

AGREEMENT

between

THE GENERAL CONTRACTORS' ASSOCIATION
OF PITTSFIELD, MASSACHUSETTS

and the

MASSACHUSETTS and NORTHERN NEW ENGLAND LABORERS'

DISTRICT COUNCIL

in behalf of

LOCAL UNION 473, PITTSFIELD, MASSACHUSETTS

of the

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
AFL-CIO



Effective June 1, 2017 through May 31, 2021

AGREEMENT

This AGREEMENT made and entered into this 1st day of June, 2017, by and between the GENERAL CONTRACTOR'S ASSOCIATION OF PITTSFIELD, MASSACHUSETTS organized and existing under the laws of the Commonwealth of Massachusetts, referred to hereinafter as the "ASSOCIATION", acting for and in behalf of and under the authority of its members whose names appear on Schedule I, attached hereto, and any other member joining said Association during the term of this Agreement it is authorized and has agreed to represent and such other Building Contractors who execute an Acceptance of the Terms and Provisions of this Agreement, hereinafter referred to as the "EMPLOYER", and the Massachusetts and Northern New England Laborers' District Council, hereinafter referred to as the "UNION/COUNCIL", acting for and in behalf of Local Union 473, Pittsfield, Massachusetts, hereinafter referred to as the "LOCAL UNION". Also, Any employer to this Agreement agrees to abide by the so-called Building & Site Agreements entered into by and between the Construction Industry Association of Western Massachusetts, Inc. and Local Union 596, Holyoke, Massachusetts and Local Union 999, Springfield Massachusetts, and by and between the Labor Relations Division of the Associated General Contractors of Eastern Massachusetts, Inc. and Massachusetts and Northern New England Laborers' District Council whenever such employer performs work covered by those Agreements.

PREAMBLE

This Agreement is entered into to facilitate the adjustment of grievances and disputes between the Employers and Employees; to provide, insofar as possible, for the continuous employment of labor and to bring about stable conditions in the industry, and to establish necessary procedure for the amicable adjustment of all disputes which may arise between Employers and Employees.

DECLARATION OF PRINCIPLES

There shall be no discrimination against any work person by reason of race, creed, color, sex, age or national origin. The Employer shall abide by the Federal Williams-Steiger Occupational Safety and Health Act, the Environmental Protection Act, and the laws and regulations administered by the Massachusetts Department of Environmental Quality Engineering pertaining to Asbestos Removal.

ARTICLE I

TERRITORIAL JURISDICTION

The territory covered by this Agreement is as follows: Ashfield, New Ashford, Alford, Monterey, Adams, Becket, Buckland, Charlemont, Cheshire, Chesterfield, Clarksburg, Cummington, Dalton, Egremont, Florida, Great Barrington, Goshen, Hawley, Heath, Hinsdale, Lanesboro, Lee, Lenox, Monroe, Mt. Washington, New Marlboro, North Adams, Otis, Peru, Pittsfield, Plainfield, Richmond, Rowe, Sandisfield, Savoy, Sheffield, Stockbridge, Tyringham, Washington, Windsor, West Stockbridge, Williamstown, Worthington, Middlefield, Hancock, all in Massachusetts. In the State of Vermont, Bennington and Windham Counties.

ARTICLE II

UNION RECOGNITION, UNION SECURITY, EMPLOYMENT OF LABORERS AND SUBCONTRACTORS

Section 1. The Employer hereby recognizes and acknowledges that the Union is the exclusive representative of all employees in the classifications of work covered by this Agreement for the purpose of collective bargaining as provided by the Labor-Management Relations Act of 1947, as amended. The Employer will bargain in good faith with respect to renewal or extension of the current or any subsequent collective bargaining agreement.

Section 2. Inasmuch as the Employer is satisfied that the Union represents a majority of its employees in the bargaining unit described herein, the Employer recognizes the Union as the exclusive bargaining agent under Section 9(a) of the National Labor Relations Act for all employees within the bargaining unit on all present and future job sites within the jurisdiction of the Union, unless and until such time as the Union loses its status as the employees' exclusive representative as the result of an NLRB election requested by the employees. The Employer agrees that it will not request an NLRB election and expressly waives any right it may have to do so. If the Union has not yet submitted a determination of its majority support, the Employer agrees that, upon the Union's presentation of evidence of majority status among its employees in the bargaining unit described herein, it will voluntarily recognize the Union as the exclusive bargaining agent for all employees within the bargaining unit on all present and future job sites within the jurisdiction of the Union. The Employer expressly waives any right it has to condition its recognition of the Union upon the Union's certification by the NLRB as the employees' bargaining representative following the NLRB election.

