

## Applicability

The Project or Program to which the construction work covered by this contract pertains is being assisted by the United States of America and the following Federal Labor Standards Provisions are included in this Contract pursuant to the provisions applicable to such Federal assistance.

**A. 1. (i) Minimum Wages.** All laborers and mechanics employed or working upon the site of the work, will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR Part 3), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. Contributions made or costs reasonably anticipated for bona fide fringe benefits under Section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of 29 CFR 5.5(a)(1)(iv); also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs, which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period.

Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under 29 CFR 5.5(a)(1)(ii) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible, place where it can be easily seen by the workers.

**(ii) (a)** Any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. HUD shall approve an additional classification and wage rate and fringe benefits therefor only when the following criteria have been met:

**(1)** The work to be performed by the classification requested is not performed by a classification in the wage determination; and

**(2)** The classification is utilized in the area by the construction industry; and

**(3)** The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.

**(b)** If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and HUD or its designee agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), a report of the action taken shall be sent by HUD or its designee to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB control number 1215-0140.)

**(c)** In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and HUD or its designee do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), HUD or its designee shall refer the questions, including the views of all interested parties and the recommendation of HUD or its designee, to the Administrator for determination. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB Control Number 1215-0140.)

**(d)** The wage rate (including fringe benefits where appropriate) determined pursuant to subparagraphs (1)(ii)(b) or (c) of this paragraph, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

**(iii)** Whenever the minimum wage rate prescribed in the contract for a class of laborers or mechanics includes a fringe benefit which is not expressed as an hourly rate, the contractor shall either pay the benefit as stated in the wage determination or shall pay another bona fide fringe benefit or an hourly cash equivalent thereof.

**(iv)** If the contractor does not make payments to a trustee or other third person, the contractor may consider as part

of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program. (Approved by the Office of Management and Budget under OMB Control Number 1215-0140.)

**2. Withholding.** HUD or its designee shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other Federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee or helper, employed or working on the site of the work, all or part of the wages required by the contract, HUD or its designee may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased. HUD or its designee may, after written notice to the contractor, disburse such amounts withheld for and on account of the contractor or subcontractor to the respective employees to whom they are due. The Comptroller General shall make such disbursements in the case of direct Davis-Bacon Act contracts.

**3. (i) Payrolls and basic records.** Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in Section 1(b)(2)(B) of the Davis-bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5 (a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in Section 1(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been

communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs. (Approved by the Office of Management and Budget under OMB Control Numbers 1215-0140 and 1215-0017.)

**(ii) (a)** The contractor shall submit weekly for each week in which any contract work is performed a copy of all payrolls to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i) except that full social security numbers and home addresses shall not be included on weekly transmittals. Instead the payrolls shall only need to include an individually identifying number for each employee (e.g., the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at <http://www.dol.gov/esa/whd/forms/wh347instr.htm> or its successor site. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors. Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee, the contractor, or the Wage and Hour Division of the Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this subparagraph for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to HUD or its designee. (Approved by the Office of Management and Budget under OMB Control Number 1215-0149.)

**(b)** Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor or his or her agent who pays or supervises the payment of the persons employed under the contract and shall certify the following:

**(1)** That the payroll for the payroll period contains the information required to be provided under 29 CFR 5.5 (a)(3)(ii), the appropriate information is being maintained under 29 CFR 5.5(a)(3)(i), and that such information is correct and complete;

(2) That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in 29 CFR Part 3;

(3) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract.

(c) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by subparagraph A.3.(ii)(b).

(d) The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under Section 1001 of Title 18 and Section 231 of Title 31 of the United States Code.

(iii) The contractor or subcontractor shall make the records required under subparagraph A.3.(i) available for inspection, copying, or transcription by authorized representatives of HUD or its designee or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, HUD or its designee may, after written notice to the contractor, sponsor, applicant or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

#### **4. Apprentices and Trainees.**

(i) **Apprentices.** Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who

is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(ii) **Trainees.** Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by

the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

**(iii) Equal employment opportunity.** The utilization of apprentices, trainees and journeymen under 29 CFR Part 5 shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR Part 30.

