

AMENDMENT ONE

SOLID WASTE SERVICES AGREEMENT

**BETWEEN THE TOWN OF GROVELAND, MASSACHUSETTS AND
WASTE MANAGEMENT OF LONDONDERRY, INC.**

This Amendment is entered into by the Town of Groveland, Massachusetts (hereinafter, the "Town") and Waste Management of Londonderry, Inc. (hereinafter the "Contractor"), (collectively the "Parties") and is made to an Agreement made and entered into by the Parties effective September 26, 2016, (the "Agreement").

Whereas, based upon certain undertakings and agreements on the part of Contractor and the Town, subject to the terms of this Amendment One, the Parties intend to modify the "Agreement".

Now, therefore, for valuable consideration, the receipt and sufficiency of which is hereby acknowledged, and for the mutual promises and covenants set forth below, the Parties agree as follows:

1. Section II **TERM OF AGREEMENT**. The term shall be extended for a five-year period, starting July 1, 2021 and expiring on June 30, 2026. Further, the Parties agree that the term may be further extended by mutual agreement for one additional five (5) year period following the expiration of the term as herein extended.
2. Section III **SCOPE OF SERVICES, A. MSW SERVICES**. The following is added at the end of paragraph A: "If the Town reduces the number of containers to be collected, the Town may, at its option, institute an overflow bag program. If it does so, the Town shall be responsible for all administrative aspects of the overflow bag program, including but not limited to, hiring vendors to produce and distribute bags to residents, as well as setting the bag fee and collecting any monies due from the residents purchasing the bags. If an overflow bag program is instituted, the Contractor shall be responsible to collect only Town designated overflow bags that might be set out in addition to the number of containers allowed. Contractor will receive no additional compensation for the collection of Town designated overflow bags."
3. Section III **SCOPE OF SERVICES, C. BULK WASTE COLLECTION**. The "Groveland, MA Bulk Pricing List" is replaced, as of July 1, 2021, with the new Bulky Item Price List attached hereto as Exhibit C.
4. Section VI **LABOR AND COSTS**. Exhibit B, Prevailing Wage Rates, is replaced with the updated Prevailing Wage determination issued on 03/03/2021 (wage rate request # 20210303-023) attached hereto as Exhibit B, to be in effect at the start of the extended term commencing July 1, 2021, and shall remain in effect for the duration of the extended term in accordance with the time periods stated therein. In the event the State should issue a revised prevailing wage schedule or in any way modify the guidance related to wage and benefit calculations for the position classifications applicable to the Agreement, the Parties agree to modify the compensation due the Contractor under the Agreement to account for any increase required by the revised schedule or modified guidance.

5. Section VII **PAYMENT FOR SERVICES**. The fee schedule is replaced with the rate table below, effective as of July 1, 2021 for the extended term of the Agreement.

Contract Period	Collection Per Year	MSW Disposal Per Ton
7/1/21 – 6/30/22	\$389,000.00	\$81.50
7/1/22 – 6/30/23	\$430,000.00	\$84.00
7/1/23 – 6/30/24	\$480,000.00	\$90.00
7/1/24 – 6/30/25	\$542,000.00	\$95.00
7/1/25 – 6/30/26	\$606,000.00	\$103.00

Annually, each July 1st, the collection price shall be increased to account for certificate of occupancy permits (CO's) for new "RPS" issued during the previous calendar year. The annual adjustment shall be calculated by multiplying the number of CO's by \$231.00.

6. Section VIII **RECYCLING CHARGE/REBATE FORMULA**. As of July 1, 2021 this section is replaced in its entirety (including Exhibit A to the Agreement) with Exhibit A attached hereto.

7. Section XIX **FORCE MAJEURE**. The words "epidemics and pandemics," are inserted after the word "riots."

8. Under Section IV of the Agreement, **COLLECTION SCHEDULE**, the Contractor is required to submit to the Town Representative, for approval, a list identifying the areas of the Town to be served, the days of collection by area and the streets within each area; and any route changes must be approved by the Town Representative. Contractor has proposed route changes, in order to 'balance' the daily routes more evenly and address the issues of uncollected waste. The Town has agreed to allow route changes, subject to the following: Contractor shall submit to the Town, for the Town's approval, which shall not be unreasonably withheld, a written description of all changes. Following the Town's approval, the Contractor shall, at its cost, notify all Town residents of the changes by an informational flyer or brochure mailed to each resident.

