an ingredient to make a product without being reclaimed are excluded unless they are used in products that are placed on the ground in a manner constituting disposal or are accumulated speculatively. If the glass from used CRTs is used on the land or used to make products that are used on the land you must comply with the requirements of OAC rules [3745-266-20 to 3745-266-23](#). This may require the person who is making the product to obtain a hazardous waste storage permit and to demonstrate that the lead in the product has undergone a chemical reaction in the course of producing the products so as to become inseparable by physical means and meets the requirements for land disposal. The person who is shipping the processed glass for use in a product placed on the land must manage the glass destined for such use in accordance with the hazardous waste generator rules found in OAC chapter 3745-52.

Based on USEPA guidance CRT glass that is recycled in the following is also excluded:

- Used as a fluxing agent in copper smelting
- Used as a substitute for lead oxide in ceramic tiles

The rules also regulate the export of CRTs for recycling and reuse. The importation and exportation of CRTs is administered by U.S. EPA. These rules are found in OAC rules [3745-51-40 and 3745-51-41](#). Exporters shipping broken or unbroken CRTs to another country for recycling must notify EPA and receive written consent from the receiving country through EPA before shipments can be made. This requirement is similar to those applicable to exporters of hazardous waste, which are found at 40 CFR Part 262. Exporters shipping used, unbroken CRTs for reuse as computers to another country must submit a one-time notification to EPA.

Recycling of Cathode Ray Tubes (CRTs)

Summary

Used, broken CRTs are not regulated as hazardous waste if the following conditions are met:

- CRT containers are clearly labeled regarding contents;
- CRTs are safely transported in containers designed to minimize releases;
- CRTs are stored in a building or container designed to minimize releases; and
- CRTs are stored on site less than one year before recycling.

To remain unregulated, CRTs undergoing glass processing must follow the same requirements, except they must be processed inside a building, at temperatures not high enough to volatilize lead from the glass. CRT glass that has been processed and sent to a CRT glass manufacturer or a lead smelter also is unregulated unless it is stored for more than one year (see definition for speculative accumulation) or used in a manner constituting disposal (applied to the land). CRT glass going to any other kind of recycler may be eligible for exemption under existing regulations. Also see US. EPA letter about recycling CRTs ([14839](#)).

Contact

For more information, contact the Hazardous Waste Compliance and Inspection Support Unit of the *Division of Environmental Response and Revitalization* at 614-644-2924, or the [District Office](#).

Definition:

A material is "*accumulated speculatively*" if it is accumulated before being recycled. A material is not accumulated speculatively if the person accumulating the material can show that the material is potentially recyclable and has a feasible means of being recycled; and that during the calendar year, commencing January first, the amount of material that is recycled, or transferred to a different site for recycling, equals at least seventy-five per cent by weight or volume of the amount of that material accumulated at the beginning of the calendar year. In calculating the percentage of turnover, the seventy-five per cent requirement is to be applied to materials of the same type (e.g., slags from a single smelting process) that is recycled in the same way (i.e., from which the same material is recovered or that is used in the same way). Materials accumulated in units that would be exempt from regulation under paragraph (C) of rule [3745-51-04](#) of the Administrative Code shall not be included in the calculation. (Materials that are already defined as "wastes" also shall not be included in making the calculation.) Materials are no longer in this category once they are removed from accumulation for recycling.

APPENDIX C

Qualifications of Assessors



Turn-Key Environmental Consultants, Inc.

Jonathan M. Treasure

Vice President - Project Manager

M.S. Water Resources and Science Management, University of Idaho, Moscow, ID

B.S. Biology, Muskingum University, New Concord, OH

Asbestos Hazard Evaluation Specialist 2018

Asbestos Project Designer 2022

Lead Risk Assessor 2018

QUALIFICATIONS AND EXPERIENCE

Jon enjoys over 15 years of environmental experience and an established background in performing Phase I and II Environmental Site Assessments, (ESAs), Asbestos and Hazardous Materials inspections, Asbestos Project Design services, Asbestos Abatement Oversight services, Mold Investigations and Air Quality Sampling, Monitoring Well Installation and Sampling, Subsurface Investigations, Underground Storage Tank (UST) Investigations, Ecological Studies and Wetland Delineations, Terrestrial and Aquatic Habitat Evaluations per ODOT project specifications. He has performed over a thousand pre-demolition Asbestos Hazard Evaluations for multiple municipal agencies and land managers, spanning residential, commercial, and industrial properties.

Prior to joining TKEC, Jon served as the Water Quality Program Manager, responsible for maintaining water quality and quantity data collection efforts; analysis and interpretation of physical and chemical data; as well as the point of contact for two stream and wetland restoration projects.

He managed over \$1.6 M in EPA and BIA funds and facilitated the design of a Tribal Climate Change Readiness Program and working group that enabled intertribal and interagency collaboration, community engagement, program prioritization, and transparency focused on Adaptation Planning and Vulnerability Assessments.

Jon has conducted Burned Area Emergency Response as a Soil Scientist and Hydrologist and performed as a Resource Adviser during fire suppression activities. He has also conducted environmental assessments for emergency fire salvage, timber sale planning efforts, and ecological restoration projects, participating in public scoping process (NEPA) and Environmental Impact Statements.

Attachment C

Prevailing Wage Rates for Noble County

"General Decision Number: OH20250065 02/14/2025

Superseded General Decision Number: OH20240065

State: Ohio

Construction Type: Building

Counties: Coshocton, Guernsey, Harrison, Morgan, Noble and Perry Counties in Ohio.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

<p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<ul style="list-style-type: none"> . Executive Order 14026 generally applies to the contract. . The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<ul style="list-style-type: none"> . Executive Order 13658 generally applies to the contract. . The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number Publication Date

0	01/03/2025
1	02/07/2025
2	02/14/2025

ASBE0002-003 08/01/2024

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 46.50	29.43

* BROH0009-004 06/01/2024

COSHOCTON, GUERNSEY, MORGAN, NOBLE, AND PERRY COUNTIES

	Rates	Fringes
BRICKLAYER.....	\$ 32.24	18.65

BROH0010-001 07/01/2024

HARRISON COUNTY

	Rates	Fringes
BRICKLAYER.....	\$ 34.02	22.94

BROH0055-007 06/01/2023

	Rates	Fringes
TILE FINISHER.....	\$ 28.31	10.45
TILE SETTER.....	\$ 29.92	16.77

ELEC0246-003 10/30/2023

HARRISON COUNTY

	Rates	Fringes
ELECTRICIAN (Low Voltage Wiring Only).....	\$ 28.00	9.72

ELEC0540-002 08/28/2023

COSHOCTON, GUERNSEY, MORGAN, NOBLE, and PERRY COUNTIES

	Rates	Fringes
ELECTRICIAN (Low Voltage Wiring Only).....	\$ 25.15	17.44

ELEC0972-006 06/01/2023

	Rates	Fringes
ELECTRICIAN (Excludes Low Voltage Wiring).....	\$ 35.45	30.25

ENGI0018-025 05/01/2024

	Rates	Fringes
POWER EQUIPMENT OPERATOR Backhoe/Excavator/Trackhoe;		

Crane.....	\$ 44.14	16.41
Bobcat/Skid Steer/Skid		
Loader; Bulldozer.....	\$ 44.02	16.41
Forklift.....	\$ 42.98	16.41

IRON0550-008 05/01/2024

Rates Fringes

IRONWORKER (Ornamental and Structural).....	\$ 34.70	22.88
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LAB00083-004 06/01/2024

Rates Fringes

LABORER		
Mason Tender - Cement/Concrete.....	\$ 40.97	14.10

LAB00134-002 05/01/2024

Rates Fringes

LABORER		
Mason Tender - Brick.....	\$ 32.16	12.95

PAIN0093-003 12/01/2024

Rates Fringes

PAINTER (Brush and Roller).....	\$ 30.28	24.46
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PLAS0132-011 06/01/2024

Rates Fringes

CEMENT MASON/CONCRETE FINISHER...	\$ 33.27	16.10
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PLUM0495-007 06/01/2024

Rates Fringes

PIPEFITTER (Includes HVAC Pipe Installation).....	\$ 33.23	36.70
PLUMBER (Excludes HVAC Pipe Installation).....	\$ 33.23	36.70

SFOH0669-009 01/01/2025

Rates Fringes

SPRINKLER FITTER (Fire Sprinklers).....	\$ 45.11	28.08
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SHEE0024-024 06/01/2022

Rates Fringes

SHEET METAL WORKER (HVAC Duct Installation Only).....	\$ 33.53	26.36
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SHEE0033-015 07/01/2024

Rates Fringes

SHEET METAL WORKER (Excludes HVAC Duct Installation).....	\$ 35.52	29.87
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* UAVG-OH-0016 01/01/2018

	Rates	Fringes
IRONWORKER, REINFORCING.....	\$ 29.10	19.73

* UAVG-OH-0017 01/01/2019

	Rates	Fringes
ROOFER.....	\$ 29.59	15.17

SUOH2012-067 08/29/2014

	Rates	Fringes
CARPENTER.....	\$ 25.75	12.99
LABORER: Common or General.....	\$ 24.62	8.51
LABORER: Pipelayer.....	\$ 18.37	4.79
OPERATOR: Loader.....	\$ 22.69	8.01
OPERATOR: Paver (Asphalt, Aggregate, and Concrete).....	\$ 23.91	10.42
TRUCK DRIVER: Dump (All Types)...	\$ 19.33	6.55

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey

is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ""SA"" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ?SA? identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
 Wage and Hour Division
 U.S. Department of Labor
 200 Constitution Avenue, N.W.
 Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
 Wage and Hour Division
 U.S. Department of Labor
 200 Constitution Avenue, N.W.
 Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
 U.S. Department of Labor
 200 Constitution Avenue, N.W.

Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION"

"General Decision Number: OH20250001 05/30/2025

Superseded General Decision Number: OH20240001

State: Ohio

Construction Types: Heavy and Highway

Counties: Ohio Statewide.

Heavy and Highway Construction Projects

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

<p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<ul style="list-style-type: none"> . Executive Order 14026 generally applies to the contract. . The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<ul style="list-style-type: none"> . Executive Order 13658 generally applies to the contract. . The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2025.

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Modification Number	Publication Date
0	01/03/2025
1	02/07/2025
2	02/14/2025

3	02/28/2025
4	03/07/2025
5	03/14/2025
6	04/25/2025
7	05/02/2025
8	05/09/2025
9	05/16/2025
10	05/30/2025

BROH0001-001 06/01/2024

DEFIANCE, FULTON (Excluding Fulton, Amboy & Swan Creek Townships), HENRY (Excluding Monroe, Bartlow, Liberty, Washington, Richfield, Marion, Damascus & Townships & that part of Harrison Township outside corporate limits of city of Napoleon), PAULDING, PUTNAM and WILLIAMS COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0001-004 06/01/2023

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 32.40	19.30

BROH0003-002 06/01/2024

FULTON (Townships of Amboy, Swan Creek & Fulton), HENRY (Townships of Washington, Damascus, Richfield, Bartlow, Liberty, Harrison, Monroe, & Marion), LUCAS and WOOD (Townships of Perrysburg, Ross, Lake, Troy, Freedom, Montgomery, Webster, Center, Portage, Middleton, Plain, Liberty, Henry, Washington, Weston, Milton, Jackson & Grand Rapids) COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0005-003 06/01/2020

CUYAHOGA, LORAIN & MEDINA (Hinckley, Granger, Brunswick, Liverpool, Montville, York, Homer, Harrisville, Chatham, Litchfield & Spencer Townships and the city of Medina)

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS; CAULKERS;		
CLEANERS; POINTERS; &		
STONEMASONS.....	\$ 36.64	17.13
SANDBLASTERS.....	\$ 36.39	17.13
SEWER BRICKLAYERS & STACK		
BUILDERS.....	\$ 36.64	17.13
SWING SCAFFOLDS.....	\$ 37.14	17.13

BROH0006-005 06/01/2024

CARROLL, COLUMBIANA (Knox, Butler, West & Hanover Townships), STARK & TUSCARAWAS

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0007-002 06/01/2024		

LAWRENCE

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0007-005 06/01/2023		

PORTAGE & SUMMIT

	Rates	Fringes
BRICKLAYER.....	\$ 32.40	19.30

BROH0007-010 06/01/2024		

PORTAGE & SUMMIT

	Rates	Fringes
MASON - STONE.....	\$ 33.39	20.06

BROH0008-001 06/01/2024		

COLUMBIANA (Salem, Perry, Fairfield, Center, Elk Run, Middleton, & Unity Townships and the city of New Waterford), MAHONING & TRUMBULL

	Rates	Fringes
BRICKLAYER.....	\$ 33.39	20.06

BROH0009-002 06/01/2024		

BELMONT & MONROE COUNTIES and the Townships of Warren & Mt. Pleasant and the Village of Dillonvale in JEFFERSON COUNTY

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06
Refractory.....	\$ 31.45	19.01

BROH0010-002 06/01/2024		

COLUMBIANA (St. Clair, Madison, Wayne, Franklin, Washington, Yellow Creek & Liverpool Townships) & JEFFERSON (Brush Creek & Saline Townships)

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0014-002 06/01/2024		

HARRISON & JEFFERSON (Except Mt. Pleasant, Warren, Brush Creek,

Saline & Salineville Townships & the Village of Dillonvale)

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0016-002 06/01/2023

ASHTABULA, GEAUGA, and LAKE COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 32.40	19.30

BROH0018-002 06/01/2024

BROWN, BUTLER, CLERMONT, HAMILTON, PREBLE (Gasper, Dixon, Israel, Lanier, Somers & Gratis Townships) & WARREN COUNTIES:

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0022-004 06/01/2024

CHAMPAIGN, CLARK, CLINTON, DARKE, GREENE, HIGHLAND, LOGAN, MIAMI, MONTGOMERY, PREBLE (Jackson, Monroe, Harrison, Twin, Jefferson & Washington Townships) and SHELBY COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0032-001 06/01/2024

GALLIA & MEIGS

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0035-002 06/01/2024

ALLEN, AUGLAIZE, MERCER and VAN WERT COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0039-002 06/01/2024

ADAMS & SCIOTO

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0040-003 06/01/2024

ASHLAND, CRAWFORD, HARDIN, HOLMES, MARION, MORROW, RICHLAND, WAYNE and WYANDOT (Except Crawford, Ridge, Richland & Tymochtee Townships) COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

FOOTNOTE: Layout Man and Sawman rate: \$1.00 per hour above journeyman rate.
 Free standing stack work ground level to top of stack;
 Sandblasting and laying of carbon masonry material in swing stage and/or scaffold; Ramming and spading of plastics and gunniting: \$1.50 per hour above journeyman rate.
 ""Hot"" work: \$2.50 above journeyman rate.

