



CITY OF CAMBRIDGE COMMUNITY DEVELOPMENT DEPARTMENT Retail Interior Accessibility Program Guidelines

INTRODUCTION

The City of Cambridge Community Development Department (CDD) established the Retail Interior Accessibility Program (RIAP) to provide financial assistance to independent business tenants seeking to renovate or improve the interior of their commercial buildings to make their businesses more accessible to people who have a disability. The program's objectives are to improve accessibility and physical appearance of independent businesses and make Cambridge businesses more accessible to all.

The program will provide financial assistance to Cambridge businesses interested in improving their interior accessibility in conformance with American with Disabilities Acts (ADA) and the Massachusetts Architectural Access Board (MAAB) standards and regulations, such as path of travel inside the business, new counters, tables, doors, menus, and bathrooms. This program will further assist ground floor businesses in making certain their facilities meet the needs of all customers.

Program Improvements can include, but are not limited to:

- Braille menus
- Accessible bathrooms
- Improving aisles in store
- Accessible dining tables
- Interior store ramps
- Accessible shelving and counters

The program will provide a 90% matching grant up to \$10,000 for improvements that comply with ADA and MAAB guidelines. Improvements costing less than \$2,000 will receive 100% reimbursement.

Program grants vary based on scope of work and available funds. Contact the program manager for further information: Christina DiLisio, cdilisio@cambridgema.gov or 617/349-4601.

Applicants will be responsible for hiring licensed architects and contractors to refine any conceptual designs depending on the scope of work.

Improvements, or payments to a vendor, that are made prior to a signed RIAP contract with the City/CDD are not eligible for reimbursement.

ELIGIBILITY CRITERIA

The following criteria apply to all Retail Interior Accessibility Program (RIAP) applicants and prospective projects:

1. Applicants must be property owners or commercial tenants whose storefronts face onto a Cambridge street.
2. Commercial retail tenants must offer goods or services that are open to the public.
3. Preference will be given to independent businesses not required by contractual arrangement to maintain standardized décor, architecture, signs, or similar features.
4. Preference will be given to businesses owned by historically disadvantaged persons (women, people of color, veterans, individuals that are disabled, and members of the LGBTQ+ community).
5. Preference will be given to commercial retail tenants in a commercial district or corridor
6. Storefront must have least one accessible entry and exit way at time of program approval or have a fully executed Storefront Improvement Program contract in place detailing a scope of services that includes the creation of an accessible entry and exit way.
7. Tenants must have written approval from property owners to participate in program and must have a current lease that is for a minimum of one year with an option to renew. Month-to-month leases will not be accepted.
8. Proposed improvements must be permanent and physically remain interior to the business for customers to use (e.g. modular shelving or movable carts are not eligible).
9. Property owners must be up to date on all municipal taxes prior to participation in the program.
10. Applicants must comply with all federal, state, and local laws and regulations pertaining to licensing, permits, building code, accessibility regulations, and zoning requirements.

The City of Cambridge reserves the right to apply additional criteria before accepting project if program demand exceeds budgeted resources.

DESIGN PRINCIPLES AND GUIDELINES

As a retail business, you need to comply with local, state, and federal accessibility requirements. The Americans with Disabilities Act (ADA) is a federal law which includes standards for accessible design, to ensure that businesses are accessible to individuals with disabilities. The Massachusetts Architectural Access Board (MAAB) is state agency that has its own accessibility regulations. While MAAB and ADA accessibility standards are similar in many respects, there are some differences. In cases where the regulations differ, those requiring a greater level of accessibility supersede the others.

Please make sure to review ADA and MAAB standards and regulations in order to make sure improvements are compliant.

A. Eligible Improvements

The following improvements are encouraged:

1. Interior accessible route on private property for retail use (i.e. interior automatic door opener push buttons, interior ramps, wider aisles, etc.)
2. Accessible doors (i.e., interior automatic door openers, ADA-compliant hardware, etc.)
3. Accessible checkout counters, condiment areas, and tables (i.e., minimum 27" table clearances, 34-36" high counters)
4. Accessible bathrooms – this could be upgrading or construction of a new bathroom, or getting new hardware for a current bathroom (i.e., new grab bars, new sink)
5. Accessible dressing rooms;
6. Installation of a hearing loop at checkout area
7. Braille menus (i.e. restaurant menu or menu of services);
8. Accessible shelving units;
9. Other approved items (i.e., painting, cleaning, repainting, etc.) necessary to achieve the overall improvement.

For examples of barrier removal, please see “The Americans with Disabilities Act Checklist for Readily Achievable Barrier Removals” at <http://www.ada.gov/racheck.pdf> and “ADA Guide for Small Businesses” at <http://www.ada.gov/smbusgd.pdf>.

B. Prior Improvements

Alterations and improvements made prior to receiving a signed reimbursement contract or a “Notice to Proceed with Improvements” are not eligible for reimbursement.

C. Alterations

The applicant must agree not to change or alter the improved façade or interior accessibility feature (e.g. shelving, customer counters, or redesigned aisles) without prior written approval from CDD for five (5) years from the date of the rebate check issued under the Retail Interior Accessibility Program (RIAP).

PROGRAM INFORMATION

A. Financial Assistance

Funding offered is a matching grant in which the City reimburses the applicant ninety percent (90%) of the costs for interior accessibility improvements, up to \$10,000.00. Any projects requesting reimbursement must have an accessible entrance and exit from the street before reimbursement funding will be released. If an applicant is also participating in the Storefront Improvement Program (SIP) in order to create a new accessible

entrance, the applicant's RIAP project will not be reimbursed until the associated SIP project has been completed, reviewed, approved for accessibility according to all state and federal regulations, and paid in full. For stand-alone RIAP projects, applicants are reimbursed after the applicant has paid their architect, contractor and vendor(s) in full and after the project is determined to have been completed in accordance with all state and federal accessibility regulations as well as the scope of services detailed in the contract between the City and applicant.

Any permanent construction or substantial rehabilitation work that exceeds \$2,000 is subject to the Davis-Bacon and Related Acts (DBRA) under HUD guidelines. DBRA mandates that all workers on the job are paid a locally determined prevailing wage as established by the U.S. Department of Labor. The City is obligated to verify that all DBRA requirements are satisfied.

Grant levels are determined at the beginning of the fiscal year based on program funding and vary from year to year. Please contact Christina DiLisio at (617) 349-4601 or cdilisio@cambridgema.gov for information on available funds and reimbursement grant limits.

B. Technical Assistance

The program manager and City staff are available to provide guidance on interior accessibility improvements specific to individual businesses. The applicant will hire their own licensed architect to work on the project from start to completion. **Early meetings with the program manager as well as other City staff are necessary in order to help avoid misunderstanding as to the eligibility of proposals.** The program manager and City staff may direct applicants to apply for a MAAB variance(s) to determine the exact nature of improvements required.

C. Application and Information

If you wish to participate in the Retail Interior Accessibility Program, please contact Christina DiLisio at CDD, (617) 349-4601 (voice) or 617-349-4621 (TTY), or e-mail at cdilisio@cambridgema.gov. The City of Cambridge will provide auxiliary aids and services, written materials in alternative formats, and reasonable modifications in policies and procedures to persons with disabilities upon request.

PROCEDURES

All prospective applicants must follow the procedures in the order outlined below.

1. Applicant meets with the program manager for initial project discussion and files an application. Additional meetings with the program manager and other City staff may be necessary to discuss building program and design alternatives, depending on proposed scope of work. The program manager and City staff may direct applicant to apply for a MAAB variance(s) in order to determine required improvements.
2. Applicant's architect prepares and submits conceptual designs and budget estimates to applicant and program manager for review (when applicable). A meeting will be set up to discuss these plans.
3. If necessary, applicant's architect prepares final design drawings and submits them to the program manager for review and final approval.

4. Upon approval of final designs, the applicant has thirty (30) days to solicit two written bids from the contractors necessary to complete the improvement scope of work. **Bids from each contractor must be itemized so that a cost is associated with each task or material to be installed.**
5. Upon approval of submitted bids by the program manager, the applicant will enter into a contract for reimbursement with the City of Cambridge. The maximum funding amount indicated on the contract will be based upon the lowest bid for proposed improvement project and program grant limits.
6. A pre-construction meeting takes place between the applicant, the program manager and any additional City staff, selected contractor, and project architect.
7. The program manager sends applicant a “Notice to Proceed with Improvements” or signed contract. **Any work completed prior to receiving the “Notice to Proceed with Improvements” written note or signed contract will not be reimbursed.**
8. Applicant has sixty (60) days from the execution date of the contract to begin implementation of approved improvements. Applicant must provide the program manager with copies of all building permits and certifications received for improvement project.
9. Contractor constructs project improvements as specified in the final design. Any changes previously agreed upon and contracted must have prior written approval of the appropriate City staff (e.g. Inspectional Services Department, Community Development Department). It is up to the applicant to notify all the appropriate City staff of these changes in writing.
10. Applicant must notify the program manager immediately of any unforeseen issues that come up during construction which may alter the agreed upon final design. Site visits by the program manager and any other City staff (as needed) may be required before proceeding, particularly if accessibility will be affected.
11. Applicant notifies the program manager once project is completed.
12. Program manager and City staff certify that the improvements comply with the final drawings and specifications, including any specifications communicated from the MAAB variance application process, if necessary.
13. The architect and/or contractor(s) must submit letters to the program manager acknowledging full payment by the applicant. The applicant must submit to the program manager copies of all paid invoices and copies of cancelled checks or credit card statements.

The program manager submits invoices for City of Cambridge to issue reimbursement check.

The Retail Interior Accessibility Program reserves the right to make adjustments regarding conditions and parameters outlined in these guidelines.

City staff from the Community Development Department (CDD) may withhold funds if accessibility upgrades are constructed incorrectly, not to code, and if an MAAB Variance is/has not been granted by the MAAB.

Projects are not eligible for reimbursement until compliance with all Federal and State accessibility regulations have been met and an accessible entrance and exit constructed.

TERMINATION

The City of Cambridge has the right to terminate any agreement under the Retail Interior Accessibility Program if a participant is found to be in violation of any conditions set forth in these guidelines or if the project has been started prior to an executed agreement with the City of Cambridge.

ADDITIONAL RESOURCES

Visit the Cambridge Community Development Department website for a full list of information about additional business development resources: www.cambridgema.gov/business

Reference and Supplemental Documents

1. Federal Payroll Form wh347 for contractors hired by applicant
2. Federal Davis Bacon Wage Rates (rates change yearly, please contact staff in the Community Development Department if wages appear outdated)

Rev. Dec. 2008

NAME OF CONTRACTOR <input type="checkbox"/> OR SUBCONTRACTOR <input type="checkbox"/>		ADDRESS	OMB No.: 1235-0008 Expires: 01/31/2015

[illegible]

While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the information collection contained in 29 C.F.R. §§ 3.3, 5.5(a). The Copeland Act (40 U.S.C. § 3145) contractors and subcontractors performing work on Federally financed or assisted construction contracts to "furnish weekly a statement with respect to the wages paid each employee during the preceding week." U.S. Department of Labor (DOL) regulations at 29 C.F.R. § 5.5(a)(3)(ii) require contractors to submit weekly a copy of all payrolls to the Federal agency contracting for or financing the construction project, accompanied by a signed "Statement of Compliance" indicating that the payrolls are correct and complete and that each laborer or mechanic has been paid not less than the proper Davis-Bacon prevailing wage rate for the work performed. DOL and federal contracting agencies receiving this information review the information to determine that employees have received legally required wages and fringe benefits.

We estimate that it will take an average of 55 minutes to complete this collection, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S3502, 200 Constitution Avenue, N.W.

Date _____

I, _____ (Name of Signatory Party) _____ (Title)
do hereby state:

(1) That I pay or supervise the payment of the persons employed by _____ on the _____
(Contractor or Subcontractor)
_____ (Building or Work); that during the payroll period commencing on the _____ day of _____, _____, and ending the _____ day of _____, _____, all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said _____

_____ (Contractor or Subcontractor) _____ from the full weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 C.F.R. Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 967; 40 U.S.C. § 3145), and described below:

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That:
(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

☐ — in addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

☐ — Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

REMARKS:

NAME AND TITLE	SIGNATURE
THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 231 OF TITLE 31 OF THE UNITED STATES CODE.	

"General Decision Number: MA20210001 02/12/2021

Superseded General Decision Number: MA20200001

State: Massachusetts

Construction Type: Building

County: Middlesex

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

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 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 \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number

0

Publication Date

01/01/2021

ALL WORKERS COVERED BY THIS WAGE DECISION MUST RECEIVE THE RATE LISTED **PLUS** FRINGE BENEFITS EQUAL TO THE AMOUNT LISTED. IF FRINGE BENEFITS ARE NOT OFFERED, THEN WORKERS MUST RECEIVE COMPENSATION THAT IS EQUAL (or greater) TO THE WAGE LISTED **PLUS** THE FRINGE LISTED

Insulator/asbestos worker

ASBE0006-001 09/01/2019

	Rates	Fringes
Includes the application of all insulating materials, protective coverings, coatings, and finishes to all types of mechanical systems		
\$ 48.44	29.90

BOIL0029-001 01/01/2017

	Rates	Fringes
BOILERMAKER.....	\$ 42.42	24.92

BRMA0003-003 08/01/2020

	Rates	Fringes
BRICKLAYER.....	\$ 55.75	35.16

CARP0056-011 08/01/2020

	Rates	Fringes
FILEDRIVERMAN.....	\$ 49.07	35.57

CARP0327-001 03/01/2020

	Rates	Fringes
CARPENTER.....	\$ 50.64	29.30

CARP2168-001 09/01/2020

	Rates	Fringes
FLOOR LAYER: Carpet.....	\$ 47.79	29.40

ELEC0103-001 03/01/2020

	Rates	Fringes
Teledata System Installer.....	\$ 40.13	30.72

ELEC0103-005 03/01/2020

	Rates	Fringes
ELECTRICIAN.....	\$ 53.50	38.00

ELEC0104-001 09/03/2017

	Rates	Fringes
Line Construction:		
Cableman.....	\$ 38.45	18.42+A
Equipment Operator.....	\$ 38.45	22.50+A
Groundman.....	\$ 24.88	10.24+A
Lineman.....	\$ 45.23	25.71+A

A. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Christmas Day and Columbus Day, provided the employee has been employed 5 working days prior to any one of the listed holidays.

ENGI0004-001 06/01/2020

	Rates	Fringes
Power equipment operators:		
Group 1.....	\$ 49.33	29.75
Group 2.....	\$ 48.81	29.75
Group 3.....	\$ 32.72	29.75
Group 4.....	\$ 40.30	29.75
Group 5.....	\$ 23.13	29.75
Group 6.....	\$ 27.79	29.75

FOOTNOTE FOR POWER EQUIPMENT OPERATORS:

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, Christmas Day

HOURLY PREMIUM FOR BOOM LENGTHS (Including Jib):

Over 150 ft.	+2.18
Over 185 ft.	+3.84
Over 210 ft.	+5.39
Over 250 ft.	+8.16
Over 295 ft.	+11.29
Over 350 ft.	+13.14

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

Group 1:

Crane; shovel; truck crane; cherry picker;
dragline; trench hoe; backhoe; three drum machine;
derrick; pile driver; elevator tower; hoist; gradall;
shovel dozer; front end loader; fork lift; sugar;
boring machine; rotary drill; post hole hammer; post
hole digger; pumpcrete
machine; asphalt plant (on site); concrete batching
and/or mixing plant (on site); crusher plant (on
site); paving concrete mixer; timber jack

Group 2:

Sonic or vibratory hammer; grader; scraper; tandem
scraper; concrete pump; bulldozer; tractor; york rake;
mulching machine; portable steam boiler; portable
steam generator; roller; spreader; tamper (self
propelled or tractor drawn); asphalt paver; mechanic -
maintenance; paving screed machine; stationary steam
boiler; paving concrete finishing machine; cal truck;
ballast regulator; switch tamper; rail anchor machine;
tire truck

Group 3:

Pumps (1-3 grouped); compressor; welding machine
(1-3 grouped); generator; concrete vibrator; heater
(power driven 1- 5); well point system (operating);
syphon-pulsometer; concrete mixer; valves controlling
permanent plant air or steam; conveyor; Jackson type
tamper; single diaphragm pump; lighting plant

Group 4: Assistant engineer (fireman)

Group 5: Oiler (other than truck cranes and gradalls)

Group 6: Oiler (on truck cranes and gradalls) stant
engineer (on truck crane and gradall)

	Rates	Fringes
Ironworkers:		
	...\$ 48.02	33.43

LABO0014-001 06/01/2018

	Rates	Fringes
Plasterer tender		
\$ 38.00	24.10

LABO0022-009 06/01/2020

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 39.15	27.04
GROUP 2.....	\$ 39.40	27.04
GROUP 3.....	\$ 39.90	27.04
GROUP 4.....	\$ 40.15	27.04
GROUP 5.....	\$ 39.90	27.04
GROUP 6.....	\$ 39.15	27.04
GROUP 7.....	\$ 39.15	27.04

LABORERS CLASSIFICATIONS

GROUP 1: Laborers; Carpenter Tenders

GROUP 2: Jackhammer operator; pavement breaker;
asphalt raker carbide core drilling machine; chain saw
operator; pipelayer; barco type jumping tampers; laser
beam; concrete pump; mason tender; motorized mortar
mixer; ride-on motorized buggy; fence and beam rail
erector

GROUP 3: Air track, block paver; rammer; curb setter,
hydraulic and similar self-powered drills

GROUP 4: Blaster; powderman

GROUP 5: Pre-cast floor and roof plank erector

GROUP 6: Asbestos removal laborers/haz-mat laborers

GROUP 7: Flaggers

LABO1421-004 06/01/2018

	Rates	Fringes
Laborers: (Wrecking)		
Group 1.....	\$ 38.15	24.10
Group 2.....	\$ 38.90	24.10
Group 3.....	\$ 39.15	24.10
Group 4.....	\$ 34.15	24.10
Group 5.....	\$ 37.25	24.10
Group 6.....	\$ 38.15	24.10

Group 1: Adzeman, Wrecking Laborer.

Group 2: Burners, Jackhammers.

Group 3: Small Backhoes, Loaders on tracks, Bobcat Type
Loaders, Hydraulic "Brock" Type Hammer
Operators, Concrete Cutting Saws.

Group 4: Yardman (Salvage Yard Only).

Group 5: Yardman, Burners, Sawyers.

Group 6: Asbestos, Lead Paint, Toxic and Hazardous Waste.

PAIN0035-004 01/01/2019

Rates	Fringes
-------	---------

PAINTER

NEW CONSTRUCTION:

Brush, Taper.....	\$ 39.86	30.25
Spray, Sandblast.....	\$ 41.26	30.25

REPAINT:

Brush, Taper.....	\$ 37.92	30.25
Spray, Sandblast.....	\$ 39.32	30.25

PAIN0035-013 01/01/2019

	Rates	Fringes
--	-------	---------

PAINTER

NEW CONSTRUCTION:

Brush, Taper.....	\$ 45.65	30.25
Spray, Sandblast.....	\$ 47.05	30.25

REPAINT:

Brush, Taper.....	\$ 43.71	30.25
Spray, Sandblast.....	\$ 45.11	30.25

PAIN0035-020 01/01/2019

	Rates	Fringes
--	-------	---------

GLAZIER.....	\$ 39.86	30.25
---------------------	-----------------	--------------

PLAS0534-001 01/01/2020

	Rates	Fringes
--	-------	---------

CEMENT MASON/CONCRETE FINISHER....	\$ 43.00	37.66
---	-----------------	--------------

PLAS0534-004 01/01/2020

	Rates	Fringes
--	-------	---------

PLASTERER.....	\$ 43.00	37.66
-----------------------	-----------------	--------------

PLUM0012-007 09/02/2019

	Rates	Fringes
PLUMBER.....	\$ 57.59	30.43

PLUM0537-005 03/01/2020

	Rates	Fringes
PIPEFITTER.....	\$ 54.94	34.21

ROOF0033-001 08/01/2020

	Rates	Fringes
Roofers:		
All Tear-off and/or		
removal of any types of		
roofing and all spudding,		
sweeping, vacuuming and/or		
cleanup of any and all		
areas of any type where a		
roof is to be relaid.....	\$ 46.60	28.75

SFMA0550-001 10/01/2020

	Rates	Fringes
SPRINKLER FITTER.....	\$ 61.97	31.39

a. PAID HOLIDAYS: Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day, provided the employee has been in the employment of a contractor 20 working days prior to any such paid holiday.

SFMA0550-002 10/01/2020

	Rates	Fringes
SPRINKLER FITTER.....	\$ 55.78	31.39

a. PAID HOLIDAYS: Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day, provided the employee has been in the employment of a contractor 20 working days prior to any such paid holiday.

SHEE0017-003 08/01/2020

	Rates	Fringes
Sheet metal worker.....	\$ 50.67	41.84

TEAM0379-001 08/01/2020

	Rates	Fringes
Truck drivers:		
Group 1.....	\$ 34.98	26.6325+A+B
Group 2.....	\$ 35.15	26.6325+A+B
Group 3.....	\$ 35.22	26.6325+A+B
Group 4.....	\$ 34.44	26.6325+A+B

Group 5.....	\$ 35.44	26.6325+A+B
Group 6.....	\$ 35.73	26.6325+A+B
Group 7.....	\$ 36.02	26.6325+A+B

POWER TRUCKS \$.25 DIFFERENTIAL BY AXLE

TUNNEL WORK (UNDERGROUND ONLY) \$.40 DIFFERENTIAL BY AXLE

HAZARDOUS MATERIALS (IN HOT ZONE ONLY) \$2.00 PREMIUM

TRUCK DRIVERS CLASSIFICATIONS

Group 1: Station wagons; panel trucks; and pickup trucks

Group 2: Two axle equipment; & forklift operator

Group 3: Three axle equipment and tireman

Group 4: Four and Five Axle equipment

Group 5: Specialized earth moving equipment under 35 tons
other than conventional type trucks; low bed;
vachual; mechanics, paving restoration equipment

Group 6: Specialized earth moving equipment over 35 tons

Group 7: Trailers for earth moving equipment (double
hookup)

FOOTNOTES:

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

B. PAID VACATION: Employees with 4 months to 1 year of
service receive 1/2 day's pay per month; 1 week vacation
for 1 - 5 years of service; 2 weeks vacation for 5 - 10
years of service; and 3 weeks vacation for more than 10
years of service

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

=====

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

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)).

[Property owner company logo or letterhead, if applicable]

Date: [today's date]

To Whom It May Concern:

I, [name of property owner or property manager], **give permission to** [tenant business name] **at** [tenant business address] **to participate in the City of Cambridge Interior Accessibility Program. I have spoken with** [tenant business owner's name or business manager who makes decisions on behalf of business] **and understand that the scope of work may include improvements to the real property at** [tenant business address]. **Improvements that have been discussed with me include:**

Pick any that apply

- Accessible Countertops
- Accessible Shelving
- Accessible Bathrooms
- Accessible Interior Ramps
- Automatic Door Openers
- Accessible Aisles
- Other

[Tenant business name] **has a lease that will expire on** [date, make sure to note year] **and has** [X number and/or kind] **of options to renew.**

Please contact me with any questions.

[Signature of property owner or property manager]

[Property owner name or name of property manager]

[Full address associated with property owner or property manager]

[Phone and Email for property owner or property manager]