**5. Compliance with Copeland Act requirements.** The contractor shall comply with the requirements of 29 CFR Part 3 which are incorporated by reference in this contract

**6. Subcontracts.** The contractor or subcontractor will insert in any subcontracts the clauses contained in subparagraphs 1 through 11 in this paragraph A and such other clauses as HUD or its designee may by appropriate instructions require, and a copy of the applicable prevailing wage decision, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in this paragraph.

**7. Contract termination; debarment.** A breach of the contract clauses in 29 CFR 5.5 may be grounds for termination of the contract and for debarment as a contractor and a subcontractor as provided in 29 CFR 5.12.

**8. Compliance with Davis-Bacon and Related Act Requirements.** All rulings and interpretations of the Davis-Bacon and Related Acts contained in 29 CFR Parts 1, 3, and 5 are herein incorporated by reference in this contract

**9. Disputes concerning labor standards.** Disputes arising out of the labor standards provisions of this contract shall not be subject to the general disputes clause of this contract. Such disputes shall be resolved in accordance with the procedures of the Department of Labor set forth in 29 CFR Parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the contractor (or any of its subcontractors) and HUD or its designee, the U.S. Department of Labor, or the employees or their representatives.

**10. (i) Certification of Eligibility.** By entering into this contract the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be

awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

**(ii)** No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

**(iii)** The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001. Additionally, U.S. Criminal Code, Section 1 01 0, Title 18, U.S.C., "Federal Housing Administration transactions", provides in part: "Whoever, for the purpose of . . . influencing in any way the action of such Administration..... makes, utters or publishes any statement knowing the same to be false..... shall be fined not more than \$5,000 or imprisoned not more than two years, or both."

**11. Complaints, Proceedings, or Testimony by Employees.** No laborer or mechanic to whom the wage, salary, or other labor standards provisions of this Contract are applicable shall be discharged or in any other manner discriminated against by the Contractor or any subcontractor because such employee has filed any complaint or instituted or caused to be instituted any proceeding or has testified or is about to testify in any proceeding under or relating to the labor standards applicable under this Contract to his employer.

**B. Contract Work Hours and Safety Standards Act.** The provisions of this paragraph B are applicable where the amount of the prime contract exceeds \$100,000. As used in this paragraph, the terms "laborers" and "mechanics" include watchmen and guards.

**(1) Overtime requirements.** No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which the individual is employed on such work to work in excess of 40 hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of 40 hours in such workweek.

**(2) Violation; liability for unpaid wages; liquidated damages.** In the event of any violation of the clause set forth in subparagraph (1) of this paragraph, the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in subparagraph (1) of this paragraph, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of 40 hours without payment of the overtime wages required by the clause set forth in subparagraph (1) of this paragraph.

---

**(3) Withholding for unpaid wages and liquidated damages.** HUD or its designee shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contract, or any other Federally-assisted contract subject to the Contract Work Hours and Safety Standards Act which is held by the same prime contractor such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in subparagraph (2) of this paragraph.

**(4) Subcontracts.** The contractor or subcontractor shall insert in any subcontracts the clauses set forth in subparagraph (1) through (4) of this paragraph and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in subparagraphs (1) through (4) of this paragraph.

**C. Health and Safety.** The provisions of this paragraph C are applicable where the amount of the prime contract exceeds \$100,000.

**(1)** No laborer or mechanic shall be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous to his health and safety as determined under construction safety and health standards promulgated by the Secretary of Labor by regulation.

**(2)** The Contractor shall comply with all regulations issued by the Secretary of Labor pursuant to Title 29 Part 1926 and failure to comply may result in imposition of sanctions pursuant to the Contract Work Hours and Safety Standards Act, (Public Law 91-54, 83 Stat 96). 40 USC 3701 et seq.