 BROH0044-002 06/01/2024

	Rates	Fringes
Bricklayer, Stonemason COSHOCTON, FAIRFIELD, GUERNSEY, HOCKING, KNOX, KICKING, MORGAN, MUSKINGUM, NOBLE (Beaver, Buffalo, Seneca & Wayne Townships) & PERRY COUNTIES:.....	\$ 33.39	20.06

 BROH0045-002 06/01/2023

FAYETTE, JACKSON, PIKE, ROSS and VINTON COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 35.39	17.47

 BROH0046-002 06/01/2024

ERIE, HANCOCK, HURON, OTTAWA, SANDUSKY, SENECA, WOOD (Perry & Bloom Townships) and WYANDOT (Tymochtee, Crawford, Ridge & Richland Townships) COUNTIES & the Islands of Lake Erie north of Sandusky

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

FOOTNOTE: Layout Man and Sawman rate: \$1.00 per hour above journeyman rate.
 Free standing stack work ground level to top of stack;
 Sandblasting and laying of carbon masonry material in swing stage and/or scaffold; Ramming and spading of plastics and gunniting: \$1.50 per hour above journeyman rate.
 ""Hot"" work: \$2.50 above journeyman rate.

 BROH0052-001 06/01/2024

ATHENS COUNTY

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0052-003 06/01/2024

NOBLE (Brookfield, Noble, Center, Sharon, Olive, Enoch, Stock, Jackson, Jefferson & Elk Townships) and WASHINGTON COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

BROH0055-003 06/01/2024

DELAWARE, FRANKLIN, MADISON, PICKAWAY and UNION COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 33.39	20.06

CARP0002-024 05/01/2017

BROWN, BUTLER, CHAMPAIGN, CLARK, CLERMONT, CLINTON, DARKE, GREENE, HAMILTON, LOGAN, MIAMI, MONTGOMERY, PREBLE, SHELBY & WARREN

	Rates	Fringes
Carpenter & Piledrivermen.....	\$ 29.34	15.95
Diver.....	\$ 40.58	9.69

CARP0171-001 05/01/2025

MAHONING & TRUMBULL

	Rates	Fringes
CARPENTER.....	\$ 33.19	25.02

CARP0171-002 05/01/2025

BELMONT, COLUMBIANA, HARRISON, JEFFERSON & MONROE

	Rates	Fringes
CARPENTER.....	\$ 32.50	26.19

CARP0200-002 05/01/2024

ADAMS, ATHENS, DELAWARE, FAIRFIELD, FAYETTE, FRANKLIN, GALLIA, GUERNSEY, HIGHLAND, HOCKING, JACKSON, LAWRENCE, LICKING, MADISON, MARION, MEIGS, MORGAN, MUSKINGUM, NOBLE, PERRY, PICKAWAY, PIKE, ROSS, SCIOTO, UNION, VINTON and WASHINGTON COUNTIES

	Rates	Fringes
CARPENTER.....	\$ 33.15	22.43
Diver.....	\$ 39.41	10.40
PILEDRIVERMAN.....	\$ 33.15	22.43

CARP0285-001 05/01/2025

CARROLL, STARK, TUSCARAWAS and WAYNE

	Rates	Fringes
CARPENTER.....	\$ 34.07	24.28

CARP0285-002 05/01/2025		
COSHOCTON, HOLMES, KNOX & MORROW		
	Rates	Fringes
CARPENTER.....	\$ 33.38	24.69

CARP0285-008 05/01/2025		
MEDINA, PORTAGE & SUMMIT		
	Rates	Fringes
CARPENTER.....	\$ 37.18	25.07

CARP0351-005 05/01/2025		
LUCAS & WOOD		
	Rates	Fringes
CARPENTER.....	\$ 35.44	27.56

CARP0351-006 05/01/2025		
	Rates	Fringes
CARPENTER		
DEFIANCE, FULTON, HANCOCK,		
HENRY, PAULDING & WILLIAMS		
COUNTIES.....	\$ 32.05	26.13

CARP0372-002 05/01/2025		
ALLEN, AUGLAIZE, HARDIN, MERCER, PUTNAM & VAN WERT		
	Rates	Fringes
CARPENTER.....	\$ 31.80	26.33

CARP0435-005 05/01/2025		
ASHTABULA, CUYAHOGA, GEAUGA & LAKE		
	Rates	Fringes
CARPENTER.....	\$ 38.57	24.64

CARP0735-001 05/01/2025		
ASHLAND, HURON & RICHLAND		
	Rates	Fringes
CARPENTER.....	\$ 34.67	23.57

CARP0735-002 05/01/2025		
LORAIN		

	Rates	Fringes
CARPENTER.....	\$ 38.42	24.01

CARP0735-004 05/01/2025		

ERIE

	Rates	Fringes
CARPENTER.....	\$ 36.71	24.14

CARP0744-001 05/01/2025		

CRAWFORD, OTTAWA, SANDUSKY, SENECA & WYANDOT

	Rates	Fringes
CARPENTER.....	\$ 33.74	27.05

CARP1090-002 05/01/2025		

ALLEN, AUGLAIZE, HARDIN, MERCER, PUTNAM, VAN WERT & WYANDOT

	Rates	Fringes
Piledrivermen & Diver's Tender...	\$ 35.94	28.39

DIVERS - \$250.00 per day		
CARP1090-003 05/01/2025		

BELMONT, HARRISON, & MONROE

	Rates	Fringes
Diver, Wet.....	\$ 58.52	24.91
Piledrivermen; Diver, Dry.....	\$ 39.01	24.91

CARP1090-004 05/01/2025		

CARROLL, STARK, TUSCARAWAS & WAYNE

	Rates	Fringes
Diver, Wet.....	\$ 49.82	25.40
Piledrivermen; Diver, Dry.....	\$ 33.21	25.40

CARP1090-005 05/01/2025		

ASHLAND, ASHTABULA, CUYAHOGA, ERIE, GEAUGA, HURON, LAKE, LORAIN, MEDINA, PORTAGE, RICHLAND & SUMMIT

	Rates	Fringes
Diver, Wet.....	\$ 54.51	27.50
Piledrivermen; Diver, Dry.....	\$ 36.34	27.50

CARP1090-006 05/01/2025		

COSHOCTON, HOLMES, KNOX & MORROW

Rates	Fringes
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Diver, Wet.....	\$ 54.36	22.54
Piledrivermen; Diver, Dry.....	\$ 36.24	22.54

CARP1090-007 05/01/2025

MAHONING & TRUMBULL

	Rates	Fringes
Diver, Wet.....	\$ 50.85	24.82
Piledrivermen; Diver, Dry.....	\$ 33.90	24.82

CARP1090-008 05/01/2025

COLUMBIANA & JEFFERSON

	Rates	Fringes
PILEDRIVERMAN.....	\$ 39.01	24.91

CARP1090-009 05/01/2025

CRAWFORD, DEFIANCE, FULTON, HANCOCK, HENRY, LUCAS, OTTAWA, PAULDING, SANDUSKY, SENECA, WILLIAMS & WOOD

	Rates	Fringes
Piledrivermen & Diver's Tender...	\$ 37.98	28.63

DIVERS - \$250.00 per day

ELEC0008-002 05/27/2024

DEFIANCE, FULTON, HANCOCK, HENRY, LUCAS, OTTAWA, PAULDING, PUTNAM, SANDUSKY, SENECA, WILLIAMS & WOOD

	Rates	Fringes
CABLE SPLICER.....	\$ 38.98	18.96
ELECTRICIAN.....	\$ 48.40	4.5%+23.06

ELEC0032-003 12/02/2024

ALLEN, AUGLAIZE, HARDIN, LOGAN, MERCER, SHELBY, VAN WERT & WYANDOT (Crawford, Jackson, Marseilles, Mifflin, Ridgeland, Ridge & Salem Townships)

	Rates	Fringes
ELECTRICIAN.....	\$ 39.17	23.45

ELEC0038-002 04/29/2024

CUYAHOGA, GEAUGA (Bainbridge, Chester & Russell Townships) & LORAIN (Columbia Township)

	Rates	Fringes
ELECTRICIAN Excluding Sound & Communications Work.....	\$ 45.23	23.88

FOOTNOTES;

- a. 6 Paid Holidays: New Year's Day; Memorial Day; July 4th; Labor Day; Thanksgiving Day; & Christmas Day
- b. 1 week's paid vacation for 1 year's service; 2 weeks' paid vacation for 2 or more years' service

ELEC0038-008 04/29/2024

CUYAHOGA, GEAUGA (Bainbridge, Chester & Russell Townships) & LORAIN (Columbia Township)

	Rates	Fringes
Sound & Communication Technician		
Communications Technician...\$	32.30	14.38
Installer Technician.....\$	31.05	14.34

FOOTNOTES;

- a. 6 Paid Holidays: New Year's Day; Memorial Day; July 4th; Labor Day; Thanksgiving Day; & Christmas Day
- b. 1 week's paid vacation for 1 year's service; 2 weeks' paid vacation for 2 or more years' service

ELEC0064-003 11/25/2024

COLUMBIANA (Butler, Fairfield, Perry, Salem & Unity Townships) MAHONING (Austintown, Beaver, Berlin, Boardman, Canfield, Ellsworth, Coitsville, Goshen, Green, Jackson, Poland, Springfield & Youngstown Townships), & TRUMBULL (Hubbard & Liberty Townships)

	Rates	Fringes
ELECTRICIAN.....\$	39.80	21.03

ELEC0071-005 01/06/2025

ASHTABULA, CUYAHOGA, GEAUGA, LAKE & LORAIN

	Rates	Fringes
LINE CONSTRUCTION: Equipment Operator		
DOT/Traffic Signal & Highway Lighting Projects...\$	39.97	27%+8.00
Municipal Power/Transit Projects.....\$	49.46	27%+8.25
LINE CONSTRUCTION: Groundman		
DOT/Traffic Signal & Highway Lighting Projects...\$	31.10	27%+8.00
Municipal Power/Transit Projects.....\$	38.47	27%+8.25
LINE CONSTRUCTION: Linemen/Cable Splicer		
DOT/Traffic Signal & Highway Lighting Projects...\$	43.89	27%+8.00
Municipal Power/Transit Projects.....\$	54.96	27%+8.25

ELEC0071-010 01/06/2025

Statewide

	Rates	Fringes
Line Construction		
Equipment Operator.....	\$ 40.44	4%+16.09
Groundman.....	\$ 29.07	4%+13.81
Lineman & Cable Splicers....	\$ 46.02	4%+17.20

ELEC0082-002 12/02/2024

CLINTON, DARKE, GREENE, MIAMI, MONTGOMERY, PREBLE & WARREN
(Wayne, Clear Creek & Franklin Townships)

	Rates	Fringes
ELECTRICIAN.....	\$ 38.00	22.49

* ELEC0082-006 11/25/2024

CLINTON, DARKE, GREENE, MIAMI, MONTGOMERY, PREBLE & WARREN
(Wayne, Clear Creek & Franklin Townships)

	Rates	Fringes
Sound & Communication Technician		
Cable Puller.....	\$ 13.85 **	5.30
Installer/Technician.....	\$ 27.70	15.71

ELEC0129-003 02/24/2025

LORAIN (Except Columbia Township) & MEDINA (Litchfield & Liverpool Townships)

	Rates	Fringes
ELECTRICIAN.....	\$ 42.95	18.81

ELEC0129-004 02/24/2025

ERIE & HURON (Lyme, Ridgefield, Norwalk, Townsend, Wakeman,
Sherman, Peru, Bronson, Hartland, Clarksfield, Norwich,
Greenfield, Fairfield, Fitchville & New London Townships)

	Rates	Fringes
ELECTRICIAN.....	\$ 42.95	18.81

ELEC0141-003 06/02/2024

BELMONT COUNTY

	Rates	Fringes
CABLE SPLICER.....	\$ 42.94	27.74
ELECTRICIAN.....	\$ 39.04	27.62

ELEC0212-003 11/26/2018

BROWN, CLERMONT & HAMILTON

	Rates	Fringes
Sound & Communication Technician.....	\$ 24.35	10.99

ELEC0212-005 06/03/2024		

BROWN, CLERMONT, and HAMILTON COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 35.43	22.05

ELEC0245-001 08/26/2024		

ALLEN, HARDIN, VAN WERT & WYANDOT (Crawford, Jackson, Marseilles, Mifflin, Richland, Ridge & Salem Townships)

	Rates	Fringes
Line Construction		
Equipment Operator.....	\$ 32.95	28%+7.85
Groundman Truck Driver.....	\$ 20.59	28%+7.85
Lineman.....	\$ 47.07	28%+7.85

FOOTNOTE: a. Half day's Paid Holiday: The last 4 hours of the workday prior to Christmas or New Year's Day

ELEC0245-003 01/01/2025

DEFIANCE, FULTON, HANCOCK, HENRY, HURON, LUCAS, OTTAWA, PAULDING, PUTNAM, SANDUSKY, SENECA, WILLIAMS, and WOOD COUNTIES

	Rates	Fringes
Line Construction		
Cable Splicer.....	\$ 53.90	8.10+28%
Groundman/Truck Driver.....	\$ 20.51	8.10+28%
Heli-arc Welding.....	\$ 47.17	8.10+28%
Lineman.....	\$ 46.87	8.10+28%
Operator - Class 1.....	\$ 37.50	8.10+28%
Operator - Class 2.....	\$ 32.81	8.10+28%
Traffic Signal & Lighting Technician.....	\$ 42.18	8.10+28%

FOOTNOTE: a. 6 Observed Holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; & Christmas Day. Employees who work on a holiday shall be paid at a rate of double their applicable classified straight-time rates for the work performed on such holiday.