ARTICLE III

HOURS - CLASSIFICATIONS

Section 1. For the purpose of this paragraph, residential wood frame construction is defined to include all new work in connection with construction of all residential units such as single unit dwellings, duplexes, town houses, and walk-up apartments which do not exceed four stories in height including a basement. This definition shall also cover the receiving, fastening and putting in place of modular residential units, when used in construction, as described above, regardless of the material utilized, to construct modular units including, but not limited to wood, or plastic.

On all new residential wood frame construction, as defined above, and during any work week in which hours of production are lost due to inclement weather, the Contractor, after notifying the Union, may work the Saturday following the Friday of the regular work week, in which the inclement weather occurs, at straight time to make up the forty (40) hour work week. It is understood and agreed that no employee is required to work make-up time and shall not be subject to discharge or any other discipline for refusing such work.

Section 2. The Laborers engaged in the repair and maintenance of atomic power plants or atomic laboratory sections of nuclear facilities in Massachusetts and in the Counties of Bennington and Windham in the State of Vermont have a new and separate classification calling for its own rate, which under the terms of the current Agreement will be the regular Massachusetts Laborers' Rate.

Section 3. The rate to be paid for intermediate classifications shall be as follows: The amounts indicated shall be the amounts to be paid per hour, over and above the basic wage rate referred to above:

Asphalt Rakers, Carbide Core Driller Operators, Chain Saw Operators, Pipelayers, Jackhammer and Paving Breaker Operators, Barco-type Jumping Tampers, Laser Beam Operators, Concrete Pump Operators, Mortar Mixers, Ride-on Motorized Buggy Operators and Fence and Beam Rail Erectors.....	\$0.25
Precast Floor and Roof Plant Erectors, Sign Erectors and Asbestos Removers.....	\$0.75

Air Track Operators, Block Pavers, Rammers and Curb Setters.....	\$0.75
Powdermen and Blasters.....	\$1.00
Operation of Lull. Minimum 8 hours per day.....	\$1.00
Mason Tender.....6/01/03 \$0.75.....6/01/04...\$1.00.....6/01/06..\$2.00	
Mason Tender/Lull.....6/01/03 \$1.75.....6/01/04...\$2.00....6/01/06...\$3.00	
Concrete Specialist.....6/01/06 \$0.50	
Lead Abatement.....	\$1.00
Asbestos Workers.....	\$1.00

Section 5. TUNNELS IN VERMONT - The wage rates and conditions for all tunnels in Bennington and Windham Counties shall be the rates and conditions as set forth in Subdivision B of the current Agreement by and between the Labor Relations Division of Construction Industries of Massachusetts, Inc. and Massachusetts Laborers' District Council of the Laborers' International Union of North America.

Section 6. The employment of Watchmen shall be at the discretion of the Employer. However, should the Employer employ Watchmen, other than guards furnished by a protective service, it is agreed that such Watchmen shall come under the provisions of this Agreement and that they shall be paid on a straight hourly basis unless job or government regulations make it mandatory to pay them overtime rates after forty (40) hours. The hourly rate shall be paid as follows:

Section 7. Forty (40) hours shall constitute a week's work for all laborers; eight (8) hours shall constitute a day's work, from 8:00 a.m. to 12:00 noon, and between 12:30 p.m. and 4:30 p.m., on Monday, Tuesday, Wednesday, Thursday and Friday. Work performed on Sundays and holidays require a permit from the Union. If any work is to be performed on Saturday, the Steward shall be notified. In the event that a particular operation may request permission to deviate from the above hours within the hours of 7:00 a.m. and 5:00 p.m., such permission may be granted by the Business Manager.

Section 8. When two (2) or more shifts are worked, they shall continue for at least three (3) consecutive regular workdays unless the Employer is prevented from working such days or any portion thereof because of conditions beyond his control, including weather conditions.

The first shift shall be of eight (8) hours, the second shift shall be of seven and one-half (7½) hours, and the third shift shall be of seven (7) hours and eight (8) hours pay shall be paid for each shift.