**(3)** The contractor shall include the provisions of this paragraph in every subcontract so that such provisions will be binding on each subcontractor. The contractor shall take such action with respect to any subcontractor as the Secretary of Housing and Urban Development or the Secretary of Labor shall direct as a means of enforcing such provisions.

General Decision Number: MA160004 02/05/2016 MA4

Superseded General Decision Number: MA20150004

State: Massachusetts

Construction Type: Residential

Counties: Barnstable, Berkshire, Bristol, Essex, Hampden, Hampshire, Middlesex, Norfolk, Plymouth, Suffolk and Worcester Counties in Massachusetts.

RESIDENTIAL CONSTRUCTION PROJECTS (including single family homes and apartments up to and including 4 stories)

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Davis-Bacon Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Modification Number	Publication Date
0	01/08/2016
1	01/15/2016
2	01/22/2016
3	02/05/2016

BRMA0001-026 09/01/2015

#### LOWELL CHAPTER

MIDDLESEX COUNTY (Acton, Asby, Ashland, Ayer, Bedford, Billerica, Boxboro, Carlisle, Chemsford, Dracut, Dunstable, Framingham, Ft. Devens, Groton, Holliston, Hopkinton, Hudson, Littleton, Lowell, Maynard, Natick, North Acton, Pepperell, Sherborn, Shirley, South Acton, Stow, Tewksbury, Townsend, Tyngsboro, West Acton, Westford, Wilmington) NORFOLK (Medfield, Medway, Mills) WORCESTER (Ashburnham, Athol, Fitchburg, Gardner, Harvard, Hopedale, Hubbardston, Lancaster, Leominster, Lunenburg, Milford, Petersham, Phillipston, Princeton, Royalston, Southboro, Sterling, Templeton, Westminster, Winchendon)

	Rates	Fringes
Bricklayer, Plasterer, Stonemason.....	\$ 47.76	28.25

BRMA0001-027 08/31/2015

SPRINGFIELD/PITTSFIELD CHAPTER  
 BERKSHIRE, HAMPDEN, HAMPSHIRE, WORCESTER (Warren) COUNTIES

	Rates	Fringes
Bricklayer, Plasterers, Stonemasons, Tile Layers.....	\$ 38.36	27.01

-----  
 BRMA0001-028 09/01/2015

FOXBORO CHAPTER

BRISTOL (Attleboro, Berkley, Dighton, Mansfield, North  
 Attleboro, Norton, Raynham, Rehoboth, Seekonk, Taunton) NORFOLK  
 (Bellingham, Canton, Dedham, Foxboro, Franklin, Norfolk,  
 Norwood, Plainville, Sharon, Walpole, Westwood, Wrentham)  
 PLYMOUTH (Lakeville)

	Rates	Fringes
BRICKLAYER.....	\$ 47.76	28.25

-----  
 BRMA0001-029 09/01/2015

WORCESTER CHAPTER

(Auburn, Barre, Blackstone, Berlin, Bolton, Boylston,  
 Brookfield, Charlton, Clinton, Douglas, Dudley, Grafton,  
 hardwick, Holden, Leicester, Mendon, Millbury, Millville, New  
 Braintree, Northboro, Northbridge, Oakham, Oxford, Paxton,  
 Rutland, Shrewbury, Southbridge, Spencer, Sturbridge, Sutton,  
 Upton, Uxbridge, Webster, Westboro, West Boylston, Worcester)

	Rates	Fringes
Bricklayer, Plasterer, Stonemason.....	\$ 47.76	28.25

-----  
 BRMA0003-026 08/01/2015

BOSTON CHAPTER

MIDDLESEX (Arlington, Cambridge, Everett, Malden, Medford,  
 Melrose, Somerville) NORFOLK (Brookline, Milton) SUFFOLK