ELEC0245-004 01/01/2025

ERIE COUNTY

	Rates	Fringes
Line Construction		

Cable Splicer.....	\$ 49.14	26.75%+6.75
Cablesplicer.....	\$ 53.90	28%+8.10
Groundman/Truck Driver.....	\$ 20.51	28%+8.10
Lineman.....	\$ 46.87	28%+8.10
Operator - Class 1.....	\$ 37.50	28%+8.10
Operator - Class 2.....	\$ 32.81	28%+8.10

FOOTNOTE: a. 6 Observed Holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; & Christmas Day. Employees who work on a holiday shall be paid at a rate of double their applicable classified straight-time rates for the work performed on such holiday.

 ELEC0246-001 10/28/2024

	Rates	Fringes
ELECTRICIAN.....	\$ 44.00	30.38%+24.31

FOOTNOTE: a. 1 1/2 Paid Holidays: The last scheduled workday prior to Christmas & 4 hours on Good Friday.

 ELEC0306-005 05/27/2024

MEDINA (Brunswick, Chatham, Granger, Guilford, Harrisville, Hinckley, Homer, Lafayette, Medina, Montville, Sharon, Spencer, Wadsworth, Westfield & York Townships), PORTAGE (Atwater, Aurora, Brimfield, Deerfield, Franklin, Mantua, Randolph, Ravenna, Rootstown, Shalersville, Streetsboro & Suffield Townships), SUMMIT & WAYNE (Baughman, Canaan, Chester, Chippewa, Congress, Green, Milton, & Wayne Townships)

	Rates	Fringes
CABLE SPLICER.....	\$ 46.81	20.95
ELECTRICIAN.....	\$ 42.55	20.95

 ELEC0317-002 05/29/2023

GALLIA & LAWRENCE

	Rates	Fringes
CABLE SPLICER.....	\$ 32.68	18.13
ELECTRICIAN.....	\$ 37.15	28.48

 ELEC0540-005 01/01/2024

CARROLL (Northern half, including Fox, Harrison, Rose & Washington Townships), COLUMBIANA (Knox Township), HOLMES, MAHONING (Smith Township), STARK, TUSCARAWAS (North of Auburn, Clay, Rush & York Townships), and WAYNE (South of Baughman, Chester, Green & Wayne Townships) COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 36.96	28.18

 ELEC0573-003 11/25/2024

ASHTABULA (Colebrook, Wayne, Williamsfield, Orwell & Windsor

Townships), GEAUGA (Auburn, Middlefield, Parkman & Troy Townships), MAHONING (Milton Township), PORTAGE (Charlestown, Edinburg, Freedom, Hiram, Nelson, Palmyra, Paris & Windham Townships), and TRUMBULL (Except Liberty & Hubbard Townships)

	Rates	Fringes
ELECTRICIAN.....	\$ 42.20	23.20

ELEC0575-001 05/29/2023

ADAMS, FAYETTE, HIGHLAND, HOCKING, JACKSON (Bloomfield, Franklin, Hamilton, Jefferson, Lick, Madison, Scioto, Coal, Jackson, Liberty, Milton & Washington Townships), PICKAWAY (Deer Creek, Perry, Pickaway, Salt Creek & Wayne Townships), PIKE (Beaver, Benton, Jackson, Mifflin, Pebble, PeePee, Perry, Seal, Camp Creek, Newton, Scioto, Sunfish, Union & Marion Townships), ROSS, SCIOTO & VINTON (Clinton, Eagle, Elk, Harrison, Jackson, Richland & Swan Townships)

	Rates	Fringes
ELECTRICIAN.....	\$ 37.00	22.26

ELEC0648-001 08/26/2024

BUTLER and WARREN COUNTIES (Deerfield, Hamilton, Harlan, Massie, Salem, Turtle Creek, Union & Washington Townships)

	Rates	Fringes
CABLE SPLICER.....	\$ 30.50	18.23
ELECTRICIAN.....	\$ 36.00	23.06

ELEC0673-004 12/30/2024

ASHTABULA (Excluding Orwell, Colebrook, Williamsfield, Wayne & Windsor Townships), GEAUGA (Burton, Chardon, Claridon, Hambden, Huntsburg, Montville, Munson, Newbury & Thompson Townships) and LAKE COUNTIES

	Rates	Fringes
CABLE SPLICER.....	\$ 33.81	21.47
ELECTRICIAN.....	\$ 39.47	24.02

ELEC0683-002 05/27/2024

CHAMPAIGN, CLARK, DELAWARE, FAIRFIELD, FRANKLIN, MADISON, PICKAWAY (Circleville, Darby, Harrison, Jackson, Madison, Monroe, Muhlenberg, Scioto, Walnut & Washington Townships), and UNION COUNTIES

	Rates	Fringes
CABLE SPLICER.....	\$ 41.50	24.19
ELECTRICIAN.....	\$ 40.50	25.20

ELEC0688-003 05/30/2022

ASHLAND, CRAWFORD, HURON (Richmond, New Haven, Ripley & Greenwich Townships), KNOX (Liberty, Clinton, Union, Howard, Monroe, Middleberry, Morris, Wayne, Berlin, Pike, Brown & Jefferson Townships), MARION, MORROW, RICHLAND and WYANDOT (Sycamore, Crane, Eden, Pitt, Antrim & Tymochtee Townships) COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 32.30	21.83

ELEC0972-002 06/01/2023		

ATHENS, MEIGS, MONROE, MORGAN, NOBLE, VINTON (Brown, Knox, Madison, Vinton & Wilkesville Townships), and WASHINGTON COUNTIES

	Rates	Fringes
CABLE SPLICER.....	\$ 35.70	30.26
ELECTRICIAN.....	\$ 35.45	30.25

ELEC1105-001 05/27/2024		

COSHOCTON, GUERNSEY, KNOX (Jackson, Clay, Morgan, Miller, Milford, Hilliar, Butler, Harrison, Pleasant & College Townships), LICKING, MUSKINGUM, PERRY, and TUSCARAWAS (Auburn, York, Clay, Jefferson, Rush, Oxford, Washington, Salem, Perry & Bucks Townships) COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 39.60	24.41

ENGI0018-003 05/01/2024		

ASHTABULA, CUYAHOGA, ERIE, GEAUGA, LAKE, LORAIN, MEDINA, PORTAGE, and SUMMIT COUNTIES

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
GROUP 1.....	\$ 45.63	16.41
GROUP 2.....	\$ 45.53	16.41
GROUP 3.....	\$ 44.49	16.41
GROUP 4.....	\$ 43.27	16.41
GROUP 5.....	\$ 37.98	16.41
GROUP 6.....	\$ 46.63	16.41
GROUP 7.....	\$ 46.63	16.41

OPERATING ENGINEER CLASSIFICATIONS

GROUP 1 - Air Compressor on Steel Erection; Barrier Moving Machine; Boiler Operator on Compressor or Generator when mounted on a Rig; Cableway; Combination Concrete Mixer & Tower; Concrete Plant (over 4 yd. Capacity); Concrete Pump; Crane (All Types, Including Boom Truck, Cherry Picker); Crane-Compact, Track or Rubber over 4,000 lbs. capacity; Cranes-Self Erecting, Stationary, Track or Truck (All Configurations); Derrick; Dragline; Dredge (Dipper, Clam or Suction); Elevating Grader or Euclid Loader; Floating

Equipment (All Types); Gradall; Helicopter Crew (Operator-Hoist or Winch); Hoe (all types); Hoisting Engine on Shaft or Tunnel Work; Hydraulic Gantry (Lifting System); Industrial-Type Tractor; Jet Engine Dryer (D8 or D9) Diesel Tractor; Locomotive (Standard Gauge); Maintenance Operator Class A; Mixer, Paving (Single or Double Drum); Mucking Machine; Multiple Scraper; Piledriving Machine (All Types); Power Shovel; Prentice Loader; Quad 9 (Double Pusher); Rail Tamper (with auto lifting & aligning device); Refrigerating Machine (Freezer Operation); Rotary Drill, on Caisson work; Rough Terrain Fork Lift with Winch/Hoist; Side-Boom; Slip-Form Paver; Tower Derrick; Tree Shredder; Trench Machine (Over 24" wide); Truck Mounted Concrete Pump; Tug Boat; Tunnel Machine and/or Mining Machine; Wheel Excavator; and Asphalt Plant Engineer (Cleveland District Only).

GROUP 2 - Asphalt Paver; Automatic Subgrader Machine, Self-Propelled (CMI Type); Bobcat Type and/or Skid Steer Loader with Hoe Attachment Greater than 7,000 lbs.; Boring Machine More than 48"; Bulldozer; Endloader; Horizontal Directional Drill (Over 50,000 ft lbs thrust); Hydro Milling Machine; Kolman-type Loader (production type-Dirt); Lead Greaseman; Lighting & Traffic Signal Installation Equipment (includes all groups or classifications); Material Transfer Equipment (Shuttle Buggy) Asphalt; Pettibone-Rail Equipment; Power Grader; Power Scraper; Push Cat; Rotomill (all), Grinders & Planers of All types; Trench Machine (24" wide & under); Vermeer type Concrete Saw; and Maintenance Operators (Portage and Summit Counties Only).

GROUP 3 - A-Frame; Air Compressor on Tunnel Work (low pressure); Asphalt Plant Engineer (Portage and Summit Counties Only); Bobcat-type and/or Skid Steer Loader with or without Attachments; Highway Drills (all types); Locomotive (narrow gauge); Material Hoist/Elevator; Mixer, Concrete (more than one bag capacity); Mixer, one bag capacity (Side Loader); Power Boiler (Over 15 lbs. Pressure) Pump Operator installing & operating Well Points; Pump (4" & over discharge); Roller, Asphalt; Rotovator (lime soil stabilizer); Switch & Tie Tampers (without lifting & aligning device); Utility Operator (Small equipment); Welding Machines; and Railroad Tie Inserter/Remover; Articulating/straight bed end dumps if assigned (minus \$4.00 per hour).

GROUP 4 - Backfiller; Ballast Re-locator; Bars, Joint & Mesh Installing Machine; Batch Plant; Boring Machine Operator (48" or less); Bull Floats; Burlap & Curing Machine; Concrete Plant (capacity 4 yd. & under); Concrete Saw (Multiple); Conveyor (Highway); Crusher; Deckhand; Farm-type Tractor with attachments (highway); Finishing Machine; Fireperson, Floating Equipment (all types); Forklift; Form Trencher; Hydro Hammer expect masonry; Hydro Seeder; Pavement Breaker; Plant Mixer; Post Driver; Post Hole Digger (Power Auger); Power Brush Burner; Power Form Handling Equipment; Road Widening Trencher; Roller (Brick, Grade & Macadam); Self-Propelled Power Spreader; Self-Propelled Power Subgrader; Steam Fireperson; Tractor (Pulling Sheepfoot, Roller or Grader); and Vibratory Compactor with Integral Power.

GROUP 5 - Compressor (Portable, Sewer, Heavy & Highway); Drum Fireperson (Asphalt Plant); Generator; Masonry Fork Lift;

Inboard-Outboard Motor Boat Launch; Oil Heater (asphalt plant); Oiler/Helper; Power Driven Heater; Power Sweeper & Scrubber; Pump (under 4" discharge); Signaller; Tire Repairperson; VAC/ALLS; Cranes - Compact, track or rubber under 4,000 pound capacity; fueling and greasing; and Chainmen.

GROUP 6 - Master Mechanic & Boom from 150 to 180.

GROUP 7 - Boom from 180 and over.