All other terms and conditions of the original Agreement will remain unchanged and in full force and effect except as specifically modified herein.

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IN WITNESS WHEREOF, Contractor and Town have caused this Amendment One to be executed by their duly authorized officers as of this 10th day of August, 2021.

On Behalf of the

TOWN OF GROVELAND, MASSACHUSETTS

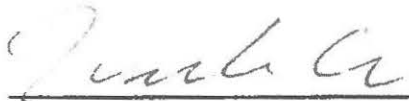
Board of Selectmen

Edward H. Watson

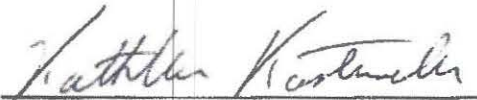


Jason Naves

Daniel J. MacDonald



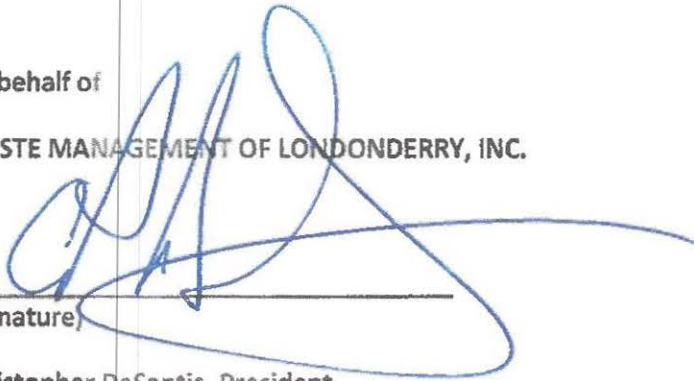
William G. O'Neil



Kathleen Kastrinelis

On behalf of

WASTE MANAGEMENT OF LONDONDERRY, INC.



(Signature)

Christopher DeSantis, President

EXHIBIT A

SINGLE STREAM RECYCLING SPECIFICATION, TERMS AND CONDITIONS

1. DEFINITIONS

“Blended Value” or **“BV”** is the total weighted value per Ton of each Recyclable and Non-Recyclable component (including negatively-valued Recyclables and transfer and disposal costs of Non-Recyclables) for the Single Stream Materials delivered by or on behalf of Customer to the Designated Facility.

“Composition Audit” means the basis upon which Single Stream Materials are measured to determine the percentage of each Recyclable and Residue component.

“Company Fee” means the compensation per Ton for costs incurred by Company to prepare Recyclables for end markets, i.e., those actions necessary to render Recyclables acceptable to end markets and/or designated buyers.

“Contamination Audit” means the basis by which Customer’s Single Stream materials are measured to determine the percentage of “Non-Recyclables” present.

“Customer’s Value Share” means the Customer’s percentage of the Blended Value as set forth in Attachment B.

“Designated Facility” or **“Designated Facilities”** means Company’s operations facility located in Billerica, MA or any replacement therefor which receives Customer’s Single Stream Materials.

“Excluded Materials” means radioactive, volatile, corrosive, flammable, explosive, biomedical, infectious, bio-hazardous or toxic substance or material, or regulated medical or hazardous waste as defined by, characterized or listed under applicable federal, state, or local laws or regulations, materials containing information (in hard copy or electronic format, or otherwise) which information is protected or regulated under any local, state or federal privacy or data security laws, including, but not limited to the Health Insurance Portability and Accountability Act of 1996, as amended, or other regulations or ordinances, and/or any other similar type of waste designated in writing by Company after notice to the Customer.

“Net Value” means the amount paid to Customer by Company, or paid to Company by Customer, after subtracting any charges owed by Customer from the Customer’s value share.

“Non-Recyclables” means any materials in the Single Stream Materials that are not Recyclables as set forth in Attachment A.

“Receiving Hours” means the regularly scheduled hours of operation for the Designated Facility

“Recyclables” means acceptable materials contained within the Single Stream Materials as set forth and further defined herein.

“Residue” means the Non-Recyclables and other materials removed from the Single Stream Materials during processing due to their size, type, condition or processing system constraints, and which are disposed of after such processing.

“**Single Stream Materials**” means all Customer’s materials collected by or on behalf of Customer and delivered to Company for the purpose of recycling, including Recyclables and Non-Recyclables.