	Rates	Fringes
BRICKLAYER.....	\$ 49.86	29.12

-----  
 BRMA0003-027 08/01/2015

LYNN CHAPTER

ESSEX (Amesbury, Andover, Beverly, Boxford, Danvers, Essex,  
 Georgetown, Gloucester, Groveland, Hamilton, Haverhill,  
 Ipswich, Lawrence, Lynn, Lynnfield, Manchester, Nahant,  
 Newbury, Newburyport, North Andover, Peabody, Rockport, Rowley,  
 Salisbury, Salem, Saugus, Swampscott, Topsfield, Wakefield,  
 Wenham, West Newbury) MIDDLESEX (Reading, North Reading,

Wakefield)

	Rates	Fringes
Bricklayer, Plasterer.....	\$ 49.86	29.12

-----  
BRMA0003-028 08/01/2015

NEWTON CHAPTER

MIDDLESEX (Newton); NORFOLK (Dover, Needham, Wellesley)

	Rates	Fringes
Bricklayer, Plasterer.....	\$ 49.86	29.12

-----  
BRMA0003-029 08/01/2015

NEW BEDFORD CHAPTER

BARNSTABLE, BRISTOL (Acushnet, Darmouth, Fairhave, Fall River, Freetown, New Bedford, Somerset, Swansea, Westport) PLYMOUTH (Marion, Mattapoisett, Rochester, Wareham)

	Rates	Fringes
BRICKLAYER.....	\$ 49.86	29.12

-----  
BRMA0003-030 08/01/2015

QUINCY CHAPTER

NORFOLK (Avon, Braintree, Cohasset, Holbrook, Quincy, Randolph, Stoughton, Weymouth) PLYMOUTH (Abington, Bridgewater, Brockton, Carver, Duxbury, East Bridgewater, Halifax, Hanover, Hanson, Hingham, Hull, Kingston, Marshfield, Middleboro, Norwell, Pembroke, Plymouth, Rockland, Scituate, West Bridgewater, Whitman)

	Rates	Fringes
Bricklayer, Plasterer.....	\$ 49.86	29.12

-----  
BRMA0003-031 08/01/2015

WALTHAM CHAPTER

MIDDLESEX (Belmont, Burlington, Concord, Lixington, Lincoln, Stoneham, Sudbury, Waltham, Watertown, Wayland, Weston, Winchester, Woburn)

	Rates	Fringes
Bricklayer, Plasterer.....	\$ 49.86	29.12

-----  
BRMA0003-032 08/01/2015

BARNSTABLE, BRISTOL, SUFFOLK AND WORCESTER



	Rates	Fringes
Tile Layer.....	\$ 38.08	27.55

---

CARP0026-007 03/01/2015

BRISTOL (Attleborough, North Attleborough) ESSEX, MIDDLESEX (Except Belmont, Cambridge, Everett, Malden, Medford, Somerville) NORFOLK (Bellingham, Canton, Foxboro, Franklin, Medfield, Medway, Millis, Needham, Norfolk, Norwood, Plainville, Quincy, Sharon, Walpole, Wellesley, Westwood, Wrentham) and PLYMOUTH (Duxbury, Hanover, Hingham, Hull, Marshfield, Norwell, Pembroke, Rockland and Scituate)

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 35.75	26.88

---

CARP0033-006 03/01/2015

MIDDLESEX (Belmont, Cambridge, Everett, Malden, Medford, Somerville) NORFOLK (Brookline, Dedham, Milton) and SUFFOLK

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 42.30	27.38

---

CARP0107-011 03/01/2015

WORCESTER COUNTY  
(except Gilbertville, Hardwick, Warren, West Brookfield)

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 35.75	26.88

---

CARP0108-012 08/31/2015

BERKSHIRE, HAMPDEN, HAMPSHIRE AND WORCESTER (Gilbertville, Hardwick, Warren, West Brookfield)

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 32.39	23.43

---

CARP0624-008 03/01/2015

BARNSTABLE, BRISTOL (Except Attleboro and North Attleboro) AND

PLYMOUTH (Bridgewater, Brockton, Kingston, Lakeville,  
Middleboro, Plymouth, South Hanover, Whitman)

	Rates	Fringes
Carpenters (Including Drywall Hanging & Acoustical Ceiling Installation).....	\$ 35.75	26.88