 ENGI0018-004 05/01/2024

ADAMS, ALLEN, ASHLAND, ATHENS, AUGLAIZE, BELMONT, BROWN, BUTLER, CARROLL, CHAMPAIGN, CLARK, CLERMONT, CLINTON, COSHOCTON, CRAWFORD, DARKE, DEFIANCE, DELAWARE, FAIRFIELD, FAYETTE, FRANKLIN, FULTON, GALLIA, GREENE, GUERNSEY, HAMILTON, HANCOCK, HARDIN, HARRISON, HENRY, HIGHLAND, HOCKING, HOLMES, HURON, JACKSON, JEFFERSON, KNOX, LAWRENCE, LICKING, LOGAN, LUCAS, MADISON, MARION, MEIGS, MERCER, MIAMI, MONROE, MONTGOMERY, MORGAN, MORROW, MUSKINGUM, NOBLE, OTTAWA, PAULDING, PERRY, PICKAWAY, PIKE, PREBLE, PUTNAM, RICHLAND, ROSS, SANDUSKY, SCIOTO, SENECA, SHELBY, STARK, TUSCARAWAS, UNION, VAN WERT, VINTON, WARREN, WASHINGTON, WAYNE, WILLIAMS, WOOD, and YANDOT COUNTIES

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
GROUP 1.....	\$ 44.14	16.41
GROUP 2.....	\$ 44.02	16.41
GROUP 3.....	\$ 42.98	16.41
GROUP 4.....	\$ 41.80	16.41
GROUP 5.....	\$ 36.34	16.41
GROUP 6.....	\$ 45.14	16.41
GROUP 7.....	\$ 45.14	16.41

OPERATING ENGINEER CLASSIFICATIONS

GROUP 1 - Air Compressor on Steel Erection; Barrier Moving Machine; Boiler Operator on Compressor or Generator when mounted on a Rig; Cableway; Combination Concrete Mixer & Tower; Concrete Plant (over 4 yd. Capacity); Concrete Pump; Crane (All Types, Including Boom Truck, Cherry Picker); Crane-Compact, Track or Rubber over 4,000 lbs. capacity; Cranes-Self Erecting, Stationary, Track or Truck (All Configurations); Derrick; Dragline; Dredge (Dipper, Clam or Suction); Elevating Grader or Euclid Loader; Floating Equipment (All Types); Gradall; Helicopter Crew (Operator-Hoist or Winch); Hoe (all types); Hoisting Engine on Shaft or Tunnel Work; Hydraulic Gantry (Lifting System); Industrial-Type Tractor; Jet Engine Dryer (D8 or D9) Diesel Tractor; Locomotive (Standard Gauge); Maintenance Operator Class A; Mixer, Paving (Single or Double Drum); Mucking Machine; Multiple Scraper; Piledriving Machine (All Types); Power Shovel; Prentice Loader; Quad 9 (Double Pusher); Rail Tamper (with auto lifting & aligning device); Refrigerating Machine (Freezer Operation); Rotary Drill, on Caisson work; Rough Terrain Fork Lift with Winch/Hoist; Side-Boom; Slip-Form Paver; Tower Derrick; Tree Shredder; Trench Machine (Over 24" wide); Truck Mounted Concrete Pump; Tug Boat; Tunnel Machine and/or Mining Machine; and Wheel Excavator.

GROUP 2 - Asphalt Paver; Automatic Subgrader Machine, Self-Propelled (CMI Type); Bobcat Type and/or Skid Steer Loader with Hoe Attachment Greater than 7,000 lbs.; Boring Machine More than 48"; Bulldozer; Endloader; Hydro Milling Machine; Horizontal Directional Drill (over 50,000 ft. lbs. thrust); Kolman-type Loader (production type-Dirt); Lead Greaseman; Lighting & Traffic Signal Installation Equipment (includes all groups or classifications); Material Transfer Equipment (Shuttle Buggy) Asphalt; Pettibone-Rail Equipment; Power Grader; Power Scraper; Push Cat; Rotomill (all), Grinders & Planers of All types; Trench Machine (24" wide & under); and Vermeer type Concrete Saw.

GROUP 3 - A-Frame; Air Compressor on Tunnel Work (low pressure); Asphalt Plant Engineer; Bobcat-type and/or Skid Steer Loader with or without Attachments; Highway Drills (all types); Locomotive (narrow gauge); Material Hoist/Elevator; Mixer, Concrete (more than one bag capacity); Mixer, one bag capacity (Side Loader); Power Boiler (Over 15 lbs. Pressure) Pump Operator installing & operating Well Points; Pump (4" & over discharge); Railroad Tie Inserter/Remover; Roller, Asphalt; Rotovator (lime soil stabilizer); Switch & Tie Tampers (without lifting & aligning device); Utility Operator (Small equipment); and Welding Machines; Articulating/straight bed end dumps if assigned (minus \$4.00 per hour.

GROUP 4 - Backfiller; Ballast Re-locator; Bars, Joint & Mesh Installing Machine; Batch Plant; Boring Machine Operator (48" or less); Bull Floats; Burlap & Curing Machine; Concrete Plant (capacity 4 yd. & under); Concrete Saw (Multiple); Conveyor (Highway); Crusher; Deckhand; Farm-type Tractor with attachments (highway); Finishing Machine; Fireperson, Floating Equipment (all types); Fork Lift; Form Trencher; Hydro Hammer except masonry; Hydro Seeder; Pavement Breaker; Plant Mixer; Post Driver; Post Hole Digger (Power Auger); Power Brush Burner; Power Form Handling Equipment; Road Widening Trencher; Roller (Brick, Grade & Macadam); Self-Propelled Power Spreader; Self-Propelled Power Subgrader; Steam Fireperson; Tractor (Pulling Sheepfoot, Roller or Grader); and Vibratory Compactor with Integral Power.

GROUP 5 - Compressor (Portable, Sewer, Heavy & Highway); Drum Fireperson (Asphalt Plant); Generator; Masonary Forklift; Inboard-Outboard Motor Boat Launch; Oil Heater (asphalt plant); Oiler/Helper; Power Driven Heater; Power Sweeper & Scrubber; Pump (under 4" discharge); Signalperson; Tire Repairperson; VAC/ALLS; Cranes - Compact, track or rubber under 4,000 pound capacity; fueling and greasing; and Chainmen.

GROUP 6 - Master Mechanic & Boom from 150 to 180.

GROUP 7 - Boom from 180 and over.

 ENGI0066-023 06/01/2023

COLUMBIANA, MAHONING & TRUMBULL COUNTIES

Rates Fringes

POWER EQUIPMENT OPERATOR

ASBESTOS; HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 1 - A & B.....	\$ 44.63	24.30
ASBESTOS; HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 2 - A & B.....	\$ 44.30	24.30
ASBESTOS; HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 3 - A & B.....	\$ 38.47	24.30
ASBESTOS; HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 4 - A & B.....	\$ 34.52	24.30
ASBESTOS; HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 5 - A & B.....	\$ 31.13	24.30
HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 1 - C & D.....	\$ 40.91	24.30
HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 2 - C & D.....	\$ 40.61	24.30
HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 3 - C & D.....	\$ 35.27	24.30
HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 4 - C & D.....	\$ 31.65	24.30
HAZARDOUS/TOXIC WASTE PROJECTS		
GROUP 5 - C & D.....	\$ 28.53	24.30
ALL OTHER WORK		
GROUP 1.....	\$ 37.19	24.30
ALL OTHER WORK		
GROUP 2.....	\$ 36.92	24.30
ALL OTHER WORK		
GROUP 3.....	\$ 32.06	24.30
ALL OTHER WORK		
GROUP 4.....	\$ 28.77	24.30
ALL OTHER WORK		
GROUP 5.....	\$ 25.94	24.30

GROUP 1 - Rig, Pile Driver or Caisson Type; & Rig, Pile Hydraulic Unit Attached

GROUP 2 - Asphalt Heater Planer; Backfiller with Drag Attachment; Backhoe; Backhoe with Shear attached; Backhoe-Rear Pivotal Swing; Batch Plant-Central Mix Concrete; Batch Plant, Portable concrete; Berm Builder-Automatic; Boat Derrick; Boat-Tug; Boring Machine Attached to Tractor; Bullclam; Bulldozer; C.M.I. Road Builder & Similar Type; Cable Placer & Layer; Carrier-Straddle; Carryall-Scraper or Scoop; Chicago Boom; Compactor with Blade Attached; Concrete Saw (Vermeer or similar type); Concrete Spreader Finisher; Combination, Bidwell Machine; Crane; Crane-Electric Overhead; Crane-Rough Terrain; Crane-Side Boom; Crane-Truck; Crane-Tower; Derrick-Boom; Derrick-Car; Digger-Wheel (Not trencher or road widener); Double Nine; Drag Line; Dredge; Drill-Kenny or Similar Type; Easy Pour Median Barrier Machine (or similar type); Electromatic; Frankie Pile; Gradall; Grader; Gurry; Self-Propelled; Heavy Equipment Robotics Operator/Mechanic; Hoist-Monorail; Hoist-Stationary & Mobile Tractor; Hoist, 2 or 3 drum; Horizontal Directional Drill Operator; Jackall; Jumbo Machine; Kocal & Kuhlman; Land-Seagoing Vehicle; Loader,

Elevating; Loader, Front End; Loader, Skid Steer; Locomotive; Mechanic/Welder; Metro Chip Harvester with Boom; Mucking Machine; Paver-Asphalt Finishing Machine; Paver-Road Concrete; Paver-Slip Form (C.M.I. or similar); Place Crete Machine with Boom; Post Driver (Carrier mounted); Power Driven Hydraulic Pump & Jack (When used in Slip Form or Lift Slab Construction); Pump Crete Machine; Regulator-Ballast; Hydraulic Power Unit not attached to Rig for Pile Drillings; Rigs-Drilling; Roto Mill or similar Full Lane (8' Wide & Over); Roto Mill or similar type (Under 8'); Shovel; Slip Form Curb Machine; Speedwing; Spikemaster; Stonecrusher; Tie Puller & Loader; Tie Tamper; Tractor-Double Boom; Tractor with Attachments; Truck-Boom; Truck-Tire; Trench Machine; Tunnel Machine (Mark 21 Java or similar); & Whirley (or similar type)

GROUP 3 - Asphalt Plant; Bending Machine (Pipeline or similar type); Boring machine, Motor Driven; Chip Harvester without Boom; Cleaning Machine, Pipeline Type; Coating Machine, Pipeline Type; Compactor; Concrete Belt Placer; Concrete Finisher; Concrete Planer or Asphalt; Concrete Spreader; Elevator; Fork Lift (Home building only); Fork lift & Lulls; Fork Lift Walk Behind (Hoisting over 1 buck high); Form Line Machine; Grease Truck operator; Grout Pump; Gunnite Machine; Horizontal Directional Drill Locator; Single Drum Hoist with or without Tower; Huck Bolting Machine; Hydraulic Scaffold (Hoisting building materials); Paving Breaker (Self-propelled or Ridden); Pipe Dream; Pot Fireperson (Power Agitated); Refrigeration Plant; Road Widener; Roller; Sasgen Derrick; Seeding Machine; Soil Stabilizer (Pump type); Spray Cure Machine, Self-Propelled; Straw Blower Machine; Sub-Grader; Tube Finisher or Broom C.M.I. or similar type; & Tugger Hoist

GROUP 4 - Air Curtain Destructor & Similar Type; Batch Plant-Job Related; Boiler Operator; Compressor; Conveyor; Curb Builder, self-propelled; Drill Wagon; Generator Set; Generator-Steam; Heater-Portable Power; Hydraulic Manipulator Crane; Jack-Hydraulic Power driven; Jack-Hydraulic (Railroad); Ladavator; Minor Machine Operator; Mixer-Concrete; Mulching Machine; Pin Puller; Power Broom; Pulverizer; Pump; Road Finishing Machine (Pull Type); Saw-Concrete-Self-Propelled (Highway Work); Signal Person; Spray Cure Machine-Motor Powered; Stump Cutter; Tractor; Trencher Form; Water Blaster; Steam Jenny; Syphon; Vibrator-Gasoline; & Welding Machine

GROUP 5 - Brakeperson; Fireperson; & Oiler

IRON0017-002 05/01/2024

ASHTABULA (North of Route 6, starting at the Geauga County Line, proceeding east to State Route 45), CUYAHOGA, ERIE (Eastern 2/3), GEAUGA, HURON (East of a line drawn from the north border through Monroeville & Willard), LAKE, LORAIN, MEDINA (North of Old Rte. #224), PORTAGE (West of a line from Middlefield to Shalersville to Deerfield), and SUMMIT (North of Old Rte. #224, including city limits of Barberton) COUNTIES

Rates Fringes

IRONWORKER
Ornamental, Reinforcing, &

Structural.....\$ 36.83 29.01

IRON0017-010 05/01/2024

ASHTABULA (Eastern part from Lake Erie on the north to route #322 on the south to include Conneaut, Kingsville, Sheffield, Denmark, Dorset, Cherry Valley, Wayne, Monroe, Pierpont, Richmond, Andover & Williamsfield Townships)

Rates Fringes

IRONWORKER

Structural, including metal building erection & Reinforcing.....\$ 36.83 29.01

IRON0044-001 06/01/2024

ADAMS (Western Part), BROWN, BUTLER (Southern Part), CLERMONT, CLINTON (South of a line drawn from Blanchester to Lynchburg), HAMILTON, HIGHLAND (Excluding eastern one-fifth & portion of county inside lines drawn from Marshall to Lynchburg from the northern county line through E. Monroe to Marshall) and WARREN (South of a line drawn from Blanchester through Morrow to the west county line) COUNTIES