ARTICLE XXIV

CONSTRUCTION MANAGER

Whenever any signatory contractor performs work as a management consultant, construction manager, program manager, developer, owner/builder or solicits bids from subcontractors, considers proposals submitted by subcontractors or coordinates work performed by subcontractors it shall be deemed to be a general contractor subject to the terms and conditions of this Agreement, with respect to all jobsite work, including, but not limited to assuring that all work covered by this Agreement is performed by contractors that are parties to a collective bargaining agreement with the Union. Provided, however, this provision shall not apply to any affiliated development company or to an entity that does not manage and/or coordinate the construction contracts or construction work and that does not select subcontractors. Provided further that this provision shall not apply to work outside the scope of the construction manager's contract with the outside owner or developer of the project. The employer recognizes that the Union, pursuant to the National Labor Relations Act, has the right to request that the Employer provide it with information relating to whether it manages and/or coordinates contracts or work or selects subcontractors.

ARTICLE XXV

TRADE AUTONOMY

The Employer acknowledges and shall honor the Union's claim of jurisdiction and trade autonomy over the following divisions and subdivisions of the trade:

Section 1. GENERAL BUILDING AND SITE WORK: It is agreed that Laborers' work shall include but not be limited to all work necessary to tend the carpenters, masons and other building trades craftsmen, all cleanup of debris, grounds and buildings; all work in connection with the stripping of forms, other than panel forms which are to be re-used in their original form, and the stripping of forms on all flat arch work; all work in connection with the unloading of office partitions, the unloading of materials that are wrapped or protected by means of paper, corrugated paper, cardboard, wood, polyethylene, or any like materials, and all general laborers' work.; all work in connection with excavation for building and all other construction, including digging of trenches, piers, foundations, holes, caissons and cofferdams. (This does not restrict the laborers from performing other work.); all work in connection with concrete work, chipping and grinding, mixing, handling, shoveling, conveying, pouring, concrete pumps and similar type machines, grout pumps, nozzlemen, vibrating equipment, guniting equipment and otherwise applying

concrete, whether done by hand or any other process; and wrecking, stripping, dismantling and handling concrete forms and false work; all work in connection with excavation, grading, preparation, concreting, asphalt and mastic paving, paving ramming, curbing and flagging of other stone materials; all work in connection with the cutting of holes, digging of trenches, manholes, etc., handling and conveying of all materials for same, concreting of same, and the backfilling, grading and resurfacing of same; all work in connection with the construction of caissons, nonmetallic drains and sewers, metallic drains and sewers, any type of conduit and cribbing, lagging, bracing, sheeting, trench jacking and handling of hand-guided lagging hammers in open trenches and ditches; all work in connection with the shoring, underpinning and razing of all structures; all work in connection with drilling and loading, placing and blasting of all powder and explosives; all work in connection with the slinging, handling and placing of all riprap, rock and stone, retaining walls or wherever used; all work on precasting or prefabrication at the construction project site or at the precast or prefabrication yard specifically established and operated for that one particular construction job and in wrecking yards and wrecking work on construction; all work in connection with the removal and disposal of asbestos or toxic waste; all work on atomic power plants or in the atomic laboratory sections of nuclear facilities, i.e. shielding, deconning, hydro-lasing, wrapping of ladders, planks, etc., erection, maintenance of and removal of all scaffolds to be used by all trades, distribution of ladders, air hoses, installation of temporary fresh air lines, removal of temporary piping, sweeping, cleaning and removal of all debris, bagging and removal of all materials, rewinding of fire hoses, fire watchers for all crafts, distribution of all clothing, washing face masks, and all work in areas such as dressing areas and laundry areas; all work performed in connection with airport operations including escort, radio, flagging and driving functions; and all other work in connection with any of the classifications of work set forth in this Agreement including, but not limited to;

Section 2. CURB AND SIDEWALK FORMS, GRADING, LANDSCAPING, TRADITIONAL STONE AND BRICK WORK: The erection and setting of curb and sidewalk forms, grading and landscaping, as well as the traditional laborers work involved in the setting of stone and brick in connection with paving work shall be the work of the laborer;

Section 3. SCAFFOLDS: The building, erecting, dismantling and maintenance thereof all exterior scaffolds for all trades including, but not limited to, lathers, plasterers, bricklayers, carpenters and masons. Building, planking or installation and removal of all staging, swinging and hanging scaffolds and motorized/mechanical climbing platforms shall be the work of the laborers;

When a masonry subcontractor or general contractor performs the erection and/or dismantling of scaffolding in the furtherance of any masonry work, the erection and/or dismantling of scaffolding, along with all of the masonry work, shall be the exclusive jurisdiction of the laborer. In the event that the erection and/or dismantling or scaffolding is performed by any other trade, the parties agree that the masonry subcontractor or masonry general contractor shall be considered to be in violation of this Agreement and shall immediately provide the Union with compensation for the laborer or laborers who were denied this work opportunity in an amount equal to that paid to the member or members of the other trade, or management, who wrongly performed the work.

