

**RELEASE AND WAIVER OF LIEN**  
**(SUBCONTRACTOR/VENDOR)**

To Whom It May Concern:

We, the undersigned, who have for the account of \_\_\_\_\_, furnished materials and/or labor in the construction of \_\_\_\_\_ located at \_\_\_\_\_, upon real estate owned by \_\_\_\_\_, do hereby, in consideration of payment(s) made, the receipt whereof is hereby acknowledged and for other good and valuable consideration, and in accordance of other benefits accruing to us, intending to be legally bound, we do hereby, for ourselves, our employees, our sub-contractors, our materialmen, and all other persons acting for, on account of, through or under us, waiver, relinquish and release, all manner of liens, claims and demands, including, but not limited to all right to file or to have filed or to maintain any mechanics lien or liens pr claims against the Property or Owner. This release and Waiver of Lien is executed and given in favor of and for the benefit of each and every party legally or equitably, now or hereafter, owning an interest in the property and to any party who has made or who in the future makes loan or loans secured on the Property and his, its or their heirs, successors and assigns; and, we do further warrant that we have the full right to execute this Release and Waiver of Lien shall be independent covenant and shall operate and be effective as well with respect to work and labor done and materials furnished under any supplemental contract or contracts, whether oral or written, for extra or additional work, and for any other and further work done or materials furnished at any time with respect to the Property subsequent to the execution of the Release and Waiver of Lien.

The subscriber to this instrument respectively warrants that all laborers employed by him upon the aforesaid premises have been fully paid and that none such laborers have any claim, demand, or lien against the Property, and further, that no chattel mortgage, conditional bill of sale or retention of title agreement has been given or executed by us, for or in connection with any material, appliances, machinery, fixtures, or furnishing placed upon or installed in the Property.

It is understood and agreed that the signature hereto is for all services rendered, work done and material furnished heretofore and hereafter by the subscriber in any and all capacities.

WITNESS our signature this \_\_\_\_\_ day of \_\_\_\_\_, 2009

\_\_\_\_\_  
Name of Company

\_\_\_\_\_  
Authorized Signatory

\_\_\_\_\_  
TITLE / POSITION

RELEASE

We, the undersigned, are subcontractors, materialmen or other persons furnishing services or labor or materials, as indicated under our respective signatures below, in a construction or repair of the following project: \_\_\_\_\_

In consideration of the sum of One Dollar (\$1.00), and other good and valuable consideration, the receipt of which is hereby acknowledge, we do hereby waive, release, and quit claim, all right that we, or any of us, may now or hereinafter have to a lien upon the land and improvements above described or any and all other claims, including, but not limited to, claims against performance bonds and we do further warrant that we have not and will not claim that we have the right to execute this waiver and release thereof. We, the undersigned, do hereby further acknowledge that we do release and discharge CHARLES COUNTY from any and all liability arising from or relating to the aforementioned contract to perform the work as is herein set forth.

WITNESS the following signatures and seal this \_\_\_\_\_ day of \_\_\_\_\_, 2009.

WITNESS: (Print full name and Sign on top)

\_\_\_\_\_

\_\_\_\_\_

Name of Company

\_\_\_\_\_

\_\_\_\_\_

Authorized Signatory

\_\_\_\_\_

TITLE / POSITION

GUARANTEE FORM

Pursuant to, and in consideration of the benefits received by virtue of the following:

**Project:**

**Project No:**

The undersigned does hereby guarantee to the Charles County Commissioners hereafter called the County, its successors, or assigns, that the materials and workmanship in the product, or products, furnished to the County pursuant to the terms of the agreement be free from any defects for a period of one year from the date of **FINAL COMPLETION ACCEPTANCE** unless otherwise agreed to in writing, therefore by the County. In the event any defects shall become apparent within one (1) year from date of **FINAL COMPLETION ACCEPTANCE**, the undersigned does agree to repair the same within 30 days of the mailing of written notice.

In the event such repairs shall not be commenced within 25 days of the mailing of such notice, **OR THE WORK IS OF AN EMERGENCY NATURE** the County shall have the right to repair or have repaired the offending product(s) at the sole cost and expense of the undersigned.

Guarantee Signature Block:

State of: \_\_\_\_\_  
County of: \_\_\_\_\_

\_\_\_\_\_  
(Typed Name)

\_\_\_\_\_  
(Signature)

Subscribed and sworn to before me this:

\_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_,  
\_\_\_\_\_, Notary Public

\_\_\_\_\_  
(Title & Company Name)

My Commission expires: \_\_\_\_\_

\_\_\_\_\_  
(Date)

(NOTARY'S SPACE)

*Final Acceptance Signature Block:*

\_\_\_\_\_  
Director, Department of Public Facilities

\_\_\_\_\_  
(Date)

MAINTENANCE BOND

KNOW ALL MEN BY THESE PRESENTS, that we \_\_\_\_\_  
hereinafter called Principal, as Principal, and

\_\_\_\_\_, a corporation of the State of \_\_\_\_\_,  
\_\_\_\_\_, hereinafter called Surety, as Surety, are held and firmly bound unto COUNTY COMMISSIONERS OF CHARLES COUNTY hereinafter called Obligee in the sum of \_\_\_\_\_ dollars ( \$ \_\_\_\_\_ ), lawful money of the United States of America, to be paid to the said Obligee, or its successors or assigns, to the payment of which sum well and truly to be made, we do bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

SIGNED, sealed, and dated this \_\_\_\_\_ day of \_\_\_\_\_, 2009.

WHEREAS, the Principal entered into a contract with the said Obligee, dated \_\_\_\_\_,

for \_\_\_\_\_

and,

WHEREAS, the Obligee requires that these presents be executed on or before the final completion and acceptance of said contract and

WHEREAS, said contract was completed and accepted on the \_\_\_\_\_ day of \_\_\_\_\_, 2009.

NOW, THEREFORE, THE CONDITION OF THIS OBLIGATION IS SUCH, that if the Principal shall remedy, without cost of the Obligee, any defects which may develop during a period of \_\_\_\_\_ from the date of completion and acceptance of the work performed under the contract, caused by defective or inferior materials of workmanship, then this obligation shall be void: otherwise it shall be and remain in full force and effect.

\_\_\_\_\_  
Principal

ATTEST:

\_\_\_\_\_  
BY: \_\_\_\_\_

\_\_\_\_\_  
Surety  
BY: \_\_\_\_\_  
, Attorney-in-Fact

**APPENDIX 4 –PREVAILING WAGE RATES**

**COUNTY COMMISSIONERS OF CHARLES COUNTY, MARYLAND**  
**2008 Legislative Session**

**PREVAILING WAGES**

**Commissioners Action:** 12 / 03 / 08 Enact

**Effective Date:** 01 / 17 / 2009

**Bill No.:** 2008-20

**Chapter No.:** 299

AN ACT concerning PREVAILING WAGES for the purpose of requiring that a prevailing wage rate must be paid by contractors or subcontractors to their employees when working on certain County financed construction projects. Such wage rate shall be established for the County by the State Commissioner of Labor and Industry, and shall apply to certain County financed construction projects.

**1. DEFINITIONS**

In this section, the following words have the meanings indicated:

**A. APPRENTICE:**

An individual who:

- (1) Is at least 18 years old;
- (2) Has signed an agreement with an employer or employer's agent, an association of employers, an organization of employees, or a joint committee, that includes a statement of:
  - i. The trade, craft, or occupation that the individual is learning; and
  - ii. The beginning and ending dates of the apprenticeship; and
- (3) Is registered in a program of a council or bureau of apprenticeship and training of the United States department of labor.

**B. CONSTRUCTION:**

- (1) Means the process of building, altering, repairing, improving, or demolishing any structure or building, or other structural improvements of any kind to any real property.
- (2) Does not mean routine repairs, operation, or maintenance of existing structures, buildings, or real property.

**C. COUNTY FINANCED CONSTRUCTION CONTRACT:**

Means a contract for construction work that is awarded by the county or where county funds are used to finance all or part of the cost of the contract.

**D. COUNTY FUNDS:**

Means any funds directly appropriated by the county.

**E. EMPLOYEE:**

An apprentice or worker employed by a contractor or subcontractor on a county financed construction contract.

**F. PREVAILING WAGE:**

The hourly wage rate set by the state commissioner of labor and industry for state-funded construction contracts in the county.

**G. PUBLIC ENTITY:**

- (1) The federal government;
- (2) A state government and any of its agencies;
- (3) Any political subdivision of a state government and any of its agencies;
- (4) Any board, commission, or committee established by federal, state, or local law;
- (5) Any organization or association of the federal government, state governments, or political subdivisions of state governments; and
- (6) Any other entity that is:
  - i. Qualified as a non-taxable corporation under the united states internal revenue code, as amended; and
  - ii. Incorporated by an entity under paragraphs (1) through (5) for the exclusive purpose of supporting or benefitting an entity under paragraphs (1) through (5).

**H. WORKER:**

Laborer or mechanic

**2. EXCLUSIONS**

This section does not apply to a county financed construction contract:

- A. Of less than \$500,000.00;
- B. That is subject to a federal or state prevailing wage law;
- C. With a public entity;
- D. To the extent that the contractor is expressly precluded from complying with this section by the terms of any federal or state law, contract, or grant.

**3. PAYMENT OF PREVAILING WAGE**

Any contractor and subcontractor that perform direct and measurable construction work on a county financed construction contract must pay each employee at a rate equal to or more than the prevailing wage currently in effect for the type of work performed.

**4. PREVAILING WAGE****A. BASIC RATE:**

The prevailing wage rate is the prevailing wage rate established annually by the commissioner of labor and industry for state financed construction work performed in the county by an employee who performs direct and measurable work.

**B. OVERTIME RATE:**

A contractor or subcontractor must pay an employee at a rate equal to or more than the prevailing wage rate for overtime for the type of work performed for each hour that the employee performs direct and measurable work:

- (1) More than 10 hours in any single calendar day;
- (2) More than 40 hours in a workweek; or
- (3) On a Sunday or a legal holiday.

**C. DEDUCTIONS:**

A contractor or subcontractor may only make fair and reasonable deductions that are:

- (1) Required by law;
- (2) Authorized in a written agreement between an employee and an employer signed at the beginning of employment that:
  - i. Concern food, sleeping quarters, or similar items; and
  - ii. Is submitted by the employer to the chief administrative officer or a designee; or
- (3) Required or allowed by a collective bargaining agreement between a bona fide labor organization and a contractor or subcontractor.

**D. APPRENTICES:**

Each apprentice must be paid at least the rate that the state's apprenticeship and training council sets for an apprentice in the trade involved, based on a percentage of the prevailing wage rate in that trade.

**5. CONTRACT REQUIREMENTS**

Each contract covered by this section must:

- A. State the requirement that contractor and subcontractor to comply with this section;
- B. Specify that an aggrieved employee, as a third-party beneficiary, may by civil action recover the difference between the prevailing wage for the type of work performed and the amount actually received, with interest and a reasonable attorney's fee; and
- C. Comply with the requirements concerning minority business enterprises as set forth in resolution number 2005-53.

**6. MISCLASSIFICATION OF EMPLOYEES**

A contractor or subcontractor must not split or subdivide a contract, pay an employee through a third party, or treat an employee as a subcontractor or independent contractor to avoid any requirement of this section.

**7. HELPER AND TRAINEE RESTRICTIONS**

A contractor or subcontractor must not employ any individual classified as a helper or trainee to perform direct and measurable work on a contract covered by this section.

**8. POSTING REQUIREMENTS**

Each contractor and subcontractor must post a clearly legible statement of each prevailing wage rate in a prominent and easily accessible place at the work site during the entire time work is being performed in English and any other language that is primarily spoken by the employees at the work site.

**9. PAYROLL RECORDS**

- A. Each contractor and subcontractor must submit a complete copy of its payroll records for construction work performed during that period corresponding to the current request for payment or invoice to the Contracting Officer.
- B. The payroll records must contain a statement signed by the contractor or subcontractor certifying that:
  - (1) The payroll records are correct;
  - (2) The wage rates paid are not less than those required by this section; and
  - (3) The rate of pay and classification for each employee accurately reflects the work the employee performed.
- C. Each payroll record must include:
  - (1) The name, address, and telephone number of the contractor or subcontractor;
  - (2) The name and location of the job; and
  - (3) Each employee's:
    - i. Name;
    - ii. Current address, unless previously reported;
    - iii. Specific work classification;
    - iv. Daily straight time and overtime hours;
    - v. Total straight time and overtime hours for the payroll period;
    - vi. Rate of pay;
    - vii. Fringe benefits by type and amount; and
    - viii. Gross wages.
- D. Each contractor or subcontractor must:
  - (1) Keep payroll records covering construction work performed on a contract covered by this section for not less than 5 years after the work is completed; and
  - (2) Subject to reasonable notice, permit the Director of Fiscal and Administrative Services or a designee to inspect the payroll records at any reasonable time and as often as necessary.
- E. The Director of Fiscal and Administrative Services or a designee must make payroll records obtained from contractors or subcontractors under this section available for public inspection during regular business hours for 5 years after the Director of Fiscal and Administrative Services receives the records.

## 10. ENFORCEMENT

- A. The Director of Fiscal and Administrative Services or a designee may perform random or regular audits and investigate any complaint of a violation of this section.
- B. A contractor or subcontractor must not discharge or otherwise retaliate against an employee for asserting any right under this section or for filing a complaint of a violation.
- C. Each contract subject to this section may specify the payment of liquidated damages to the county by the contractor for any noncompliance with this section.
- D. Each contractor is jointly and severally liable for noncompliance with this section by a subcontractor.

- E. If a contractor or subcontractor is late in submitting copies of any payroll record required to be submitted under this section, the county may deem invoices unacceptable until the contractor or subcontractor provides the required records, and may postpone processing payments due under the contract or under an agreement to finance the contract.

11. **REPORT**

The Director of Fiscal and Administrative Services must report annually to the county commissioners on the operation of and compliance with this section.

**STATE OF MARYLAND**  
**DEPARTMENT OF LABOR, LICENSING AND REGULATION**  
**DIVISION OF LABOR AND INDUSTRY**  
**PREVAILING WAGE SECTION**  
**1100 N. Eutaw Street, Room 607**  
**Baltimore, Maryland 21201**  
**(410) 767-2342**

The wage rates to be paid laborers and mechanics on the contract described below is announced by order of the Commissioner of Labor and Industry.

It is mandatory upon the successful bidder and any subcontractor under him, to pay not less than the specific rates to all workers employed by them in execution of this contract. Reference: Annotated Code of Maryland State Finance and Procurement, Section 17-201 thru 17-226 inclusive.

These rates were taken from the locality determination dated July 7, 2007 for Charles County, issued pursuant to the Commissioner's authority under State Finance and Procurement Article Section 17-209, Annotated Code of Maryland.

Sonya Williams, Chief of Purchasing  
(Name and Title of Requesting Officer)

June 16, 2009  
(Date of Issue)

Charles County Government, Purchasing Division P.O. Box 2150 La Plata,  
Maryland 20646  
(Department, Agency or Bureau) (Address)

Charles County: Clark Senior Center Addition  
(Location and Description of work)

Project No.: 09-56

CLASSIFICATION	BASIC HOURLY RATE	FRINGE BENEFIT PAYMENTS
BRICKLAYER	\$23.19	\$4.80
CARPENTER	\$22.89	\$6.86
CEMENT MASON-FINISHER	\$24.73	\$4.98
ELECTRICIAN	\$30.45	\$12.34
IRONWORKER:		
STRUCTURAL	\$24.53	\$14.43
REINFORCING	\$24.53	\$14.43
GLAZIER	\$23.09	\$7.26
LABORER:		
COMMON OR UNSKILLED	\$13.75	\$3.12
MASON TENDER	\$13.75	\$3.12
PIPELAYER	\$15.75	\$3.12

Charles County: Clark Senior Center Addition  
Project No.: 09-56

CLASSIFICATION	BASIC HOURLY RATE	FRINGE BENEFIT PAYMENTS
PAINTER:	\$21.31	\$7.26
SPACKLING, TAPING, & FINISHING	\$21.31	\$7.26
INDUSTRIAL	\$22.73	\$7.26
STEEL-BRIDGE	\$24.62	\$7.26
PLASTERER:	\$23.30	\$5.32
HANDLER	\$11.50	\$5.32
MIX & PUMP	\$14.00	\$5.32
SPRAYER	\$19.01	\$5.32
PLUMBER	\$30.27	\$11.46 +a
RESILIENT FLOOR/CARPET LAYER	\$18.70	\$0.40
ROOFER	\$22.35	\$7.21
SHEETMETAL WORKER	\$29.18	\$10.51
SPRINKLERFITTER	\$26.45	\$11.65
STEAMFITTER/PIPEFITTER	\$30.27	\$11.46 +a
TRUCK DRIVER:		
DUMP TRUCK	\$16.00	
POWER EQUIPMENT OPERATORS:		
BACKHOE	\$22.30	
BIDWELL	\$24.74	\$5.52
BOOM	\$20.02	
BULLDOZER	\$18.00	
CONCRETE PUMP	\$23.57	\$5.62
CRANE	\$27.64	\$6.02 +a+b
DERRICK CRANE	\$25.89	\$5.37
DRILL RIG	\$24.74	\$5.62
EXCAVATOR	\$24.51	\$5.77
FORKLIFT	\$21.54	\$5.62
GRADER	\$22.00	
HOIST	\$25.28	\$6.02 +a+b
LOADER	\$22.54	\$4.58
MECHANIC	\$26.00	\$4.06
ROLLER	\$22.10	\$5.12
SCRAPER PAN	\$22.10	\$5.12

**WELDER, RIGGER, CAULKER** - Receive rate prescribed for craft performing operation to which welding, rigging, or caulking is incidental.

**\*COMMUNICATION INSTALLER TECHNICIAN** | \$21.05 | \$6.65 +a+b |

\*The above listed classification will be utilized for the installation, maintenance, and removal of teledata facilities (voice, data and video) including outside plant, telephone and data inside wire, interconnect, terminal equipment, central offices, PABX, fiber optic cable and equipment, railroad communications, micro waves, V-SAT, bypass, CATV, WAN (Wide Area Networks), LAN (Local Area Networks), and ISDN (Integrated Systems Digital Network). Fire alarm work and security alarm work shall be installed by an Electrician. All HVAC control work will be installed by an Electrician or a Steamfitter/Pipefitter.

Charles County: Clark Senior Center Addition  
Project No.: 09-56

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a. **PAID HOLIDAYS:** New Years Day, Memorial Day, July 4th, Labor Day, Martin Luther King's Birthday, President's Day, Veteran's Day, Thanksgiving Day, & Christmas Day.

b. **PAID VACATIONS:** Employees with 1 year service-1 week paid vacation;  
2 years service-2 weeks paid vacation  
10 years service-3 weeks paid vacation

DATE:

RECU:

# DLLR

## STATE OF MARYLAND

### DEPARTMENT OF LABOR, LICENSING AND REGULATION

MARTIN O'MALLEY, Governor  
ANTHONY G. BROWN, Lt. Governor  
Thomas E. Perez, Secretary

J. Ronald DeJuliis, Commissioner  
Division of Labor and Industry

DLLR Home Page • <http://www.dllr.state.md.us>  
DLLR E-mail\* [dli@dllr.state.md.us](mailto:dli@dllr.state.md.us)

June 16, 2009

**REQUEST FOR ADVERTISEMENT AND NOTICE TO PROCEED**

Sonya Williams, Assitant Chief of Purchasing  
Charles County Government, Purchasing Division  
P.O. Box 2150  
La Plata, Maryland 20646

Dear Ms. Williams:

**RE: Clark Senior Center Addition – 09-56**

Enclosed please find the Prevailing Wage Determination for the project referenced above and Instructions for Contractors.

Upon advertisement for bid or proposal of this project, you are requested to submit to this office the date and name of publication in which such advertisement appeared.

Once awarded, you are further directed to submit to this office, the NOTICE TO PROCEED for the project, complete with the date of notice, the name of the general contractor, and the dollar amount of the project. In addition, we ask that a representative of the prevailing wage Unit be invited to attend the Pre-Construction Conference.

Any questions concerning this matter may be referred to Katrina Williams, Wage and Hour Investigator, Division of Labor & Industry, in the Prevailing Wage Unit at 410-767-2365. Should you require further assistance I can be reach at 410-767-2394.

Sincerely,

*Charles Krebs*

Charles Krebs, Supervisor  
Prevailing Wage Unit

Enclosures:  
Wage Determination  
Instructions for the Contractors



1100 N. Eutaw Street, Room 607  
Baltimore, Maryland 21201

*Keeping Maryland Working and Safe*

410-333-7303-Fax  
TTY For the Deaf (410-767-2117)

Rev. 2/15/07

## PREVAILING WAGE INSTRUCTIONS FOR THE CONTRACTOR

The contractor shall submit TWO complete copies of his payroll records and the payroll records of each of his subcontractors-one copy to the Contracting Officer and **ONE to the Commissioner of Labor & Industry, Prevailing Wage Unit**, 1100 N. Eutaw Street, Room 607, Baltimore, Maryland 21201, where they will be available for inspection during business hours. These payroll records must be submitted within 14 calendar days after the end of each payroll period and shall contain the following information: Contractor's name, address & telephone number; location and project number of the job; Employees name, address, social security number, exact and specific work classification, hours-straight time and overtime-worked each day, total hours-straight time and overtime-worked rate of pay and gross wages earned. Employee's address may be dropped after it has been reported one time. Payrolls shall be submitted on U.S. Department of Labor Wage and Hour Public Contracts Division Payroll Form WH-347 or its equivalent and contain only information relevant to the job and be serially numbered starting with payroll number one.

The contractor shall be responsible for submission of all subcontractors' payroll records covering work performed directly at the work site. Each copy of the payroll records shall be accompanied by a statement signed by the contractor or the subcontractor, indicating that the wage rates contained therein are not less than those established by the Commissioner as set forth in the contract, that the classification set forth for each worker or apprentice conforms with the work performed, and that the contractor or subcontractor, as the case may be, has complied with the provisions of the law.

A contractor or subcontractor may make deductions that are (1) required by law; (2) required by a collective bargaining agreement between a bona fide labor organization and the contractor or subcontractor; or (3) contained in written agreement between an employee and an employer undertaken at the beginning of employment, if the agreement is submitted by the employer to the public body awarding the public work and is approved by the public body as fair and reasonable.

If the contractor is delinquent in submitting payroll records, processing of partial payment estimates may be held in abeyance pending receipt of the records. In addition, if the contractor is delinquent in submitting the payroll records, the contractor shall be liable to the contracting public body for liquidated damages. The liquidated damages shall constitute the sum of \$10.00 for each calendar day that the records are late.

Only apprentices **REGISTERED WITH THE MARYLAND APPRENTICESHIP AND TRAINING COUNCIL** shall be employed on Prevailing Wage Projects. Apprentices shall be paid a percentage of the determined journey person's wage for the specific craft.

Overtime rates shall be paid by the general contractors and subcontractors under its contracts and agreements with their employees, which in no event shall be less than time and one-half the prevailing hourly rate of wages for all hours worked in excess of ten (10) hours in any one calendar day; in excess of forty (40) hours per workweek; and work performed on Sundays and legal holidays.

Contractors and subcontractors employing a classification of worker for which a wage rate was not issued, SHALL notify the Commissioner of Labor & Industry, Prevailing Wage Unit, for the purpose of obtaining the wage rate for said classification **PRIOR TO BEING EMPLOYED** on this project. To obtain a prevailing wage rate, which was NOT listed on the Wage Determination, send a **WRITTEN** request for the specific omitted rate or craft to the Division of Labor & Industry, Prevailing Wage Unit, 1100 N. Eutaw Street, Room 607, Baltimore, Maryland 21201.

The fringe benefit packages of the contractor, and all subcontractors working under him, must be submitted indicating the hourly dollar amount paid, along with proof of payment, on behalf of each employee working on

**PREVAILING WAGE INSTRUCTIONS FOR THE CONTRACTOR [Con't]**

the project. Apprenticeship Papers shall be submitted for each apprentice employed on the project. A valid copy of the Construction License for the contractor and subcontractors, permitting them to perform construction work in the State of Maryland must be submitted. Forward the **subcontractors list**, the **fringe benefits packages**, the **apprenticeship papers** and the **construction licenses** to the above address.

Under the MARYLAND APPRENTICESHIP AND TRAINING COUNCIL laws and regulations, "A minimum ratio of one journey persons regularly employed for one apprentice consistent with proper supervision, training and continuity of employment and applicable provisions in collective bargaining agreements. No deviation from the minimum shall be permitted unless first submitted to the council, in writing, for its approval."

The apprentice ratio is as follows:

JOURNEYMEN - 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

APPRENTICES - 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

Laborers may **NOT** assist mechanics in the performance of the mechanic's work, **NOR USE TOOLS** peculiar to established trades.

ALL contractors and subcontractors shall employ only competent workers and apprentices and may **NOT** employ any individual classified as a **HELPER** or **TRAINEE** on a Prevailing Wage Project.