Rates Fringes

IRONWORKER, REINFORCING.....\$ 35.87 23.60

IRON0044-002 06/01/2024

CLINTON (South of a line drawn from Blanchester to Lynchburg), HAMILTON, HIGHLAND (Excluding eastern one-fifth & portion of county inside lines drawn from Marshall to Lynchburg from the northern county line through E. Monroe to Marshall) & WARREN (South of a line drawn from Blanchester through Morrow to the west county line)

Rates Fringes

IRONWORKER

Fence Erector.....\$ 33.60 23.60
Ornamental; Structural.....\$ 35.37 23.60

IRON0055-003 07/01/2024

CRAWFORD (Area Between lines drawn from where Hwy #598 & #30 meet through N. Liberty to the northern border & from said Hwy junction point due west to the border), DEFIANCE (S. of a line drawn from where Rte. #66 meets the northern line through Independence to the eastern county border), ERIE (Western 1/3), FULTON, HANCOCK, HARDIN (North of a line drawn from Maysville to a point 4 miles south of the northern line on the eastern line), HENRY, HURON (West of a line drawn from the northern border through Monroeville & Willard), LUCAS, OTTAWA, PUTNAM (East of a line drawn from the northern border down through Miller City to where #696 meets the southern border), SANDUSKY, SENECA, WILLIAMS (East of a line drawn from Pioneer through Stryker to the southern border), WOOD & WYANDOT (North of Rte. #30)

Rates Fringes

IRONWORKER

Fence Erector.....	\$ 26.40	24.62
Flat Road Mesh.....	\$ 29.77	21.30
Tunnels & Caissons Under Pressure.....	\$ 29.77	21.30
All Other Work.....	\$ 35.50	29.20

IRON0147-002 06/01/2024

ALLEN (Northern half), DEFIANCE (Northern part, excluding south of a line drawn from where Rte. #66 meets the northern line through Independence to the eastern county border), MERCER (Northern half), PAULDING, PUTNAM (Western part, excluding east of a line drawn from the northern border down through Miller City to where #696 meets the southern border), VAN WERT, and WILLIAMS (Western part, excluding east of a line drawn from Pioneer through Stryker to the southern border) COUNTIES

Rates Fringes

IRONWORKER.....	\$ 34.20	26.39
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IRON0172-002 06/01/2024

CHAMPAIGN (Eastern one-third), CLARK (Eastern one-fourth), COSHOCTON (West of a line beginning at the northwestern county line going through Walhonding & Tunnel Hill to the southern county line), CRAWFORD (South of Rte. #30), DELAWARE, FAIRFIELD, FAYETTE, FRANKLIN, HARDIN (Excluding a line drawn from Roundhead to Maysville), HIGHLAND (Eastern one-fifth), HOCKING, JACKSON (Northern half), KNOX, LICKING, LOGAN (Eastern one-third), MADISON, MARION, MORROW, MUSKINGUM (West of a line starting at Adams Mill going to Adamsville & going from Adamsville through Blue Rock to the southern border), PERRY, PICKAWAY, PIKE (Northern half), ROSS, UNION, VINTON and WYANDOT (South of Rte. #30) COUNTIES

Rates Fringes

IRONWORKER.....	\$ 36.77	22.85
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IRON0207-004 06/01/2024

ASHTABULA (Southern part starting at the Geauga County line), COLUMBIANA (E. of a line from Damascus to Highlandtown), MAHONING (N. of Old Route #224), PORTAGE (E. of a line from Middlefield to Shalersville to Deerfield) & TRUMBULL

Rates Fringes

IRONWORKER

Layout; Sheeter.....	\$ 35.83	27.41
Ornamental; Reinforcing; Structural.....	\$ 34.83	27.41
Ornamental; Reinforcing.....	\$ 28.92	25.61

IRON0290-002 06/01/2024

ALLEN (Southern half), AUGLAIZE, BUTLER (North of a line drawn

from east to the west county line going through Oxford, Darrrtown & Woodsdale), CHAMPAIGN (Excluding east of a line drawn from Catawla to the point where #68 intersects the northern county line), CLARK (Western two-thirds), CLINTON (Excluding south of a line drawn from Blanchester to Lynchburg), DARKE, GREENE, HIGHLAND (Inside lines drawn from Marshall to Lynchburg & from the northern county line through East Monroe to Marshall), LOGAN (West of a line drawn from West Liberty to where the northern county line meets the western county line of Hardin), MERCER (Southern half), MIAMI, MONTGOMERY, PREBLE, SHELBY & WARREN (Excluding south of a line drawn from Blanchester through Morrow to the western county line) COUNTIES

	Rates	Fringes
IRONWORKER.....	\$ 35.39	24.35

IRON0549-003 12/01/2022		

BELMONT, GUERNSEY, HARRISON, JEFFERSON, MONROE & MUSKINGUM (Excluding portion west of a line starting at Adams Mill going to Adamsville and going from Adamsville through Blue Rock to the south border)

	Rates	Fringes
IRONWORKER.....	\$ 35.19	25.66

IRON0550-004 05/01/2024		

ASHLAND, CARROLL, COLUMBIANA (W. of a line from Damascus to Highlandtown), COSHOCTON (E. of a line beginning at NW Co. line going through Walhonding & Tunnel Hill to the South Co. line), HOLMES, HURON (S. of Old Rte. #224), MAHONING (S. of Old Rte. #224), MEDINA (S. of Old Rte. #224), PORTAGE (S. of Old Rte. #224), RICHLAND, STARK, SUMMIT (S. of Old Rte. #224, Excluding city limits of Barberton), TUSCARAWAS, & WAYNE

	Rates	Fringes
Ironworkers:Structural, Ornamental and Reinforcing.....	\$ 34.70	22.88

IRON0769-004 06/01/2024		

ADAMS (Eastern Half), GALLIA, JACKSON (Southern Half), LAWRENCE & SCIOTO

	Rates	Fringes
IRONWORKER.....	\$ 37.66	29.24

IRON0787-003 06/01/2024		

ATHENS, MEIGS, MORGAN, NOBLE, and WASHINGTON COUNTIES

	Rates	Fringes
IRONWORKER.....	\$ 33.00	24.25

LABO0265-008 05/01/2024

Rates Fringes

LABORER

ASHTABULA, ERIE, HURON, LORAIN, LUCAS, MAHONING, MEDINA, OTTAWA, PORTAGE, SANDUSKY, STARK, SUMMIT, TRUMBULL & WOOD COUNTIES		
GROUP 1.....	\$ 35.95	14.45
GROUP 2.....	\$ 36.12	14.45
GROUP 3.....	\$ 36.45	14.45
GROUP 4.....	\$ 36.90	14.45
CUYAHOGA AND GEAUGA COUNTIES ONLY: SEWAGE PLANTS, WASTE PLANTS, WATER TREATMENT FACILITIES, PUMPING STATIONS, & ETHANOL PLANTS CONSTRUCTION.....	\$ 38.56	14.45
CUYAHOGA, GEAUGA & LAKE COUNTIES		
GROUP 1.....	\$ 37.18	14.45
GROUP 2.....	\$ 37.35	14.45
GROUP 3.....	\$ 37.68	14.45
GROUP 4.....	\$ 38.13	14.45
REMAINING COUNTIES OF OHIO		
GROUP 1.....	\$ 35.52	14.45
GROUP 2.....	\$ 35.69	14.45
GROUP 3.....	\$ 36.02	14.45
GROUP 4.....	\$ 36.47	14.45

LABORER CLASSIFICATIONS

GROUP 1 - Asphalt Laborer; Carpenter Tender; Concrete Curing Applicator; Dump Man (Batch Truck); Guardrail and Fence Installer; Joint Setter; Laborer (Construction); Landscape Laborer; Mesh Handlers & Placer; Right-of-way Laborer; Riprap Laborer & Grouter; Scaffold Erector; Seal Coating; Surface Treatment or Road Mix Laborer; Sign Installer; Slurry Seal; Utility Man; Bridge Man; Handyman; Waterproofing Laborer; Flagperson; Hazardous Waste (level D); Diver Tender; Zone Person & Traffic Control

GROUP 2 - Asphalt Raker; Concrete Puddler; Kettle Man Pipeline); Machine Driven Tools (Gas, Electric, Air); Mason Tender; Brick Paver; Mortar Mixer; Power Buggy or Power Wheelbarrow; Paint Striper; Sheeting & Shoring Man; Surface Grinder Man; Plastic Fusing Machine Operator; Pug Mill Operator; & Vacuum Devices (wet or dry); Rodding Machine Operator; Diver; Screwman or Paver; Screed Person; Water Blast, Hand Held Wand; Pumps 4" & Under (Gas, Air or Electric) & Hazardous Waste (level C); Air Track and Wagon Drill; Bottom Person; Cofferdam (below 25 ft. deep); Concrete Saw Person; Cutting with Burning Torch; Form Setter; Hand Spiker (Railroad); Pipelayer; Tunnel Laborer (without air) & Caisson; Underground Person (working in Sewer and Waterline, Cleaning, Repairing & Reconditioning); Sandblaster Nozzle Person; & Hazardous Waste (level B)

GROUP 3 - Blaster; Mucker; Powder Person; Top Lander; Wrencher (Mechanical Joints & Utility Pipeline); Yarner; Hazardous Waste (level A); Concrete Specialist; Concrete Crew in Tunnels (With Air-pressurized - \$1.00 premium);

Curb Setter & Cutter; Grade Checker; Utility Pipeline Tapper; Waterline; and Caulker

GROUP 4 - Miner (With Air-pressurized - \$1.00 premium); & Gunitite Nozzle Person

TUNNEL LABORER WITH AIR-PRESSURIZED ADD \$1.00 TO BASE RATE

SIGNAL PERSON WILL RECEIVE THE RATE EQUAL TO THE RATE PAID THE LABORER CLASSIFICATION FOR WHICH HE OR SHE IS SIGNALING.

PAIN0006-002 05/01/2023

ASHTABULA, CUYAHOGA, GEAUGA, LAKE, LORAIN, PORTAGE (N. of the East-West Turnpike) & SUMMIT (N. of the East-West Turnpike)

	Rates	Fringes
PAINTER		
COMMERCIAL NEW WORK; REMODELING; & RENOVATIONS		
GROUP 1.....	\$ 30.75	18.95
GROUP 2.....	\$ 31.15	18.95
GROUP 3.....	\$ 31.45	18.95
GROUP 4.....	\$ 37.01	18.95
COMMERCIAL REPAINT		
GROUP 1.....	\$ 29.25	18.95
GROUP 2.....	\$ 29.65	18.95
GROUP 3.....	\$ 29.95	18.95

PAINTER CLASSIFICATIONS - COMMERCIAL NEW WORK; REMODELING; & RENOVATIONS

GROUP 1 - Brush; & Roller

GROUP 2 - Sandblasting & Buffing

GROUP 3 - Spray Painting; Closed Steel Above 55 feet; Bridges & Open Structural Steel; Tanks - Water Towers; Bridge Painters; Bridge Riggers; Containment Builders

GROUP 4 - Bridge Blaster

PAINTER CLASSIFICATIONS - COMMERCIAL REPAINT

GROUP 1 - Brush; & Roller

GROUP 2 - Sandblasting & Buffing

GROUP 3 - Spray Painting

PAIN0007-002 07/01/2024

FULTON, HENRY, LUCAS, OTTAWA (Excluding Allen, Bay, Bono, Catawba Island, Clay Center, Curtice, Danbury, Eagle Beach, Elliston, Elmore, Erie, Fishback, Gem Beach & Genova) & WOOD

	Rates	Fringes
PAINTER		
NEW COMMERCIAL WORK		

GROUP 1.....	\$ 31.84	20.79
GROUP 2.....	\$ 32.84	20.79
GROUP 3.....	\$ 32.84	20.79
GROUP 4.....	\$ 32.84	20.79
GROUP 5.....	\$ 32.84	20.79
GROUP 6.....	\$ 32.84	20.79
GROUP 7.....	\$ 32.84	20.79
GROUP 8.....	\$ 32.84	20.79
GROUP 9.....	\$ 32.84	20.79

REPAINT IS 90% OF JR

PAINTER CLASSIFICATIONS

GROUP 1 - Brush; Spray & Sandblasting Pot Tender

GROUP 2 - Refineries & Refinery Tanks; Surfaces 30 ft. or over where material is applied to or labor performed on above ground level (exterior), floor level (interior)

GROUP 3 - Swing Stage & Chair

GROUP 4 - Lead Abatement

GROUP 5 - All Methods of Spray

GROUP 6 - Solvent-Based Catalized Epoxy Materials of 2 or More Component Materials, to include Solvent-Based Conversion Varnish (excluding water based)

GROUP 7 - Spray Solvent Based Material; Sand & Abrasive Blasting

GROUP 8 - Towers; Tanks; Bridges; Stacks Over 30 Feet

GROUP 9 - Epoxy Spray (excluding water based)

PAIN0012-008 05/01/2019

BUTLER COUNTY

	Rates	Fringes
PAINTER		
GROUP 1.....	\$ 21.95	10.20
GROUP 2.....	\$ 25.30	10.20
GROUP 3.....	\$ 25.80	10.20
GROUP 4.....	\$ 26.05	10.20
GROUP 5.....	\$ 26.30	10.20