Section 4. CHIPPING AND CUTTING: The cutting, chipping, coring and / or grinding of existing structures whether they be concrete, steel, masonry or wood shall be the work of the laborer;

Section 5. CLEANUP: The cleaning of all debris for all trades to designated areas or stockpiles on each floor shall be the exclusive work of the laborers. This work shall include wire brushing of windows, scraping of floors, removal of surplus material from all fixtures within the confines of the structure and cleaning of all debris for all trades in the building and construction area. Clean-up work shall be the exclusive work of the laborer even in the case of a Construction Manager who directs and subcontracts all work. In the case of a Construction Manager, each individual subcontractor will utilize laborers directly or indirectly to perform clean-up work. The general clean-up for all trades including sweeping, cleaning, washdown and wiping of construction facility, equipment and furnishings and removal of loading or burning of all debris including crates, boxes, packaging waste material shall be the work of the laborers. Washing or cleaning of walls, partitions, ceilings, windows, bathrooms, kitchens, laboratory, and all fixtures and facilities therein shall be the work of the laborers. Clean-up, mopping, washing, waxing and polishing and dusting of all floor areas shall be the work of the laborers;

Section 6. AIRPORTS: All work performed in connection with airport operations including escort, radio, flagging and driving functions shall be the work of the laborer. Any construction gate will be manned by a laborer;

Section 7. WINTER PROTECTION: The installation, fastening (including, but not limited to cleating), dismantling and adjusting by any means, method or mode of windbreaks, temporary enclosures, insulating blankets or other winter protection

devices whether they be canvas, synthetic or other material of any configuration shall be the work of the laborer, with the exception of pre-manufactured buildings;

Section 8. HEATER OPERATION: The installation and operation of all temporary heat and ventilation systems, including radiant heat, motorized or not. The installing, relocating and repairing of the pipe or duct system shall be the work of the Laborer. The installation of individual units of non-bulk systems such as “salamander” and “LP” gas heaters shall be the work of the laborers;

Section 9. HIGHWAY LANE STRIPING AND PAVEMENT ARROWS AND MARKINGS: Highway and parking lot striping, pavement arrows and other markings shall be the work of the laborers;

Section 10. STRIPPING AND DISMANTLING OF CONCRETE FORMS: The stripping and dismantling of all forms related to flat arch, final strip, bulkheads, and bridge brackets shall be the work of the laborers. This involves the release of forms by any means, method, or mode from the concrete structure and the dismantling of the shoring, staging and other related material supporting the forms including, but not limited to, spanalls, joists, over hanging brackets, and mechanical travelers. All loading, unloading, stockpiling, oiling, cleaning and moving of any forms to their next point of installation is the work of the laborer. Final strip shall be the work of the laborer defined as the breakdown of any form system by any means, method or mode to its integral components for stockpile, storage or removal from the jobsite or to be discarded. Gang forms will be moved, by any means, method or mode to the next point of installation by the laborers. Another trade will then accept the form and set it. All loading, unloading, stockpiling, oiling, cleaning and moving of any forms to their next point of installation shall be the work of the laborers;

Section 11. TENDERS: Tending masons, plasterers, carpenters and other building and construction crafts.

Tending shall consist of preparation of materials and the handling and conveying of materials to be used by mechanics of other crafts, whether such preparation is by hand or any other process. After the material has been prepared, tending shall include the supplying and conveying of said material and other materials to such mechanic, whether by bucket, hod, wheelbarrow, buggy, or other motorized unit used for such purpose, including forklifts, lulls, bobcats and other similarly related equipment involved in traditional laborers’ work, and the tending by any means, method or mode of the erection of concrete form related support systems, form travelers, spandalls, Joists, bridge brackets, vertical and slopped form work;

Unloading, handling and distributing of all materials, fixtures, furnishings and appliances from point of delivery to stockpiles and from stockpiles to approximate point of installation;

Drying of plaster, concrete, mortar or other aggregate, when done by salamander heat or any other drying process;

The aging and curing of concrete (including but not limited to the spraying of water), mortar and other materials applied to walls, floors, ceilings and foundations of buildings and structures, highways, airports, overpasses and underpasses, tunnels, bridges, approaches, viaducts, ramps or other similar surfaces by any mode or method.

Section 12. EXCAVATIONS AND FOUNDATIONS-SITE PREPARATION AND CLEARANCE-TRANSPORTATION AND TRANSMISSION LINES: Excavation for building and all other construction, digging of trenches, piers, foundations and holes; digging, lagging, sheeting, cribbing, bracing and propping of foundations, holes, caissons, cofferdams, dams, dikes and irrigation trenches, canals, and all handling, filling and placing of sand bags connected therewith. All drilling, blasting and scaling on the site or along the right-of-way, as well as access roads, reservoirs, including areas adjacent or pertinent to construction site; installation of temporary lines;

Preparation and compacting of roadbeds for railroad track laying, highway construction and the preparation of trenches, footings, etc. for cross-country transmission by pipelines or electric transmission or underground lines or cables. Cathodic protection and mobile lighting plants;

On site preparation and right-of-way for clearance for construction of any structures or the installation of traffic and transportation facilities such as highways, pipelines, electrical transmission lines, dam sites and reservoir areas, access roads, etc. Clearing and slashing of brush or trees by hand or with mechanical cutting methods. Blasting for all purposes, such as stumps, rocks, general demolition. Falling, bucking, yarding, loading or burning of all trees or timber on construction areas. Choker setters, off bearers, lumber handlers and all laborers connected with on-site portable sawmill operations connected with clearing. Erection, dismantling and/or reinstallation of all fences. Clean up of right-of-way, including tying on, signaling, stacking of brush, trees, or other debris, and burning where required. All soil test

operations of semi and unskilled labor, such as filling of sand bags, handling of timber and loading and unloading of same.

Section 13. CONCRETE BITUMINOUS CONCRETE AND AGGREGATES:

- (a) Concrete, bituminous concrete, or aggregate for walls, footings, foundations, floors or for any other construction. Mixing, handling, conveying, pouring, vibrating, gunniting and otherwise placing concrete or aggregate whether done by hand or any other process. Wrecking, stripping, dismantling, and handling concrete forms and false work. Building of centers for fire-proofing purposes. Operation of motorized wheelbarrows or buggies or machines of similar character, whether run by gas, diesel or electric power. When concrete or aggregates are conveyed by crane or derrick, or similar methods, the hooking on, signaling, dumping and unhooking the bucket. Placing of concrete or aggregates, whether poured, pumped, gunnited, or placed by any other process. The assembly, uncoupling of all connections and parts of or to equipment used in mixing or conveying concrete, aggregates or mortar, and the cleaning of such equipment, parts and/or connections. All vibrating, grinding, spreading, flowing, puddling, leveling and a strike-off of concrete or aggregates by floating, rodding or screening, by hand or mechanical means prior to finishing. Where pre-stressed or pre-cast concrete slabs, walls or sections are used, all loading, unloading, stockpiling, hooking on, signaling, unhooking, setting and barring into place of such slabs, walls or sections.
- (b) All mixing, handling, conveying, placing and spreading of grout for any purpose. Green cutting of concrete or aggregate in any form, by hand, mechanical means, grindstones or air or water; The filling and patching of voids, crevices, etc. to correct defects in concrete caused by leakage, bulging, sagging, etc.;
- (c) The loading, unloading, carrying, distributing and handling of all rods, mesh and material for use in reinforcing concrete construction. The hoisting of rods, mesh and other materials except when a derrick or outrigger operated by other than hand power is used.
- (d) All work on interior concrete columns, foundations for engine and machinery beds.
- (e) The cutting, grooving or coring of all types of concrete, including bituminous concrete, shall be the work of the laborers; the coring of concrete for multiple

use openings or openings which require structural modification shall be the work of the laborer.

The snapping of wall ties and removal of tie rods. Handling, placing and operation of the nozzle, hoses and pots or hoppers on sandblasting or other abrasive cleaning. The jacking of slip forms, on all semi and unskilled work connected therewith.

Section 14. STREETS. WAYS AND BRIDGES; Work in the excavation, preparation, concreting, asphalt bituminous concrete and mastic paving, paving, ramming, curbing, flagging and surfacing of streets, ways, courts, underpasses, overpasses, bridges, approaches and slope walls and the grading and landscaping thereof and all other labor connected therewith. Cleaning, grading, fence or guard rail installation and/or removal for streets, highways, roadways, aprons, runways, sidewalks, parking area, airports, approaches and other similar installations. Preparation, construction, and maintenance of roadbeds and sub-grade material, ramming or otherwise compacting. Setting, leveling and securing or bracing of metal or other road forms and expansion joints, including placing of reinforcing mats or wire mesh, for the above work. Loading, unloading, placing, handling and spreading of concrete aggregate or paving material, including leveling of the surface. Strike-off of concrete, when used as paving material by hand and floating or mechanical screening for strike-off. Cutting of concrete for expansion joints and other purposes. Setting of curb forms and the mixing, pouring, cutting, flowing and strike-off of concrete used therefor. The setting, leveling and grouting of all pre-cast concrete or stone curb sections. Installation of all joints, removal of forms and cleaning, stacking, loading, oiling and handling. Grading and landscaping in connection with paving work. All work in connection with loading, unloading, handling, signaling, slinging and setting of all paving blocks, rip-rap or retaining walls such as stone, wood, metal, concrete or other material and the preparation of surfaces to receive same.

Section 15. TRENCHES. MANHOLES. HANDLING AND DISTRIBUTION OF PIPE. ETC.: Cutting of streets and ways for laying of pipes, cables or conduits for all purposes; digging of trenches, manholes, etc.; handling and conveying all materials, concreting, backfilling, grading, and resurfacing and all other labor connected therewith. Clearing and site preparation as described herein. Cutting or jackhammering of streets, roads, sidewalks or aprons by hand or the use of air or other tools. Digging of trenches, ditches and manholes and the leveling, grading and other preparation prior to laying pipe or conduit for any purpose. Loading, unloading, sorting, stockpiling, wrapping, coating, treating, handling and distribution of water mains, gas mains and all pipe, including placing, setting and

removal of skids. Cribbing, driving of sheet piling, lagging and shoring of all ditches, trenches and manholes. Handling, mixing or pouring of concrete and the handling and placing of other materials for saddles, beds or foundations for the protection of pipes, wires, conduits, etc. Back filling and compacting of all ditches, resurfacing of roads, streets, etc., and/or restoration of lawns and landscaping, the erection and dismantling of duct bank shall be the work of the laborer.

Section 16. SHAFTS AND TUNNELS. SUBWAYS AND SEWERS; Construction of sewers, shafts, tunnels, subways, caissons, cofferdams, dikes, dams, levees, aqueducts, culverts, flood control projects and airports. All underground work involved in mines, underground chambers for storage or other purposes, tunnels, or shafts for any purpose, whether in free or compressed air. Drilling and blasting, mucking and removal of material from the tunnels and shafts. The cutting, drilling and installation of material used for timbering or retimbering, lagging, bracing, propping , or shoring the tunnel or shaft. Assembly and installation of multiplate, liner plate, rings, mesh, mats or forms for any tunnel or shaft, including the setting of rods for same. Pouring, pump-creting or gunniting of concrete in any tunnel or shaft. Operation, manual or hydraulic jacking of shields and the use of such other mechanical equipment as may be necessary. Excavation or digging and grading of footage and foundations for bridges, overpasses, underpasses, aqueducts, etc. and their approaches. All concrete work as described above and addition, hooking on, signaling and dumping of concrete for treme work over water on caissons, pilings, abutements, etc. Excavation grading, grade preparation and landscaping of approaches. Installation of pipe, gratings and grill work for drains or other purposes. Installation of well points or any other dewatering system;

Section 17. COMPRESSED AIR; In compressed air all work underground or in compression chambers, including tending of the outer aid lock. All work in compressed air construction, including, but not limited to, groutmen, trackmen, blasters, shield drivers, miners, brakemen, miner's helpers, lock tenders, mucking machine operators, motor men, gauge tenders, rodmen, compressed air electricians, setting of liner plate and ring sets, drill runners, powdermen or blasters, air hoist operators, form men, concrete blower operators, cement (insert) operators, power knife operators, erector operators, keyboard operators, pebble placer operators, car pushers, grout machine operators, steel setters, cage tenders, skimmers track layers, dumpmen, diamond drillers, timbermen and retimbermen, cherry pickmen, nippers, chucktenders and cable tenders, vibratormen, jetgunmen, gunnite nozzle men, gunmen, reboundmen and all other work connected therewith;

Section 18. SEWERS, DRAINS. CULVERTS AND MULTIPLATE; Unloading, sorting, stockpiling, wrapping, coating, treating, handling, distribution and lowering or raising of all pipe or multiplate. All digging, driving of sheet piling, lagging, bracing, shoring, and cribbing; breaking of concrete backfilling, tampling, resurfacing and paving of all ditches in preparation for the laying of all pipe. Pipe laying, leveling and making of the joint of any pipe used for main or wide sewers and storm sewers. All of the laying of clay, terra cotta, ironstone, vitrified concrete or other pipe and the making of joints for main or side sewers and storm sewers and all pipe for drainage. Unloading, handling, distribution, assembly in place, bolting and lining up of sectional metal or other pipe, including corrugated pipe. Laying of lateral sewer pipe from main sewer or side sewer work to be done under proper supervision. (Referee Hutcheson's decision.) Laying, leveling and making of the joint of all multi-purpose pipe or multi-cell conduit. Cutting of holes in walls, footings, piers or other obstructions for the passage of pipe or conduit for any purpose and the pouring of concrete to secure said holes. Digging under streets, roadways, aprons or other paved surfaces for the passage of pipe, by hand, earth auger or any other method, and manual and hydraulic jacking of pipe under said surfaces. Installation of septic tanks, cesspools and drain fields.

Section 19. UNDERPINNING. LAGGING. BRACING PROPPING AND SHORING: Underpinning, lagging, bracing, propping and shoring, raising and moving of all structures; raising of structures by manual or hydraulic jacks or other methods. All work on house moving, shoring and underpinning of structures, loading, signaling, right-of-way clearance along the route of movement. Resetting of structure in new location to include all site clearing, excavation for foundation and concrete work. Cleanup and backfilling and landscaping old and new site;

Section 20. DRILLING AND BLASTING: All work of drilling, jackhammering and blasting. Operation of all rock and concrete drills, including handling, carrying, laying out of hoses, steel handling, installation of all temporary lines and handling and laying of all blasting mats. All work in connection with blasting, handling and storage of explosives, carrying to point of blasting, loading holes, setting fuses, making primers and exploding charges. All securing of surfaces with wire mesh and any other material and setting of necessary bolts and rods to anchor same. All high scaling and other rock breaking and removal after blast. Handling and laying of nets and other safety devices and signaling, flagging, and road guarding;

Section 21. SIGNAL MEN: Signal men on all construction work defined herein, including traffic control signal men at construction sites;

Section 22. GENERAL EXCAVATION AND GRADING: The clearing, excavating, filling, backfilling, grading and landscaping of all sites for all purposes and all labor connected therewith, including chainmen, rodmen, grade markers, etc.;

Section 23. FACTORIES: All work in factories, mills and industrial plants performed now or as may be acquired hereafter, including packers, cutters, loaders, raw materials unloaders, checkers, stuffers, production line personnel and stenciling of materials. Handling of raw pigment; vessel cleaners and/or dryers; washing or cleaning laboratory glassware, stocking of materials in laboratories; the cleaning and/or scrubbing, washing, polishing of all floors, glasses, windows, walls, restrooms and furniture;

Section 24 GENERAL: Material yards, junk yards, asphalt plants, concrete products plants, cemeteries, landscape nurseries and the cleaning or reconditioning of streets, ways, sewers, and water lines and all maintenance work and work of an unskilled and semi-skilled nature, including laborers in shipyards, tank cleaners, ship scalers, shipwright helpers, watchmen, flagmen, and safety men, toolroom men, park, sports arena and all recreational center employees, utilities employees, horticultural and agricultural workers, garbage and debris handlers and cleaners;

Section 25 PITS. YARDS QUARRIES. ETC.: All drillers, blasters and/or powdermen, nippers, signal men, laborers in quarries, crushed stone yards and gravel and sand pits and other similar plants, including temporary and portable batching plants;

Section 26 WRECKING: The wrecking or dismantling of buildings and all structures. Breaking away roof materials, beams of all kinds, with use of cutting or other wrecking tools as necessary. Burning or otherwise cutting all steel structural beams. Breaking away, cleaning and removal of all masonry and wood or metal fixtures for salvage or scrap. All hooking on and unhooking and signaling when materials for salvage or scrap are removed by crane or derrick. All loading and unloading of materials carried away from the site of wrecking. All work in salvage or junk yards in connection with cutting, cleaning, storing, stockpiling or handling of materials. All cleanup, removal of debris, burning, backfilling, and landscaping of the site of wrecked structure;

Section 27 RAILROAD TRACK WORK: Right-of-way clearance as described above, excavation, grading, sub-grading, blasting and compacting of right-of-way. Loading, unloading, stockpiling, handling and distribution of track and ties and placing of or jacking track and ties at point of installation;