---

CARP0723-001 04/01/2015

ZONE 2: BARNSTABLE, BERKSHIRE, BRISTOL, ESSEX, HAMPDEN,  
HAMPSHIRE, PLYMOUTH, WORCESTER COUNTIES AND PART OF MIDDLESEX,  
NORFOLK AND SUFFOLK COUNTIES  
(All other cities and towns in Massachusetts + Chelsea &  
Winthrop)

	Rates	Fringes
CARPENTER (New Wood Frame Construction not exceeding 4 stories including basement)		
Wood framing, siding and exterior trim work.....	\$ 25.00	14.11
All other carpentry work on wood frame projects.....	\$ 25.00	14.11

---

CARP0723-002 04/01/2015

ZONE 1: MIDDLESEX, NORFOLK AND SUFFOLK COUNTIES (Consists of  
Boston, Islands of Boston Harbor, Brookline, Cambridge,  
Dedham, Malden, Medford and Somerville)

	Rates	Fringes
Carpenters (New Wood Frame Construction not exceeding 4 stories including basement)		
Wood framing, siding and exterior trim work.....	\$ 29.50	14.11
All other carpentry work on wood frame projects.....	\$ 29.50	14.11

---

ELEC0007-008 06/28/2015

HAMPDEN (Except Chester and Holyoke); HAMPSHIRE (Belchertown,  
Ware); WORCESTER (Warren)

	Rates	Fringes
ELECTRICIAN.....	\$ 38.06	19.54

---

ELEC0007-009 06/28/2015

BERKSHIRE; HAMPDEN (Chester, Holyoke); HAMPSHIRE (Except  
Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 38.06	19.54
Teledata System Installer		
(Berkshire County).....	\$ 37.71	19.08

---

ELEC0096-004 12/01/2015

MIDDLESEX (Ashby, Ashland, Ayer, Ft. Devens, Groton, Hopkinton, Hudson, Marlboro, Pepperell, Shirley, Stow, Townsend);  
 WORCESTER (Except Warren)

	Rates	Fringes
ELECTRICIAN.....	\$ 39.37	11%+18.26
Teledata System Installer.....	\$ 26.83	3%+20.46

---

ELEC0099-005 06/01/2015

BRISTOL (North &amp; South Attleboro, Seekonk)

	Rates	Fringes
ELECTRICIAN.....	\$ 26.87	13.72%+13.57

---

ELEC0103-002 09/01/2015

ESSEX (Amesbury, Andover, Boxford, Georgetown, Groveland, Haverhill, Lawrence, Merrimac, Methuen, Newbury, Newburyport, North Andover, Rowley, Salisbury, West Newbury); MIDDLESEX (Bedford, Billerica, Boxboro, Burlington, Carlisle, Chelmsford, Dracut, Dunstable littleton, Lowell, North Reading, Tewksbury, Tyngsboro, Westford, Wilmington)

	Rates	Fringes
ELECTRICIAN.....	\$ 45.67	29.58

---

ELEC0103-004 09/01/2015

ESSEX (Beverly, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester, Marblehead, Middleton, Peabody, Rockport, Salem, Topsfield, Wenham)

	Rates	Fringes
ELECTRICIAN.....	\$ 45.67	29.58

---

ELEC0103-010 09/01/2015

ESSEX (Lynn, Lynnfield, Nahant, Saugus, Swampscott); MIDDLESEX (Acton, Arlington, Belmont, Cambridge, Concord, Everett, Framingham, Holliston, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Natick, Newton, Reading, Sherborn, Somerville, Stoneham, Sudbury, Wakefield, Waltham, Watertown,

Wayland, Weston, Winchester, Woburn); NORFOLK (Bellingham, Braintree, Brookline, Canton, Coahasset, Dedham, Dover, Foxboro, Franklin, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Sharon, Walpole, Wellesley, Westwood, Weymouth, Wrentham); PLYMOUTH (Hingham and Hull); SUFFOLK