PAINTER CLASSIFICATIONS

GROUP 1: Bridge Equipment Tender; Bridge/Containment Builder

GROUP 2: Brush & Roller

GROUP 3: Spray

GROUP 4: Sandblasting; & Waterblasting

GROUP 5: Elevated Tanks; Steeplejack Work; Bridge; & Lead Abatement

 PAIN0012-010 05/01/2019

BROWN, CLERMONT, CLINTON, HAMILTON & WARREN

	Rates	Fringes
PAINTER		
HEAVY & HIGHWAY BRIDGES- GUARDRAILS-LIGHTPOLES- STRIPING		
Bridge Equipment Tender and Containment Builder....	\$ 21.95	10.20
Bridges when highest point of clearance is 60 feet or more; & Lead		
Abatement Projects.....	\$ 26.30	10.20
Brush & Roller.....	\$ 25.30	10.20
Sandblasting & Hopper		
Tender; Water Blasting.....	\$ 26.05	10.20
Spray.....	\$ 25.80	10.20

 PAIN0093-001 12/01/2024

ATHENS, GUERNSEY, HOCKING, MONROE, MORGAN, NOBLE and
 WASHINGTON COUNTIES

	Rates	Fringes
PAINTER		
Bridges; Locks; Dams; Tension Towers; & Energized Substations.....		
	\$ 36.44	24.46
Power Generating Facilities..	\$ 33.29	24.46

 PAIN0249-002 05/01/2024

CLARK, DARKE, GREENE, MIAMI, MONTGOMERY & PREBLE

	Rates	Fringes
PAINTER		
GROUP 1 - Brush & Roller....	\$ 27.15	13.64
GROUP 2 - Swing, Scaffold Bridges; Structural Steel; Open Acid Tank; High Tension Electrical Equipment; & Hot Pipes.....		
	\$ 27.15	13.64
GROUP 3 - Spray; Sandblast; Steamclean; Lead Abatement.....		
	\$ 27.90	13.64
GROUP 4 - Steeplejack Work..	\$ 28.10	13.64
GROUP 5 - Coal Tar.....	\$ 28.65	13.64
GROUP 6 - Bridge Equipment Tender & or Containment Builder.....		
	\$ 35.86	13.64
GROUP 7 - Tanks, Stacks & Towers.....		
	\$ 31.09	13.64
GROUP 8 - Bridge Blaster, Rigger.....		
	\$ 38.86	13.64

 PAIN0356-002 09/01/2009

KNOX, LICKING, MUSKINGUM, and PERRY

	Rates	Fringes
PAINTER		
Bridge Equipment Tenders and Containment Builders....	\$ 27.93	7.25
Bridges; Blasters; and Riggers.....	\$ 34.60	7.25
Brush and Roller.....	\$ 20.93	7.25
Sandblasting; Steam Cleaning; Waterblasting; and Hazardous Work.....	\$ 25.82	7.25
Spray.....	\$ 21.40	7.25
Structural Steel and Swing Stage.....	\$ 25.42	7.25
Tanks; Stacks; and Towers...	\$ 28.63	7.25

PAIN0438-002 12/01/2023

BELMONT, HARRISON and JEFFERSON COUNTIES

	Rates	Fringes
PAINTER		
Bridges, Locks, Dams, Tension Towers & Energized Substations.....	\$ 36.09	19.49
Power Generating Facilities.	\$ 32.94	19.49

PAIN0476-001 06/01/2024

COLUMBIANA, MAHONING, and TRUMBULL COUNTIES

	Rates	Fringes
PAINTER		
GROUP 1.....	\$ 28.39	17.14
GROUP 2.....	\$ 35.02	17.14
GROUP 3.....	\$ 28.60	17.14
GROUP 4.....	\$ 28.89	17.14
GROUP 5.....	\$ 29.04	17.14
GROUP 6.....	\$ 29.29	17.14
GROUP 7.....	\$ 30.39	17.14

PAINTER CLASSIFICATIONS:

GROUP 1: Painters, Brush & Roller

GROUP 2: Bridges

GROUP 3: Structural Steel

GROUP 4: Spray, Except Bar Joist/Deck

GROUP 5: Epoxy/Mastic; Spray- Bar Joist/Deck; Working Above
50 Feet; and Swingstages

GROUP 6: Tanks; Sandblasting

GROUP 7: Towers; Stacks

PAIN0555-002 11/01/2023

ADAMS, HIGHLAND, JACKSON, PIKE & SCIOTO

Rates Fringes

PAINTER

GROUP 1.....	\$ 32.18	20.29
GROUP 2.....	\$ 33.81	20.29
GROUP 3.....	\$ 35.44	20.29
GROUP 4.....	\$ 38.63	20.29

PAINTER CLASSIFICATIONS

GROUP 1 - Containment Builder

GROUP 2 - Brush; Roller; Power Tools, Under 40 feet

GROUP 3 - Sand Blasting; Spray; Steam Cleaning; Pressure Washing; Epoxy & Two Component Materials; Lead Abatement; Hazardous Waste; Toxic Materials; Bulk & Storage Tanks of 25,000 Gallon Capacity or More; Elevated Tanks

GROUP 4 - Stacks; Bridges

PAIN0639-001 05/01/2011

Rates Fringes

Sign Painter & Erector.....	\$ 20.61	3.50+a+b+c
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FOOTNOTES: a. 7 Paid Holidays: New Year's Day; Memorial Day; July 4th; Labor Day; Thanksgiving Day; Christmas Day & 1 Floating Day
b. Vacation Pay: After 1 year's service - 5 days' paid vacation; After 2, but less than 10 years' service - 10 days' paid vacation; After 10, but less than 20 years' service - 15 days' paid vacation; After 20 years' service - 20 days' paid vacation
c. Funeral leave up to 3 days maximum paid leave for death of mother, father, brother, sister, spouse, child, mother-in-law, father-in-law, grandparent and inlaw provided employee attends funeral

PAIN0788-002 06/01/2024

ASHLAND, CRAWFORD, ERIE, HANCOCK, HURON, MARION, MORROW, OTTAWA (Allen, Bay, Bono, Catawba Island, Clay Center, Curtice, Danbury, Eagle Beach, Elliston, Elmore, Erie, Fishback, Gem Beach & Genoa), RICHLAND, SANDUSKY, SENECA & WYANDOT

Rates Fringes

PAINTER

Brush & Roller.....	\$ 29.13	17.52
Structural Steel.....	\$ 30.73	17.52

WINTER REPAINT: Between December 1 to March 31 - 90%JR

\$.50 PER HOUR SHALL BE ADDED TO THE RATE OF PAY FOR THE CLASSIFICATION OF WORK:

While working swingstage, boatswain chair, needle beam and horizontal cable. While operating sprayguns, sandblasting, cobblasting and high pressure waterblasting (4000psi).

\$1.00 PER HOUR SHALL BE ADDED TO THE RATE OF PAY FOR THE CLASSIFICATION OF WORK:

For the application of catalized epoxy, including latex epoxy that is deemed hazardous, lead abatement, or for work or material where special precautions beyond normal work duties must be taken. For working on stacks, tanks, and towers over 40 feet in height.

PAIN0813-005 12/01/2008

GALLIA, LAWRENCE, MEIGS & VINTON

	Rates	Fringes
PAINTER		
Base Rate.....	\$ 24.83	10.00
Bridges, Locks, Dams & Tension Towers.....	\$ 27.83	10.00

PAIN0841-001 06/01/2023

MEDINA, PORTAGE (South of and including Ohio Turnpike), and SUMMIT (South of and including Ohio Turnpike) COUNTIES

	Rates	Fringes
Painters:		
GROUP 1.....	\$ 30.18	15.50
GROUP 2.....	\$ 30.83	15.50
GROUP 3.....	\$ 30.93	15.50
GROUP 4.....	\$ 31.03	15.50
GROUP 5.....	\$ 31.43	15.50
GROUP 6.....	\$ 39.20	11.75
GROUP 7.....	\$ 31.68	15.50

PAINTER CLASSIFICATIONS:

GROUP 1 - Brush, Roller & Paperhanger

GROUP 2 - Epoxy Application

GROUP 3 - Swing Scaffold, Bosum Chair, & Window Jack

GROUP 4 - Spray Gun Operator of Any & All Coatings

GROUP 5 - Sandblast, Painting of Standpipes, etc. from Scaffolds, Bridge Work and/or Open Structural Steel, Standpipes and/or Water Towers

GROUP 6 - Public & Commerce Transportation, Steel or Galvanized, Bridges, Tunnels & Related Support Items (concrete)

GROUP 7 - Synthetic Exterior, Drywall Finisher and/or Taper, Drywall Finisher and Follow-up Man Using Automatic Tools

PAIN0841-002 06/01/2023

CARROLL, COSHOCTON, HOLMES, STARK, TUSCARAWAS & WAYNE

Rates Fringes

PAINTER

Bridges; Towers, Poles & Stacks; Sandblasting Steel; Structural Steel & Metalizing.....	\$ 31.43	15.50
Brush & Roller.....	\$ 30.18	15.50
Spray; Tank Interior & Exterior.....	\$ 31.03	15.50

PAIN1020-002 07/01/2024

ALLEN, AUGLAIZE, CHAMPAIGN, DEFIANCE, HARDIN, LOGAN, MERCER,
PAULDING, PUTNAM, SHELBY, VAN WERT, and WILLIAMS COUNTIES

Rates Fringes

PAINTER

Brush & Roller.....	\$ 26.54	17.66
Drywall Finishing & Taping..	\$ 27.29	17.66
Lead Abatement.....	\$ 28.29	17.66
Spray, Sandblasting Pressure Cleaning, & Refinery.....	\$ 27.29	17.66
Swing Stage, Chair, Spiders, & Cherry Pickers...	\$ 26.79	17.66
Wallcoverings.....	\$ 27.29	17.66

All surfaces 40 ft. or over where material is applied to or
labor performed on, above ground level (exterior), floor
level (interior) - \$.50 premium

Applying Coal Tar Products - \$1.00 premium

PAIN1275-002 05/01/2024

DELAWARE, FAIRFIELD, FAYETTE, FRANKLIN, MADISON, PICKAWAY, ROSS
& UNION

Rates Fringes

PAINTER

Bridges.....	\$ 36.26	14.91
Brush; Roller.....	\$ 30.65	14.91
Sandblasting; Steamcleaning; Waterblasting (3500 PSI or Over)& Hazardous Work.....	\$ 31.35	14.91
Spray.....	\$ 31.15	14.91
Stacks; Tanks; & Towers.....	\$ 33.46	14.91
Structural Steel & Swing Stage.....	\$ 29.50	14.91

PLAS0109-001 06/01/2024

MEDINA, PORTAGE, STARK, and SUMMIT COUNTIES

Rates Fringes

PLASTERER.....	\$ 31.70	23.63
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PLAS0109-003 06/01/2024

CARROLL, HOLMES, TUSCARAWAS, and WAYNE COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 31.70	23.63

PLAS0132-002 07/01/2024

BROWN, BUTLER, CLERMONT, HAMILTON, HIGHLAND, WARREN COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 30.40	16.54

PLAS0404-002 05/01/2018

ASHTABULA, CUYAHOGA, GEAUGA, AND LAKE COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 29.63	17.11

PLAS0404-003 05/01/2018

LORAIN COUNTY

	Rates	Fringes
PLASTERER.....	\$ 28.86	17.11

PLAS0526-022 05/01/2018

COLUMBIANA, MAHONING, and TRUMBULL COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 28.86	17.11

PLAS0526-023 05/01/2018

BELMONT, HARRISON, and JEFFERSON COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 28.21	17.11

PLAS0886-001 07/01/2024

FULTON, HANCOCK, HENRY, LUCAS, PUTNAM, and WOOD COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 33.73	23.25

PLAS0886-003 07/01/2024

DEFIANCE, ERIE, HURON, OTTAWA, PAULDING, SANDUSKY, and SENECA

	Rates	Fringes
PLASTERER.....	\$ 33.73	23.25

PLAS0886-004 07/01/2024

ALLEN, AUGLAIZE, HARDIN, LOGAN, MERCER, and VAN WERT

	Rates	Fringes
PLASTERER.....	\$ 33.73	23.25

PLUM0042-002 07/01/2024		

ASHLAND, CRAWFORD, ERIE, HURON, KNOX, LORAIN, MORROW, RICHLAND & WYANDOT

	Rates	Fringes
Plumber, Pipefitter, Steamfitter.....	\$ 40.62	25.67

PLUM0050-002 07/01/2024		

DEFIANCE, FULTON, HANCOCK, HENRY, LUCAS, OTTAWA, PAULDING, PUTNAM, SANDUSKY, SENECA, WILLIAMS & WOOD

	Rates	Fringes
Plumber, Pipefitter, Steamfitter.....	\$ 49.70	30.76

PLUM0055-003 05/01/2024		

ASHTABULA, CUYAHOGA, GEAUGA, LAKE, MEDINA (N. of Rte. #18 & Smith Road) & SUMMIT (N. of Rte. #303, including the corporate limits of the city of Hudson)

	Rates	Fringes
PLUMBER.....	\$ 42.36	29.90

PLUM0083-001 07/01/2023		

BELMONT & MONROE (North of Rte. #78)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 35.94	37.35

* PLUM0094-002 05/01/2025		

CARROLL (Northen Half), STARK, and WAYNE COUNTIES

	Rates	Fringes
PLUMBER/PIPEFITTER.....	\$ 47.48	27.14

* PLUM0120-002 05/01/2025		

ASHTABULA, CUYAHOGA, GEAUGA, LAKE, LORAIN (the C.E.I. Power House in Avon Lake), MEDINA (N. of Rte. #18) & SUMMIT (N. of #303)

Rates Fringes

PIPEFITTER.....\$ 49.17 28.55

PLUM0162-002 06/01/2024

CHAMPAIGN, CLARK, CLINTON, DARKE, FAYETTE, GREENE, MIAMI,
MONTGOMERY & PREBLE

Rates Fringes

Plumber, Pipefitter,
Steamfitter.....\$ 43.05 27.18

PLUM0168-002 06/01/2024

MEIGS, MONROE (South of Rte. #78), MORGAN (South of Rte. #78)
& WASHINGTON

Rates Fringes

PLUMBER/PIPEFITTER.....\$ 39.43 37.29

PLUM0189-002 06/01/2024

DELAWARE, FAIRFIELD, FRANKLIN, HOCKING, LICKING, MADISON,
MARION, PERRY, PICKAWAY, ROSS & UNION

Rates Fringes

Plumber, Pipefitter,
Steamfitter.....\$ 43.25 26.94

PLUM0219-002 06/01/2024

MEDINA (Rte. #18 from eastern edge of Medina Co., west to
eastern corporate limits of the city of Medina, & on the county
road from the west corporate limits of Medina running due west
to and through community of Risley to the western edge of
Medina County - All territory south of this line), PORTAGE, and
SUMMIT (S. of Rte. #303) COUNTIES

Rates Fringes

Plumber and Steamfitter.....\$ 45.37 27.64

PLUM0392-002 06/01/2024

BROWN, BUTLER, CLERMONT, HAMILTON & WARREN

Rates Fringes

PLUMBER/PIPEFITTER.....\$ 40.65 26.75

PLUM0396-001 06/01/2024

COLUMBIANA (Excluding Washington & Yellow Creek Townships &
Liverpool Twp. - Secs. 35 & 36 - West of County Road #427),
MAHONING and TRUMBULL COUNTIES

Rates Fringes

PLUMBER/PIPEFITTER.....\$ 38.45 28.96

PLUM0495-002 06/01/2024

CARROLL (Rose, Monroe, Union, Lee, Orange, Perry & Loudon Townships), COLUMBIANA (Washington & Yellow Creek Townships & Liverpool Township, Secs. 35 & 36, West of County Rd. #427), COSHOCTON, GUERNSEY, HARRISON, HOLMES, JEFFERSON, MORGAN (South to State Rte. #78 & from McConnelsville west on State Rte. #37 to the Perry County line), MUSKINGUM, NOBLE, and TUSCARAWAS COUNTIES

Rates Fringes

Plumber, Pipefitter,
Steamfitter.....\$ 37.82 36.70

PLUM0577-002 06/01/2024

ADAMS, ATHENS, GALLIA, HIGHLAND, JACKSON, LAWRENCE, PIKE, SCIOTO & VINTON

Rates Fringes

Plumber, Pipefitter,
Steamfitter.....\$ 41.65 27.48

PLUM0776-002 07/01/2024

ALLEN, AUGLAIZE, HARDIN, LOGAN, MERCER, SHELBY and VAN WERT COUNTIES

Rates Fringes

Plumber, Pipefitter,
Steamfitter.....\$ 42.07 29.35

TEAM0377-003 05/01/2024

STATEWIDE, EXCEPT CUYAHOGA, GEAUGA & LAKE

Rates Fringes

TRUCK DRIVER
GROUP 1.....\$ 32.54 16.80
GROUP 2.....\$ 32.96 16.80

TRUCK DRIVER CLASSIFICATIONS

GROUP 1 - Asphalt Distributor; Batch; 4- Wheel Service; 4-Wheel Dump; Oil Distributor & Tandem

GROUP 2 - Tractor-Trailer Combination: Fuel; Pole Trailer; Ready Mix; Semi-Tractor; & Asphalt Oil Spraybar Man When Operated From Cab; 5 Axles & Over; Belly Dump; End Dump; Articulated Dump; Heavy Duty Equipment; Low Boy; & Truck Mechanic

TEAM0436-002 05/01/2024

CUYAHOGA, GEAUGA & LAKE

	Rates	Fringes
TRUCK DRIVER		
GROUP 1.....	\$ 32.25	18.95
GROUP 2.....	\$ 33.75	18.95

GROUP 1: Straight & Dump, Straight Fuel

GROUP 2: Semi Fuel, Semi Tractor, Euclids, Darts, Tank, Asphalt Spreaders, Low Boys, Carry-All, Tourna-Rockers, Hi-Lifts, Extra Long Trailers, Semi-Pole Trailers, Double Hook-Up Tractor Trailers including Team Track & Railroad Siding, Semi-Tractor & Tri-Axle Trailer, Tandem Tractor & Tandem Trailer, Tag Along Trailer, Expandable Trailer or Towing Requiring Road Permits, Ready-Mix (Agitator or Non-Agitator), Bulk Concrete Driver, Dry Batch Truck, Articulated End Dump

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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** Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75) or 13658 (\$13.30). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage

determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The "SA" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the "SA" identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
 Wage and Hour Division
 U.S. Department of Labor
 200 Constitution Avenue, N.W.
 Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
 Wage and Hour Division
 U.S. Department of Labor
 200 Constitution Avenue, N.W.
 Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
 U.S. Department of Labor
 200 Constitution Avenue, N.W.
 Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment

data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION"

Attachment D

T&M Associates Standard Subcontractor Agreement



STANDARD SUBCONTRACTOR AGREEMENT FOR PROFESSIONAL SERVICES

(No Prime Agreement)

THIS AGREEMENT is made on **DATE** by and between **T&M ASSOCIATES** (hereinafter called "T&M"), a New Jersey Corporation, located at **T&M OFFICE ADDRESS** and **SUBCONTRACTOR'S NAME** having an address at **SUBCONTRACTOR'S ADDRESS, ADDRESS2, CITY, ST, ZIP** (hereinafter called "SUBCONTRACTOR"). Hereinafter, T&M and the SUBCONTRACTOR may be referred to, individually, as the "Party" and, collectively, as the "Parties".

WHEREAS, T&M and the SUBCONTRACTOR desire the SUBCONTRACTOR to perform certain professional services, which are further described in the SUBCONTRACTOR's Proposal for the following project:

T&M Project Number: _____

Project Owner: _____ (Hereinafter referred to as the "Project Owner")

Project Name: _____ (Hereinafter referred to as the "Project")

Maximum Fee: _____

Brief Description of Work: _____ (Hereinafter referred to as the "Work")

WHEREAS, the SUBCONTRACTOR represents that the SUBCONTRACTOR is capable, competent, legally licensed and possesses the professional skills and experience to perform said Work in a complete, timely and professional manner;

NOW, THEREFORE, in consideration of the foregoing and the covenants contained herein and pursuant to all federal, state and local laws and ordinances, T&M and SUBCONTRACTOR hereby agree to this Agreement as follows:

1. RESPONSIBILITIES OF SUBCONTRACTOR

- 1.1. SUBCONTRACTOR'S WORK.** The SUBCONTRACTOR shall provide the necessary supervision, labor, materials, equipment, tools, work and / or services to perform the agreed upon scope of work in accordance with the scope and fees set forth in the SUBCONTRACTOR's Proposal, attached hereto as [EXHIBIT I - PROPOSAL](#). The Proposal is attached hereto for information regarding the scope of services only and shall not be considered for any other purposes or vary, supplement, amend, contradict, interpret, or modify the terms and conditions of this Agreement, which supersedes the Proposal and all prior negotiations, representations, promises, and agreements, whether written or oral. In the event of a conflict or inconsistency or any ambiguity between this Standard Subcontractor Agreement and the SUBCONTRACTOR's proposal, the terms and conditions of this Standard Subcontractor Agreement will govern.
- 1.2. INDEPENDENT SUBCONTRACTOR.** The SUBCONTRACTOR is hereby retained as an independent subcontractor. The SUBCONTRACTOR is not an employee or partner of T&M, its affiliates or clients and shall be exclusively responsible for the means and methods used in performance of the Work performed under this Agreement as well as the means and methods used in the performance of services by its subcontractors, its subconsultants, and its agents under this Agreement.
- 1.3. LICENSES AND REGISTRATION.** Copies of the SUBCONTRACTOR's licenses, certifications, and permits to perform the Work in the applicable municipality, county and state shall be provided to T&M when returning this SUBCONTRACTOR Agreement to T&M for execution. The SUBCONTRACTOR will provide certification that the lower-tier subcontractors and / or suppliers have the necessary permits and licenses for the Work proposed.
- 1.4. SAFETY.** The SUBCONTRACTOR recognizes the importance of performing the Work in a safe and responsible manner to prevent damage, injury or loss to individuals, the environment and the Work, including materials and equipment incorporated into the Work or stored on-site or off-site and will comply with all applicable federal,

state, and local laws, rules, regulations, and ordinances related to health and safety, including all OSHA regulations and guidelines. The SUBCONTRACTOR is solely responsible for its Work, the means, methods, techniques, sequences, and procedures of construction selected or used by the SUBCONTRACTOR, for security or safety at the Site, and for safety precautions and programs incident to work in progress, including the health and safety of its employees, agents, lower-tier subcontractors and subconsultants.

- 1.5. WORK AUTHORIZATION.** The Work performed shall commence upon receipt of written authorization from T&M to proceed and shall terminate when T&M and the Project Owner review the work and find it satisfactory and complete. The SUBCONTRACTOR shall not proceed or be paid for any Work, or portion thereof, unless T&M has authorized the Work in writing prior to the SUBCONTRACTOR's performance.
- 1.6. STANDARD OF CARE.** The SUBCONTRACTOR shall perform and shall cause its subcontractor(s) to perform all of its Work and obligations under this Agreement: (i) in accordance with the terms, conditions and fees set forth in this Agreement; and (ii) in a timely and workmanlike manner, on a commercially diligent basis, and in accordance with the care and skill ordinarily used by members of the SUBCONTRACTOR's profession.
- 1.7. NO CONFLICT.** The SUBCONTRACTOR shall not engage in any activity, or accept any employment, interest, or contribution that would reasonably appear to compromise the SUBCONTRACTOR's professional judgment with respect to this Agreement.
- 1.8. COMMUNICATIONS.** All of the SUBCONTRACTOR's communications to or with any and all sub-subcontractor(s) or the Project Owner shall only be through, or with the knowledge of, T&M.
- 1.9. DELIVERABLES.** The SUBCONTRACTOR shall obtain all data and information necessary for the performance of the Work hereunder. The SUBCONTRACTOR shall furnish all progress reports, reproductions and other information and materials without limitation required by T&M and the Project Owner (*the "Deliverables"*) in connection with T&M's services to the Project Owner and the SUBCONTRACTOR's Work pursuant to this Agreement. The SUBCONTRACTOR is responsible to see that the Deliverables and Work conform to all applicable laws, rules, regulations, codes, ordinances, and special requirements of each municipality, county, and state where the Project is located.
- 1.10. OWNERSHIP.** Upon completion of the SUBCONTRACTOR's Work, all Deliverables as well as any and all documentation including, without limitation, any and all drawings, specifications, reports, files, and other documents and materials prepared by the SUBCONTRACTOR in connection with this Agreement (*the "Work Product"*) shall be transferred to T&M. T&M shall have exclusive ownership of the Deliverables and Work Product and shall obtain all common law, statutory and other reserved rights, including copyrights.
- 1.11. CONFIDENTIALITY.** The SUBCONTRACTOR shall maintain the confidentiality of information (1) specifically designated as confidential by T&M and / or the Project Owner in connection with the Project or (2) that is not specifically designated as confidential but could reasonably be deemed to be confidential information of T&M or the Project Owner, unless the information becomes public or withholding such information would violate the law, create the risk of significant harm to the public, or prevent the SUBCONTRACTOR from establishing a claim or defense in an adjudicatory proceeding. The SUBCONTRACTOR shall require of its employees and subcontractor(s) similar agreements to maintain the confidentiality of information.
- 1.12. DISCREPANCIES.** The SUBCONTRACTOR shall immediately notify T&M of any problem or discrepancy that the SUBCONTRACTOR believes to exist with respect to any aspect of the Project or the work provided by T&M. The final decision on all matters remains with T&M.
- 1.13. COOPERATION WITH THIRD-PARTY VENDORS.** The SUBCONTRACTOR acknowledges that T&M may, during the course of this Agreement, work with one (1) or more other third-party contractors from time to time in connection with the Project. The SUBCONTRACTOR shall reasonably cooperate with all such third parties as T&M may request from time to time. The SUBCONTRACTOR shall be responsible for the coordination of the Work and shall facilitate the exchange of information among the independent professional associate(s) and subcontractor(s) employed by T&M, as necessary, for the coordination of their services.
- 1.14. TIME IS OF THE ESSENCE.** Time is of the essence in the performance of the Work. The SUBCONTRACTOR shall make whatever adjustments, including, without limitation, adjustments to working hours, manpower, and equipment, deemed necessary to complete the Work in accordance with the schedule specified in the SUBCONTRACTOR's Proposal.
- 1.15. ADDITIONAL WORK.** In the event additional work or services are required or the general scope, extent or

character of this Agreement is changed materially through no fault of SUBCONTRACTOR, SUBCONTRACTOR may be requested to provide additional work on the Project. Performance of such additional work must be expressly authorized in writing by T&M prior to the commencement of any additional work, and the SUBCONTRACTOR shall provide a complete description of the additional scope of work which is not included within the scope of the SUBCONTRACTOR's Proposal. T&M's prior written authorization shall be a condition precedent to the SUBCONTRACTOR's right to receive payment for any additional work. Additional work will be paid in the form of a change order and payment will be made in the method and manner specified in [SECTION 3 – PAYMENT TO SUBCONTRACTOR](#).