“**Specifications**” means the description of the Single Stream Materials as set forth herein.

“**Ton**” means 2,000 pounds.

“**Uncontrollable Circumstances**” means any act of terrorism, act of God, landslides, lightning, forest fires, storms, floods, typhoons, hurricanes, severe weather, freezing, earthquakes, volcanic eruptions, other natural disasters or the imminent threat of such natural disasters, pandemics, quarantines, civil disturbances, acts of the public enemy, wars, blockades, public riots, labor unrest (e.g., strikes, lockouts, or other labor disturbances), acts of domestic or foreign governments or governmental restraint or other causes, whether of the kind enumerated or otherwise, and whether foreseeable or unforeseeable, that are not reasonably within the control of a Party.

2. QUANTITY AND QUALITY

a. During the term of the Agreement, Company shall take and Customer agrees to provide one hundred percent (100%) of the Single Stream Materials collected by or on behalf of Customer. Customer shall not discontinue collection of any material listed as a Recyclable, nor divert, retract, or withdraw from the Single Stream Materials any Recyclables listed in Attachment A without the express written consent of Company. Customer shall not allow scavenging of any Recyclables from the Single Stream Materials. Any additions to the listing of acceptable Recyclables in Attachment A shall be made upon the mutual agreement of Customer and Company.

b. Customer represents and warrants that it shall provide and deliver the Single Stream Materials in accordance with the Specifications set forth in Attachment A. Title to Recyclables provided by Customer to Company is transferred to Company upon Company’s receipt or collection unless otherwise provided in this Agreement or applicable law. Title to and liability for Excluded Materials shall remain with Customer at all times. Title to Recyclables shall vest in Company at the time of collection by Company.

c. Composition Audits may be performed by Company at its discretion on Single Stream Materials delivered to the Designated Facility by or on behalf of Customer in order to identify the overall material composition and associated Blended Value. For the purposes of the Blended Value, the composition percentages derived from the most recent Composition Audit will become effective in the month immediately following completion of the most recent Composition Audit.

d. Contamination Audits may be performed by Company at its discretion on Single Stream Materials delivered to the Designated Facility by or on behalf of Customer in order to identify the overall percentage of “Non-Recyclables” or “Contamination” present. Where the percentage of Non-Recyclables exceeds ten (10) percent, the excess Contamination percentages derived from the most recent Contamination Audit will become effective in the month immediately following completion of the most recent Contamination Audit and Customer shall be subject to an Excess Contamination Charge.

3. PRICING/PAYMENTS

Payments and charges to Customer shall be calculated as set forth on Attachment B. Company shall pay Customer (or Customer shall pay Company) the Net Value of the Single Stream Materials. Where the Net Value is positive, Company shall pay Customer on or about the last day of the month following delivery of those Single Stream Materials purchased during the preceding month. Where the Net Value is negative, Customer shall pay Company within 30 days of date of invoice.

4. DELIVERIES

Company shall deliver Single Stream Materials at Customer's expense to the Designated Facility during Receiving Hours. All Single Stream Materials must be delivered in self-dumping trucks and the trucks will be weighed in and out by Company at the Designated Facility.

5. MATERIALS

a. If Excluded Materials are delivered to the Facility by or on behalf of Customer, Company, in its sole discretion, may reject the entire load, or separately contain, set aside, segregate, isolate and manage such Excluded Materials as required by applicable law. Customer will be notified promptly of the location, general character and amount of such Excluded Materials. If requested by Company, Customer must remove, or cause to be removed, such Excluded Materials from the Designated Facility and shall transport and dispose of, or shall cause such Excluded Materials to be transported and disposed, in accordance with applicable law. If Customer fails to timely remove such Excluded Materials after request by Company, Company may, after notice to Customer, transport and dispose of such Excluded Materials and charge the costs thereof to Customer.

b. Company shall recycle the Recyclables for reuse and, provided that there is a commercially reasonable available market for such material, shall not dispose of any Recyclables, except such Residue left after appropriate processing of the Single Stream Materials. Company makes no representations as to the recyclability of the Recyclables and may dispose of such Recyclables when no reasonable commercial market exists.

6. PUBLIC EDUCATION AND OUTREACH

The Parties acknowledge that maintenance of the quality of the Single Stream Materials is a requirement of this Agreement, subject to the provisions herein. Customer shall use reasonable efforts to inform its residents of the quality requirements hereunder and enforce its standards for the acceptance of Single Stream Materials. Company shall provide reasonable assistance to Customer in such efforts.

7. MATERIAL CHANGE AFFECTING AGREEMENT

In the event that a change in applicable law or a material change in market conditions occurs, including but not limited to lack of commercially reasonable market availability for processed Recyclables, changes in market specifications affecting the salability of processed Recyclables, changes affecting the recyclability or marketability of Recyclables, changes in the quantity, quality or composition of the Recyclables or Single Stream Materials, (each a "Material Change"), has the effect of materially altering the obligations of a Party under this Agreement, or preventing or precluding compliance with one or more provisions of this Agreement, or preventing, precluding or substantially affecting the benefit(s) bargained for under this Agreement, including net profit of Company from the compensation paid by Customer, the Parties shall reasonably confer for the purpose of modifying this Agreement as may be necessary to comply with, ameliorate, or prevent the detrimental effects of, such Material Change. A Party detrimentally affected by a Material Change shall so notify the other Party and request amendment to this Agreement accordingly, and the Parties shall engage in good faith negotiations for a period of three (3) months after such request regarding such amendment..

ATTACHMENT A
SPECIFICATIONS

RECYCLABLES shall be dry, loose, not bagged, and include the following:

Aluminum food and beverage containers – empty	Glass food and beverage containers – brown, clear, or green - empty
Ferrous (Iron) cans – empty	PET plastic containers with the symbol #1 – with screw tops only - empty
HDPE natural plastic containers with the symbol #2 (milk and water bottles) – empty	HDPE pigmented plastic containers with the symbol #2 (detergent, shampoo bottles, etc.) - empty
Plastics with symbol #5 – empty	Newsprint
Old corrugated containers	Magazines, glossy inserts and pamphlets
Catalogs	Cereal boxes; detergent, gift and snack boxes
Telephone books	Printer paper
Copier paper	Mail
All other office paper without wax liners	

Items may be added to or deleted from the list of Recyclables upon mutual consent of the Parties.

RECYCLABLES do not include the following:

Bagged materials (even if containing Recyclables)	Microwave trays
Mirrors	Window or auto glass
Light Bulbs	Ceramics
Porcelain	Plastics unnumbered
Plastic bags, expanded polystyrene	Coat hangers
Glass cookware/bakeware	Household items such as cooking pots, toasters, etc.
Flexible packaging and multi-laminated materials	Wet fiber
Excluded Materials	Fiber containing, or that has been in contact with, food debris
Any recyclable materials, or pieces of recyclable materials, less than 2" in size in any dimension	Materials: (a) that contain chemical or other properties deleterious, or capable of causing material damage, to any part of Company's property, its personnel or the public; and/or (b) that may materially impair the strength or the durability of the Company's structures or equipment.

DELIVERY SPECIFICATIONS:

Single Stream Materials delivered by or on behalf of Customer may not contain more than 10% Non-Recyclables or any Excluded Materials. In the event a load of Single Stream Materials does not meet these Specifications, the load may be rejected and/or Customer may be charged additional processing, return or disposal costs, including Excess Contamination Charges as set forth on Attachment B.

ATTACHMENT B
BLENDED VALUE/CHARGES

1. VALUE SHARE

Where the Blended Value is greater than the Company Fee, Customer's value share, to be paid or credited to Customer by Company on the next applicable invoice, is 50% of the difference between the Blended Value and the Company Fee. When the Blended Value is less than the Company Fee, Customer shall pay Company the difference between the Company Fee and the Blended Value.

2. CHARGES

- (a) The initial Company Fee is **\$110.00** per delivered ton.
- (b) The initial Residue Fee is **\$90.00** per delivered ton.
- (c) The initial Excess Contamination Fee is \$225.00 per ton.
- (d) The Company Fee, Residue Fee, and Excess Contamination Fee shall be increased by 3% on July 1, 2022 and every July 1 thereafter for the extended term of the Agreement.

3. BLENDED VALUE

To calculate the Blended Value per ton of the Single Stream,

- (a) The percentage of each Recyclable and Residue component set forth below contained in the Single Stream Materials, as established and revised from time-to-time by the Composition Audits, is multiplied by current value of each commodity set forth below; and
- (b) Each commodity value per ton is added together to obtain the Blended Value per ton.
- (c) Customer acknowledges that the value of a commodity may be negative.

Blended Value is calculated monthly, using the following elements.

- "PPW" means the higher of the prices issued by *RISI PPI Pulp & Paper Week* for the New England Region, Domestic Price, 1st issue of the month retroactive to the first of the month.
- "SMP" means the average of the price published at www.SecondaryMaterialsPricing.com, for the New York (NE USA/Maritimes) Region, first dated price each month, retroactive to the first of the month.
- If PPW or SMP (or both) is no longer reflective of prevailing market conditions or if an alternative publication more accurately reflects such market conditions, then Company may propose to use any such alternative publication(s) or alternate method to determine the value of each commodity set forth below. Customer's consent, which shall not be unreasonably withheld, conditioned or delayed, to the use of such alternate publication or method shall be required.
- Notwithstanding anything to the contrary contained herein, if Company determines prior to the 10th of the month, that the anticipated Actual Value for any commodity will be more than 10% lower than the index published for such commodity that month, due to market conditions, Company may substitute the anticipated Actual Value as established on or about the 10th of the month for the index value that month.
- "Actual Value" means the average price paid to or charged by the Designated Facility during the month of delivery of the Single Stream Materials, minus any freight, customs charges, duties, or other charges paid to third parties for the sale of such Single Stream Materials.
- Customer shall pay Company a charge for each ton of Residue delivered ("Residue Fee").

- The initial composition of the Customer's Recyclables, effective July 1, 2021, shall be presumed to be as set forth below.

Material Component	Commodity Value	Composition %
Cardboard and other brown papers	PPW OCC #11	14.97%
All other paper	PPW MIX #54	41.66%
Aluminum / beverage cans	SMP for Aluminum Cans (Loose, cents/lb., dropped off at Recycling Center)	0.61%
Steel/Tin	SMP for Steel Cans (Sorted, Baled \$/Ton picked up)	2.78%
Plastic #1	SMP for PET (baled, cents/lb. picked up)	3.69%
Plastic #2 Natural	SMP for Natural HDPE (baled, cents/lb. picked up)	0.51%
Plastic #2 Colored	SMP for Colored HDPE (baled, cents/lb. picked up)	1.82%
Tubs and Lids plastics #5	SMP for Plastics PP Post Consumer (baled, cents/lb. picked up)	0.81%
Glass	Actual Value	23.15%
Residue	Residue Fee	10.00%
Total:		100%

4. EXCESSIVE CONTAMINATION

(a) Contamination Audit. Where a Contamination Audit determines that Customer's percentage of Non-Recyclables exceeds ten percent (10%), the total tons used to calculate Blended Value shall be reduced by the amount of excess contamination. Excess contamination shall be charged at rates specified herein.

By way of example (if the contamination audit shows 15% contamination):

Blended Value = \$42.00
 Company Fee = \$110.00
 Excess Contamination = 5%
 Excess Contamination Fee = \$225.00
 50 tons delivered in the month

Customer Value/Charges =

Blended Value -- Company Fee = (\$42.00 - \$110.00) per ton = \$68.00 charge per ton x 47.5 tons (50 tons x 95% meeting threshold) = \$3,230.00

Excess Contamination Fee: \$225.00 per ton x 2.5 tons (50 tons x 5% excess contamination) = \$562.50

Total Charge: \$3,230.00 + \$562.50 = \$3,792.50 for the month

Town of Groveland March 2020 Revenue Share Calculation - Single Stream				
Commodity	Index *	Current Composition %	Market Value/Ton	Values
OCC (Cardboard)	PPI OCC #11	14.97%	\$ 90.00	\$ 13.47
Mixed Paper (All other paper)	PPI Mixed Paper #54	41.66%	\$ 35.00	\$ 14.58
Aluminum Beverage Cans	SMP for Aluminum Cans (Loose, cents/lb. dropped off at RC)	0.61%	\$ 1,000.00	\$ 6.10
Steel/Tin Cans	SMP for Steel Cans (Sorted, baled, \$/ton picked up)	2.78%	\$ 75.00	\$ 2.08
PET (Plastic #1)	SMP for PET (baled, cents/lb. picked up)	3.69%	\$ 220.00	\$ 8.11
Natural HDPE (Plastic #2)	SMP for Natural HDPE (baled, cents/lb. picked up)	0.51%	\$ 1,560.00	\$ 8.03
Colored HDPE (Plastic #2)	SMP for Colored HDPE (baled, cents/lb. picked up)	1.82%	\$ 490.00	\$ 8.76
Tubs and Lids (Plastic #5)	SMP for Plastics PP Post Consumer (baled, cents/lb. picked up)	0.81%	\$ 500.00	\$ 4.07
Glass	Actual	23.14%	\$ (80.54)	\$ (14.01)
Residue	Residue Fee	10.00%	\$ (90.00)	\$ (9.00)
Total/Blended Value		100.00%		\$ 42.19
MRF Processing Fee Per Ton		\$	(110.00)	
March 2020 Blended Value Per Ton		\$	42.19	
March 2020 Net Charge Per Ton		\$	(67.81)	

*Blended Value is Calculated Monthly.
 *Residue Audits will be conducted periodically. If residue exceeds the 10% threshold, excess residue tonnage will be charged at a rate of \$225.00 per ton.
 *Processing Fee and Residue Fee Value shall increase annually by 5%.
 *When blended value is above the processing fee, Town gets 50% of the difference. When blended value is below the processing fee, Town pays processing fee minus the blended value.

EXHIBIT B - Prevailing Wages

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

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

CHARLES D BAKER
Governor

KARYN E POLITO
Governor

ROSALYN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Town of Groveland
Contract Number: City/Town: GROVELAND
Description of Work: (Must include Curbside Pickup) Weekly trash removal of residents trash (Annual updates are NOT required)
Job Location: 183 Main Street, Groveland Ma 01834

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c. 149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension Supplement	Unemployment	Total Rate
Clerks (GROUPLAND)	07/01/2021	\$27.76	\$5.90	\$0.00	\$0.00	\$33.66
	07/01/2022	\$28.32	\$5.90	\$0.00	\$0.00	\$34.22
	07/01/2023	\$28.89	\$5.90	\$0.00	\$0.00	\$34.79
	07/01/2024	\$29.47	\$5.90	\$0.00	\$0.00	\$35.37
	07/01/2025	\$30.06	\$5.90	\$0.00	\$0.00	\$35.96
	07/01/2026	\$30.66	\$5.90	\$0.00	\$0.00	\$36.56
Laborer (GROUPLAND)	07/01/2021	\$26.21	\$5.90	\$0.00	\$0.00	\$32.11
	07/01/2022	\$26.73	\$5.90	\$0.00	\$0.00	\$32.63
	07/01/2023	\$27.26	\$5.90	\$0.00	\$0.00	\$33.16
	07/01/2024	\$27.81	\$5.90	\$0.00	\$0.00	\$33.71
	07/01/2025	\$28.37	\$5.90	\$0.00	\$0.00	\$34.27
	07/01/2026	\$28.94	\$5.90	\$0.00	\$0.00	\$34.84

Additional Apprentices Information:

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

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

All steps are six months (180) hours.

Rates are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

Multiple rates are listed in the comment field.

APP to JM: 1.1, 2.2, 2.3, 3.4, 4.4, 4.8, 4.6, 5.7, 6.7, 6.8, 6.9, 7.10, 8.10, 8.11, 8.12, 9.13, 10.13, 10.14, etc.

SPP to JM: 4.1, 4.2, 4.3, 4.4, 3.5, 4.6, 4.7, 5.5, 6.9, 6.10, 7.11, 8.12, 8.13, 9.14, 10.13, 10.16, etc.

EXHIBIT C
BULKY ITEM PRICE LIST

Groveland, MA bulk pricing list		
APPLIANCES		
Item	Example	Price
Small FREON Appliance	A/C, dehumidifier water cooler	\$35
Large FREON Appliance	Fridge, Freezer	\$40
Small NON FREON Appliance	Microwave	\$25
Large NON FREON Appliance	Washer, Dryer, Dishwasher Water Heater	\$30
Bulky (burnable)		
Item	Example	Price
Large	Mattress, Box Spring, Carpeting (3ft roll)	\$40
Medium	Sofa, Recliner, Love Seat, Lounge Chair, Bureau	\$30

Contractor may increase the above rates annually, after consultation with Customer.