	Rates	Fringes
ELECTRICIAN.....	\$ 45.67	29.58
Teledata System Installer (ESSEX; MIDDLESEX {Excluding Ashby, Ashland, Ayer, Ft. Devens, Groton, Hokinton, Hudson, Marlboro, Pepperell, Shirley, Stow, Townsend; NORFOLK {Excluding Avon, Holbrook, Plainville, Randolph, Stoughton; SUFFOLK)...	\$ 34.25	27.57

-----  
ELEC0223-011 09/01/2015

BARNSTABLE, BRISTOL (Except Attleboro, North Attleboro, Seekonk); NORFOLK (Avon, Halbrook, Randolph, Sloughton); PLYMOUTH (Except Hingham and Hull Townships)

	Rates	Fringes
ELECTRICIAN.....	\$ 36.41	27.75%+9.70
Teledata System Installer (PLYMOUTH COUNTY (except Townships of Hingham and Hull)).....	\$ 32.56	27.75%+9.85

-----  
ELEV0004-003 01/01/2016

BARNSTABLE, BRISTOL, ESSEX, MIDDLESEX, NORFOLK AND SUFFOLK

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 54.53	29.985+a+b

FOOTNOTE FOR ELEVATOR MECHANICS

a. Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.

b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

-----  
ELEV0041-007 01/01/2016

BERKSHIRE, HAMPDEN AND HAMPSHIRE

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 48.77	29.985+a+b

## FOOTNOTE:

a. Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.

b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

-----  
 ENGI0004-017 12/01/2015

BARNSTABLE; BRISTOL; ESSEX; MIDDLESEX, NORFOLK; PLYMOUTH;  
 SUFFOLK; and WORCESTER (Remainder of County)

	Rates	Fringes
Power Equipment Operator:		
Excavators & Loaders.....	\$ 43.73	25.80+A

## FOOTNOTE:

a. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Labor Day, Memorial day, Independence Day, Patriot's Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day.

-----  
 ENGI0004-018 12/01/2015

WORCESTER (Athol, Barre, Brookfield, East Brookfield, hardwick, New Braintree, North Brookfield, Oakham, Petersham, Phillipston, Royalston, Struthbridge, Templeton, Warren, West Brookfield, Winchendon)

	Rates	Fringes
Power Equipment Operator:		
Excavators & Loaders.....	\$ 43.73	25.80+A

## FOOTNOTES:

a. New Year's Day, Washington's Birthday, Memborial Day, Independence Day, Labor Day, Patriots Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day.

-----  
 ENGI0098-012 06/01/2014

BERKSHIRE; HAMPDEN and HAMPSHIRE COUNTIES

	Rates	Fringes
Power Equipment Operator:		
Excavators & Loaders.....	\$ 31.17	21.43+A

## FOOTNOTE:

a. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day,

## Veteran's Day, Thanksgiving Day and Christmas Day

-----  
LABO0022-014 06/01/2015

	Rates	Fringes
Laborers: Mason Tender, Stone/Stucco.....	\$ 31.15	20.30

-----  
LABO0473-003 06/01/2015BERKSHIRE, HAMPSHIRE (Chesterfield, Cummington, Goshen,  
Middlefield, Plainfield and Worthington)

	Rates	Fringes
Laborers: Mason Tender, Stone/Stucco.....	\$ 24.50	18.15

-----  
LABO0596-007 06/01/2015HAMPDEN, HAMPSHIRE (except Chesterfield, Cummington, Goshen,  
Middlefield, Plainfield and Worthington)

	Rates	Fringes
Laborers: Mason Tender, Stone/Stucco.....	\$ 29.75	19.58

-----  
PAIN0035-016 01/01/2015

BERKSHIRE, HAMPDEN, AND HAMPSHIRE COUNTIES

	Rates	Fringes
PAINTER (DRYWALL FINISHING ONLY) .....	\$ 29.03	22.05

-----  
PAIN0035-017 01/01/2015BARNSTABLE, BRISTOL, ESSEX, MIDDLESEX, NORFOLK, PLYMOUTH,  
SUFFOLK, AND WORCESTER COUNTIES