2. RESPONSIBILITIES OF T&M

- 2.1. **PROJECT INFORMATION.** Where available, T&M will provide Project criteria and information that are pertinent to the performance of the SUBCONTRACTOR's Work, including design objectives, constraints, space capacity and performance requirements, flexibility and expandability, and any budgetary limitations, in addition to any drawings, specifications, schedules, interpretations, data or any other information prepared by T&M that are pertinent to the performance of the SUBCONTRACTOR's Work. T&M will also furnish copies of design and construction standards that the Project Owner and T&M will require to be included in drawings and specifications to be furnished by the SUBCONTRACTOR under this Agreement, where applicable.
- 2.2. **PROPERTY ACCESS.** T&M will arrange for access for the SUBCONTRACTOR to enter upon public or private property, as required, in order for the SUBCONTRACTOR to perform the Work under this Agreement.
- 2.3. **INTERPRETATION OF DOCUMENTS.** T&M will consult with the SUBCONTRACTOR before issuing any interpretations or clarifications of document furnished by the SUBCONTRACTOR and obtain written consent from the SUBCONTRACTOR before acting upon shop drawing samples or other submittals of the contractor(s) or upon work directive changes or change orders affecting the Work and services provided under this Agreement.

3. PAYMENT TO SUBCONTRACTOR

- 3.1. **MAXIMUM FEE.** The maximum fee to be paid to the SUBCONTRACTOR for work performed pursuant to this Agreement is \$ ~~\$\$\$\$\$~~. Any change to the scope of work or this maximum fee must be approved in writing in advance by T&M. T&M's prior written authorization shall be a condition precedent to the SUBCONTRACTOR's right to receive payment for any phase of work or any additional work.
- 3.2. **MONTHLY INVOICES.** The SUBCONTRACTOR shall submit monthly statements or invoices for the professional work provided and for reimbursable expenses incurred, if any, in connection with the Work performed under this Agreement. When compensation is based upon lump sum, fixed fee, or a percentage of construction costs, the statements will be based upon the SUBCONTRACTOR's estimate of the proportion of total Work actually completed at the time of billing with the understanding that reimbursable expenses are included in the lump sum price.
- 3.3. **PAYMENT.** T&M shall bill Project Owner monthly on account of *(or at the completion of)* SUBCONTRACTOR's Work and shall pay SUBCONTRACTOR within thirty (30) days of the date T&M receives payment from the Project Owner on account thereof. It is intended that payments to SUBCONTRACTOR will be made after T&M is paid by Project Owner and that T&M shall exert reasonable and diligent efforts to collect payment of monthly invoices from Project Owner when due. It is understood and agreed that payment from the Project Owner to T&M is a condition precedent for payment to the SUBCONTRACTOR by T&M.
- 3.4. **REIMBURSABLE EXPENSES.** If included in the SUBCONTRACTOR's Proposal, T&M shall pay the SUBCONTRACTOR the actual cost of Reimbursable Expenses incurred by the SUBCONTRACTOR in connection with its Work.
- 3.5. **REQUIRED FORMS.** The SUBCONTRACTOR must submit proper Insurance Certificates and IRS Form W-9 before any payment will be made by T&M under this Agreement.

4. INSURANCE AND INDEMNIFICATION

- 4.1. **INSURANCE.** The SUBCONTRACTOR shall procure and maintain, at its own expense, insurance of the kinds and in amounts as set forth in [EXHIBIT II – MINIMUM INSURANCE REQUIREMENTS](#) attached hereto. Before commencing the Work, the SUBCONTRACTOR shall furnish, to T&M, certificates showing compliance with these requirements, naming T&M and the Project Owner as additional insureds as required in [EXHIBIT II –](#)

[MINIMUM INSURANCE REQUIREMENTS](#) and shall not cancel or decrease any such insurance coverage without thirty (30) days prior written notice to T&M. The SUBCONTRACTOR expressly understands and agrees that any insurance protection required by this Agreement shall in no way limit the SUBCONTRACTOR's obligations assumed in this Agreement, and shall not be construed to relieve the SUBCONTRACTOR from any liability in excess of such coverage, nor shall it preclude T&M from taking such other actions as are available to it under any other provisions of this Agreement or otherwise in law. The insurance coverage provided under this Agreement shall be primary and non-contributory.

- 4.2. WAIVER OF SUBROGATION.** The SUBCONTRACTOR waives all rights, and shall cause its insurers to waive all rights of subrogation, against the Project Owner, T&M, and their respective subconsultants, subcontractors, employees and agents for any and all damages caused by fire or other causes of loss to the extent covered by insurance set forth in [EXHIBIT III - MINIMUM INSURANCE REQUIREMENTS](#). The SUBCONTRACTOR shall require similar waivers in favor of the Parties enumerated herein from its subcontractor(s) and subconsultant(s) and their insurers. This waiver shall be effective as to a person or entity (1) even though that person or entity would otherwise have a duty of indemnification, contractual or otherwise, (2) even though that person or entity did not pay the insurance premium directly or indirectly, or (3) whether or not the person or entity had an insurable interest in the damaged property.
- 4.3. SUBCONTRACTS.** The SUBCONTRACTOR shall cause its subcontractors and subconsultants to maintain insurance meeting the requirements of this Agreement, including but not limited to the limits required in this Agreement.
- 4.4. INDEMNIFICATION.** To the fullest extent permitted by law, the SUBCONTRACTOR shall indemnify, defend and hold harmless T&M and the Project Owner and their respective officers, agents and employees from and against all claims, demands, liabilities, suits, losses, costs, and expenses of any kind which: a.) result from or are alleged to result from or arise out of the performance or non-performance of the Work or the Agreement and b.) are attributable to bodily injury, sickness, disease, disability, or death, or to damage or destruction of property, including the loss of use thereof. It is understood and agreed that this obligation is a broad form indemnification agreement requiring indemnification and assumption of defenses based upon claims, demands, liability, suits, losses, cost or expenses resulting from or arising out of performance or non-performance of the Work or the Agreement. Neither the indemnification nor the assumption of the defense obligation is dependent on the fault of the SUBCONTRACTOR.
- 4.5. SURVIVAL OF SECTION.** This Section of the Agreement shall survive termination, expiration or completion of the performance of the other terms of this Agreement. If the SUBCONTRACTOR fails to provide an insurance certificate establishing compliance with this provision, T&M may void this Agreement without penalty.

5. TERMINATION

TERMINATION. This Agreement may be terminated by T&M upon ten (10) days prior written notice with or without cause. If T&M terminates this Agreement without cause and due to no fault whatsoever by the SUBCONTRACTOR, T&M shall only be responsible for payments due the SUBCONTRACTOR for any Work rendered through such date of termination, which is deemed to be satisfactory by T&M and / or the Project Owner. If termination is due to in whole or in part by the SUBCONTRACTOR, the SUBCONTRACTOR will be held responsible for any additional costs incurred as a result of having to retain the services of another SUBCONTRACTOR to complete the work under this Agreement. In the event of any termination, whether for cause or convenience, the SUBCONTRACTOR shall furnish all Work Product and Deliverables as well as any other documents, materials or information prepared by the SUBCONTRACTOR under this Agreement to T&M within ten (10) days after termination.

6. MISCELLANEOUS

- 6.1 FORCE MAJEURE.** T&M is not responsible for delays caused by factors beyond T&M's reasonable control, including, but not limited to, delays due to strikes, lockouts, work slowdowns or stoppages, accidents, acts of God, failure of any governmental or other regulatory authority to act in a timely manner, failure of the Project Owner and / or the SUBCONTRACTOR to furnish timely information or to provide review comments promptly or delays caused by faulty performance by the SUBCONTRACTOR or its subcontractors or sub-subcontractors at any level.
- 6.2 CONSEQUENTIAL DAMAGES.** In no event shall T&M be liable in contract, tort, strict liability or otherwise for any incidental, special, indirect, consequential, punitive or exemplary damages, including, but not limited to, loss

caused by delay, commercial loss, or lost profits or revenues or opportunities arising from or in connection with this Agreement, the Work, or the Project.

- 6.3 LIENS.** SUBCONTRACTOR will promptly pay for all work, services, labor, materials, and equipment used or employed by SUBCONTRACTOR in the WORK, and will maintain all materials, equipment, structures, buildings, and premises free and clear of mechanic's or other liens. SUBCONTRACTOR will, upon completion of the WORK and before final payment is due, furnish to T&M, on a form T&M may require, with reasonable evidence that all services, labor, materials, and equipment have been paid in full.
- 6.4 ASSIGNMENT.** Neither Party shall assign or transfer their interest in the Agreement without the written consent of the other Party, which said consent shall not be unreasonably withheld. The covenants and agreements contained herein shall apply to and be binding upon the Parties hereto and upon their respective assigns and successors. Nothing herein shall be construed as creating any personal liability on the part of any employee, officer or agent of T&M, nor shall it be construed as giving any rights or benefits hereunder to anyone other than T&M or SUBCONTRACTOR. The SUBCONTRACTOR shall not assign, transfer, subcontract or delegate its rights, duties or obligations under this Agreement without the written consent of T&M.
- 6.5 MAINTENANCE OF DOCUMENTS.** The SUBCONTRACTOR shall maintain its notes and Project data on file for a period of ten (10) years in legible form and make copies of these documents available to T&M upon request.
- 6.6 GOVERNING LAW.** The laws of the State in which the Project is located will govern the validity of this Agreement, its interpretation and performance. Any litigation arising in any way from this Agreement shall be brought in the State or Federal Courts of such State.
- 6.7 DISPUTE RESOLUTION.** The SUBCONTRACTOR and T&M agree that they shall submit any and all unsettled claims, counterclaims, and other unresolved disputes to non-binding mediation, where each party shall pay its own costs and fifty percent (50%) of the mediator's fees.
- 6.8 NOTICES.** All notices required or permitted hereunder shall be in writing addressed to the respective Parties as set forth herein, unless another address shall have been designated, and shall be delivered by hand or by registered or certified mail, postage prepaid.
- 6.9 SEVERABILITY.** If any provision contained herein is held to be unenforceable by a court of law or equity, this Agreement shall be construed as if such provision did not exist and the unenforceability of such a provision shall not be held to render any other provision of this Agreement unenforceable.
- 6.10 SURVIVAL.** All express representations, indemnifications or limitations of liability made in or given in this Agreement will survive the completion of all work of the SUBCONTRACTOR under this Agreement or the termination of this Agreement for any reason.
- 6.11 EXECUTION.** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which, taken together, shall constitute one and the same agreement. Execution and delivery of this Agreement may be evidenced by e-mail or facsimile transmission.
- 6.12 ENTIRE AGREEMENT.** This Agreement [*consisting of the Exhibits, and the terms and conditions of this Subcontractor Agreement*] comprise the final and complete agreement between the SUBCONTRACTOR and T&M. It supersedes all prior or contemporaneous communications, representations, or Agreements, whether oral or written, relating to the subject matter of this Agreement. Execution of this Agreement signifies that each party has read the document thoroughly, has had the opportunity to have questions explained by independent counsel and is satisfied with the terms and conditions. Amendments to this Agreement shall not be binding unless made in writing and signed by both T&M and the SUBCONTRACTOR.
- 6.13 EXHIBITS.** The following Exhibits are incorporated herein by reference and form an integral part of this Agreement.

[EXHIBIT I - PROPOSAL](#)
[EXHIBIT II - MINIMUM INSURANCE REQUIREMENTS](#)

THE PARTIES HERETO have made and executed this Agreement and agree to be bound by the terms and conditions stated herein, as of the day and year first written above.

T&M ASSOCIATES

By: _____

Name: _____

Title: _____

Date: _____

SUBCONTRACTOR'S NAME

By: _____

Name: _____

Title: _____

Date: _____

EXHIBIT I
PROPOSAL

{ATTACH}

EXHIBIT II

MINIMUM INSURANCE REQUIREMENTS

1. Coverage and Minimum Limits:

A. Commercial General Liability

Each Occurrence \$1,000,000

Aggregate \$2,000,000

B. Comprehensive Automobile Liability
(including owner, non-owned, and hired)

Combined Single Limit \$1,000,000

C. Worker's Compensation and Employer's Liability

Worker's Compensation As required by Law

Employer's Liability \$1,000,000 Each Accident

2. Coverage shall be maintained for ten (10) years after substantial completion of the Project. The SUBCONTRACTOR shall not begin Services until evidence of insurance is provided to T&M.
3. T&M Associates and the Project Owner shall be named Additional Insureds for A, B, and C above.
4. SUBCONTRACTOR shall provide copies of policies for review.

Attachment E

Bid Sheet