All burning or otherwise cutting of track. Setting of tie plates, bolting, leveling and gauging of rails and all spiking, whether by hand or mechanical means. Placing and tamping of ballast by hand or mechanical means. Construction and/or relocation of mainlines, show flies, sidings, gradings, crossings, relocating of pipes and drainage and culverts connected with same and removal and replacing of all fences. Stripping of all concrete forms is the work of the laborer, regardless of type;

Section 28. STUDIO UTILITY EMPLOYEES: All such work as herein described as may be pertinent to and part of the operation of Motion Pictures and other related types of studios;

Section 29. USE OF TOOLS AND EQUIPMENT OPERATIONS: Operation of all hand, pneumatic, electric motor; combustion or air-driven tools or equipment necessary for the performance of work described herein including, but not limited to, the traditional laborers work involved in the operation and maintenance of such tools of the trade as forklifts, lulls, bobcats, pumps and other similarly related equipment; this includes the interior and exterior of building.

Section 30. FIRE WATCH: In the event a fire watch is required, it should be assigned to the laborer;

Section 31. CONCRETE SPECIALIST All Laborers' Concrete Specialist work including but not limited to all types of maintenance and utility concrete work, as well as dry packing and prefabricated and pre-stresses concrete construction on the job site and the shop, such as sidewalks, all walls not limited to concrete, columns, steps, floors, floor slab beams, joists, also screeding, finishing and rubbing, grouting, pointing and patching of the same will fall under the jurisdiction of this agreement. Laborers' concrete special's work shall include machine grinding and the preparation of sub floor surfaces.

Laborers' Concrete Specialists claim waterproofing, including but not limited to Thoroscal, Ironite Plasteweld and similar product not dependant on the type of base the above mentioned products are applied to. Bituminous applied damproofing with method of applications not limited to trowel on or applied with a heavy roller. The specified jurisdiction shall also include rubbing or grinding if done by machine or carborundum stone, patching brushing, chipping and brush hammering, cutting of nails, wires, wall tiles etc., of all concrete construction.

The Laborers' Concrete Specialist shall have jurisdiction over all specialist activity not limited to the above mentioned examples. The above mentioned jurisdiction will fall under the Laborers' Concrete Specialist rate. All other work contained in this agreement shall be paid at the agreed upon Laborers' rate.

Section 31. MISCELLANEOUS: All such work and jurisdiction as may have been acquired by reason of amalgamation or merger with former national or international unions and as may be hereafter acquired, including all such work and jurisdiction as declared by actions of the Executive Council or conventions of the American Federation of Labor.

ARTICLE XXVI

APPRENTICE PROGRAM

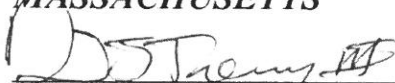
See Apprentice Standards for Construction Craft Laborers D.O.T. #869.463-580.

ARTICLE XXVII
TERMINATION OF THE AGREEMENT

This Agreement will expire on *May 31, 2021* for the parties to this Agreement and for the independent non-Association employers who have accepted and agreed to abide to this Agreement except that if neither of the parties identified on page 1 of this Agreement gives notice in writing to the other party between *March 1, 2021 and March 31, 2021* that it desires a change after *May 31, 2021*, then this Agreement shall continue in effect until *May 31, 2022* and so on each year thereafter unless on or before *March 31st* of each year thereafter, a notice is given by either party. This evergreen clause does not apply to any independent non-Association employers. If neither the Union nor the independent non-Association employer gives notice of termination between *March 1, 2021 and March 31, 2021*, they are bound to the successor of this Agreement for its full term.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized representatives on this 1st day of June, 2017, in Pittsfield, Massachusetts.

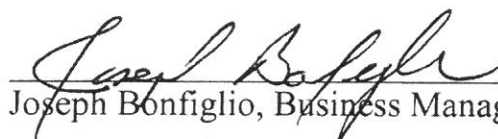
**GENERAL CONTRACTORS' ASSOCIATION OF PITTSFIELD,
MASSACHUSETTS**



David J. Tierney, Jr.

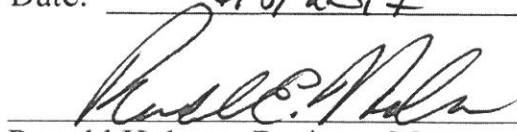
Date: 6/2/17

**MASSACHUSETTS AND NORTHERN NEW ENGLAND LABORERS'
DISTRICT COUNCIL** of the Laborers' International Union of North America



Joseph Bonfiglio, Business Manager

Date: 6/3/2017



Ronald Holmes, Business Manager, Laborers' Local 473

Date: 6/2/2017

[illegible]