	Rates	Fringes
PAINTER (DRYWALL FINISHING ONLY) .....	\$ 36.26	25.95

-----  
PLAS0534-006 01/01/2016

MIDDLESEX; NORFOLK AND SUFFOLK COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 38.65	33.11

PLUM0004-006 09/01/2014

MIDDLESEX (Ashby, Ayer-West of Greenville branch of Boston and  
Maine Railroad, Ft. Devens, Groton, Shirley, Townsend)  
WORCESTER (except Hopedale and Southboro)

	Rates	Fringes
Plumbers, Pipefitters (including HVAC work).....	\$ 41.11	24.71

---

PLUM0012-008 09/01/2013

ESSEX(Ames, Andover, Beverly, Boxford, Byfield, Danvers, Essex,  
Georgetown, Gloucester, Groveland, Hamilton, Haverhill,  
Ipswich, Lawrence,Manchester, Marblehead, Merrimac, Methuen,  
Middleton, Newbury, Newburyport, North Andover, Peabody,  
Rockport, Rowley, Salem, Salisbury, Topsfield, Wenham, West  
Newbury)

	Rates	Fringes
PLUMBER.....	\$ 44.98	24.56

---

PLUM0012-009 09/01/2013

ESSEX(Lynn, Lynnfield, Nahant, Saugus, and Swampscott);  
MIDDLESEX (Acton, Arlington, Ashland, Ayer-except west of  
Greenville Branch of Boston & Maine Rail Road, Bedford,  
Belmont, Billerica, Boxboro, Burlington, Cambridge, Carlisle,  
Chelmsford, Concord, Dracut, Dunstable, Everett, Framingham,  
Hudson, Holliston, Hopkinton, Lexington, Lincoln, Littleton,  
Lowell, Malden, Marlboro, Maynard, Medford, Melrose, Natick,  
Newton, North Reading, Pepperell, Reading, Sherborn,  
Somerville, Stoneham, Stow, Sudbury, Tewksbury, Tyngsboro,  
Wakefield, Waltham, Watertown, Wayland, Westford, Wilmington,  
Winchester, Woburn); NORFOLK (Bellingham, Braintree, Brookline,  
Canton, Cohasset, Dedham, Dover, Foxboro, Franklin, Medfield,  
Medway, Millis, Milton, Needham, Norfolk, Norwood, Plainville,  
Quincy, Sharon, Walpole, Wellesley, Westwood, Weymouth,  
Wrentham); PLYMOUTH (Hingham, Hull, Scituate); SUFFOLK;  
WORCESTER (Hopedale and Southboro)

	Rates	Fringes
PLUMBER.....	\$ 49.06	24.56

---

PLUM0051-006 03/01/2014

BARNstable; BRISTOL; PLYMOUTH (Except Hingham, Hull, Scituate)

	Rates	Fringes
Plumbers, Pipefitters (including HVAC work).....	\$ 35.51	27.32

---

PLUM0104-005 09/17/2015

BERKSHIRE (Becket, Otis, Sandisfield); HAMPDEN; HAMPSHIRE

	Rates	Fringes
Plumbers, Pipefitters (including HVAC work).....	\$ 37.56	23.95+a

FOOTNOTE FOR PLUMBERS & STEAMFITTERS:

A. Paid holidays: Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer.

-----  
PLUM0104-011 09/17/2015

BERKSHIRE (Except Becket, Otis, Sandisfield)

	Rates	Fringes
Plumbers, Pipefitters (including HVAC work).....	\$ 36.03	23.95+a

FOOTNOTE FOR PLUMBERS & STEAMFITTERS:

A. Paid holidays: Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer.

-----  
PLUM0537-006 09/01/2015

ESSEX (Ames, Andover, Beverly, Boxford, Byfield, Danvers, Essex, Georgetown, Gloucester, Groveland, Hamilton, Haverhill, Ipswich, Lawrence, Lynn, Lynnfield, Manchester, Marblehead, Merrimac, Methuen, Middleton, Nahant, Newbury, Newburyport, North Andover, Peabody, Rockport, Rowley, Salem, Salisbury, Saugus, Swampscott, Topsfield, Wenham, West Newbury); MIDDLESEX (Acton, Arlington, Ashford, Ayer-except west of Greenville Branch of Boston & Maine Rail Road, Bedford, Belmont, Billerica, Boxboro, Burlington, Cambridge, Carlisle, Chelmsford, Concord, Dracut, Dunstable, Everett, Framingham, Hudson, Holliston, Hopkinton, Lexington, Lincoln, Littleton, Lowell, Malden, Marlboro, Maynard, Medford, Melrose, Natick, Newton, North Reading, Pepperell, Reading, Sherborn, Somerville, Stoneham, Stow, Sudbury, Tewksbury, Tyngsboro, Wakefield, Watham, Watertown, Wayland, Westford, Wilmington, Winchester and Woburn); NORFOLK (Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxboro, Franklin, Medford, Medway, Millis, Milton, Needham, Norfolk, Norwood, Plainville, Quincy, Sharon, Walpole, Wellesley, Westwood, Weymouth and Wrentham); PLYMOUTH (Hingham, Hull, Scituate); SUFFOLK; WORCHESTER (Hopedale and Southboro)

	Rates	Fringes
Pipefitter including HVAC work...	\$ 50.69	27.76

-----  
ROOF0033-006 08/01/2014



BARNSTABLE, BRISTOL, ESSEX, MIDDLESEX, NORFOLK, SUFFOLK,  
WORCESTER

	Rates	Fringes
Roofer, Waterproofers/Caulkers...	\$ 39.21	22.92

-----  
ROOF0248-004 07/16/2015

BERKSHIRE, HAMPDEN, HAMPSHIRE

	Rates	Fringes
Roofer, Waterproofers/Caulkers...	\$ 29.25	22.00
ROOFER: Slate & Tile Roof.....	\$ 29.75	22.50

-----  
SHEE0017-004 10/01/2015

WORCESTER (Harvard, Lancaster)

	Rates	Fringes
Sheet metal worker.....	\$ 35.60	30.05

-----  
SHEE0017-010 10/01/2015

BARNSTABLE, BRISTOL (Acushnet, Dartmouth, Dighton, Fairhaven,  
Fall River, Freetown, New Bedford, Rehoboth, Seekonk, Somerset,  
Swansea, Westport); PLYMOUTH (Marion, Mattapoisett, Rochester,  
Wareham)

	Rates	Fringes
Sheet Metal Worker.....	\$ 35.60	30.05

-----  
SHEE0017-011 10/01/2015

BRISTOL (Attleboro, Berkley, Easton, Mansfield, North  
Attleboro, Norton, Raynham, Taunton); ESSEX; MIDDLESEX;  
NORFOLK; PLYMOUTH (Except Marion Mattapoisett, Rochester,  
Wareham); SUFFOLK

	Rates	Fringes
Sheet Metal Worker.....	\$ 35.60	30.05

-----  
\* SHEE0063-002 01/01/2016

WORCESTER (Except Harvard & Lancaster)

	Rates	Fringes
Sheet metal worker.....	\$ 31.57	28.12

-----  
\* SHEE0063-004 01/01/2016

BERKSHIRE, HAMPDEN AND HAMPSHIRE COUNTIES

	Rates	Fringes
Sheet metal worker.....	\$ 31.57	28.12
-----		
SUMA2003-001 01/08/2003		

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 39.38	
FLOOR LAYER: Carpet.....	\$ 31.96	
LABORER		
Unskilled.....	\$ 18.73	6.33
PAINTER		
Brush & Roller, excluding		
drywall finishing.....	\$ 30.86	
-----		

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

=====

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) (ii)).

-----

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

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which 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. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of 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. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

---

#### WAGE DETERMINATION APPEALS PROCESS

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

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted

because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write 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 the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write 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 by 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

4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION