

# Charter Township of Flint

1490 S. Dye Road  
Flint, Michigan 48532

Phone: (810) 732-1350  
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[www.flinttownship.org](http://www.flinttownship.org)

**CLERK**  
Kim Courts

**SUPERVISOR**  
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Marsha Binelli

**TRUSTEES**  
George Menoutes    Belenda Parker  
Barb Vert            Franklin Kasle

## **FOR CRIME AWARENESS / LIGHTING FOR THE TRAIL**

### **CHARTER TOWNSHIP OF FLINT GENESEE COUNTY, MICHIGAN**

Sealed Proposals will be received by the Charter Township of Flint for Crime Awareness/Lighting for the Trail, located from Corunna Road to Beveridge Road along the Flint Township Trail (see CDBG-LOW/MOD MAP for location of lighting). Proposals will be received at the Charter Township of Flint Administration Building, 1490 S. Dye Road, Flint, Michigan 48532, until 4:00 p.m., Tuesday, March 24, 2015. All bids received will be opened and publicly read aloud.

The right is reserved by the Charter Township of Flint to accept any bid, to reject any or all bids, and to waive any irregularities in any bid, in the interest of the Charter Township of Flint.

Bids will be considered on the basis of a lump sum price for all labor and material required to complete the project as designed and specified on the contract.

#### **The principal items of work include:**

#### **PROJECT REQUESTED FOR PATHWAY LIGHTING**

- Ambient solar-powered LED lighting for public pathway.
- LED solar-powered lighting will allow safe environment for pedestrians on the pathway.
- The area of lighting is from Corunna Road to Beveridge Road.
- The focal point is the Graham Road Bridge. The poles are to be evenly spaced on both sides of the road including the bridge over Graham Road.
- LED lighting fixtures will be purchased locally from electrical supplier.
- All electrical work to be performed by licensed electrical contractor.

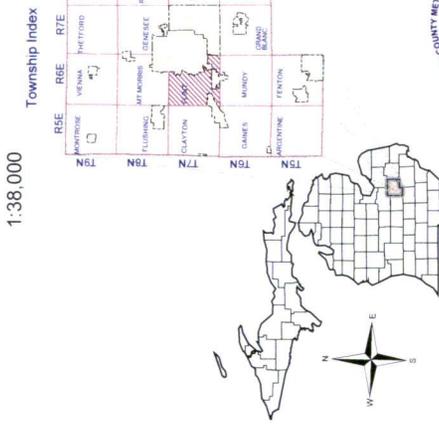
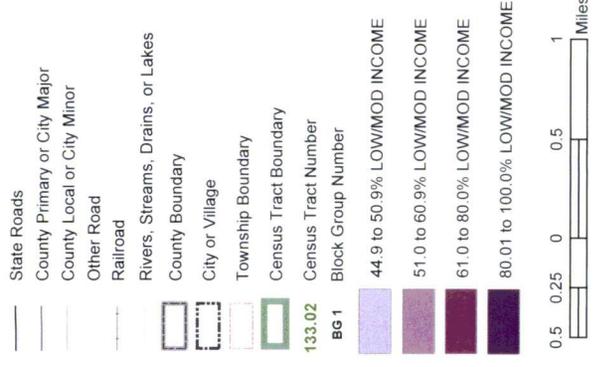
The above reference project is a federally funded activity authorized under the Housing and Community Development Act of 1974. All successful bidders must comply with Federal Labor Standards, including the Davis-Bacon Act and the Copeland Anti-Kickback legislation; Federal Equal Opportunity requirements; and Section 3 of the Housing and Urban Development Act of 1968.

Minority/Women/Handicapped business owned enterprises (MBE/WBE/HBE) and Section 3 business concerns seeking bid opportunities under this Project Notice are encouraged to respond.

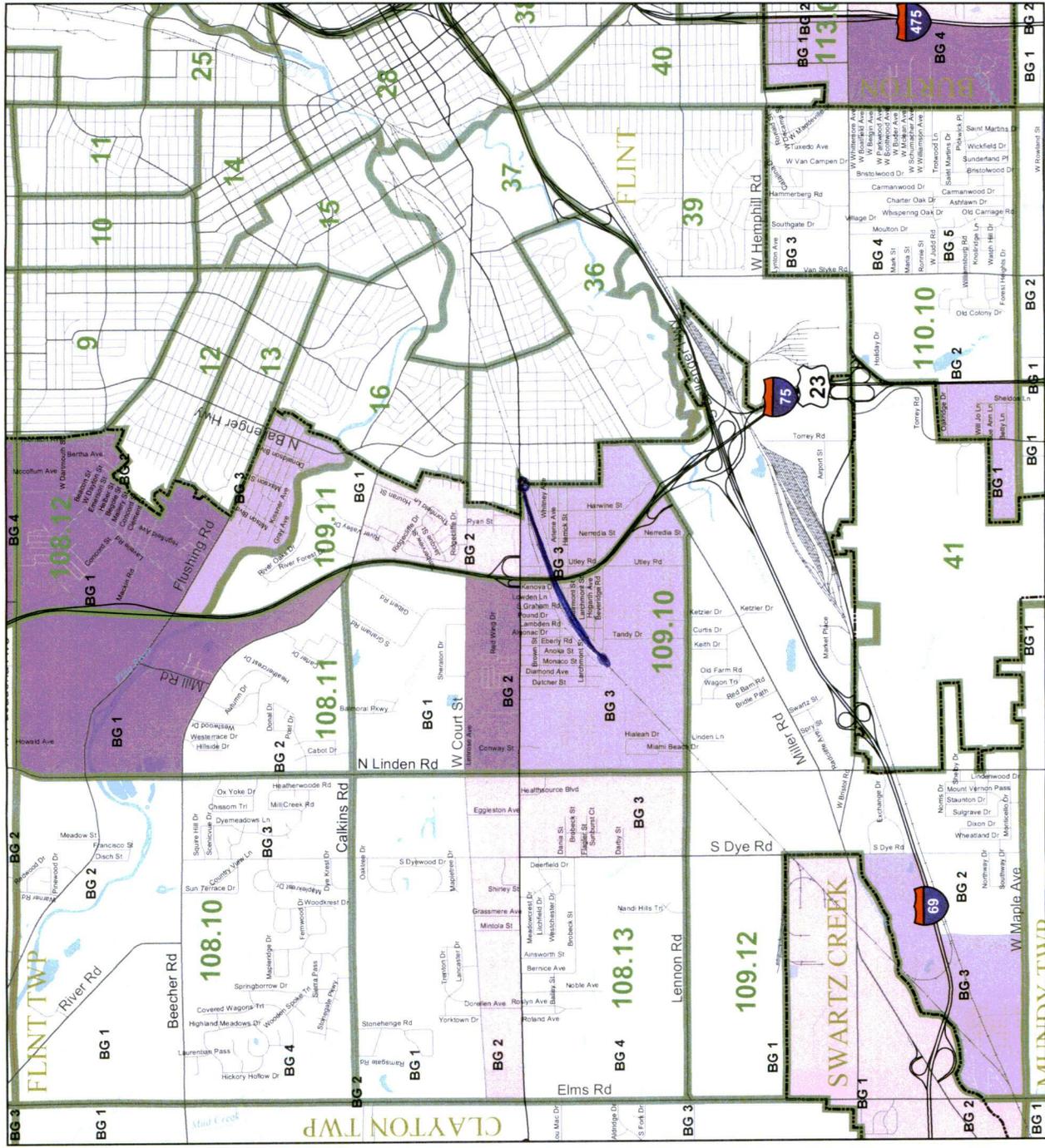
Thank you for your interest in this project. Any questions please contact the Flint Township Clerk.

Kim Courts, Clerk  
(810) 600-3212

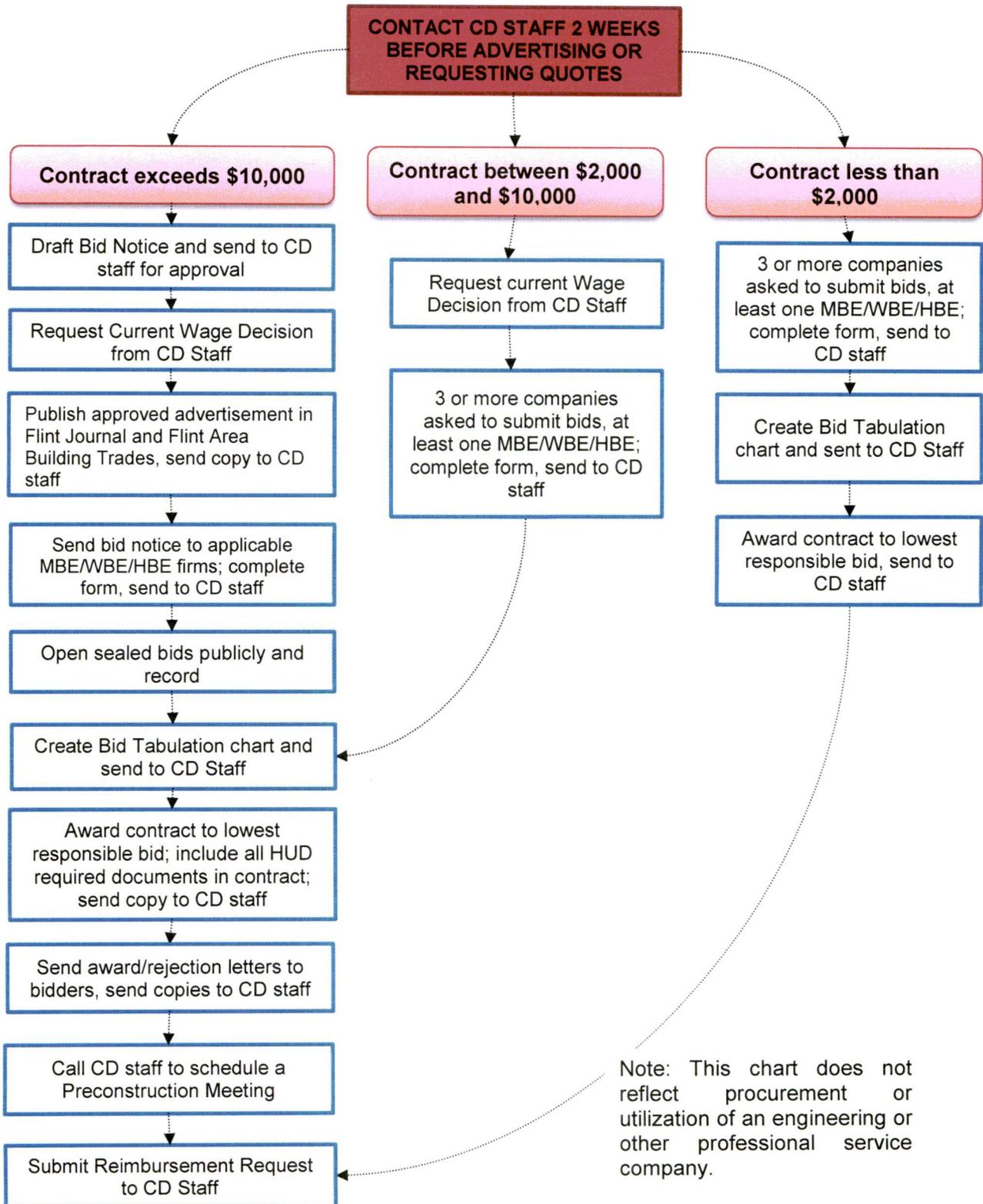
# CDBG - LOW/MOD INCOME AREAS Flint Township Genesee County, Michigan



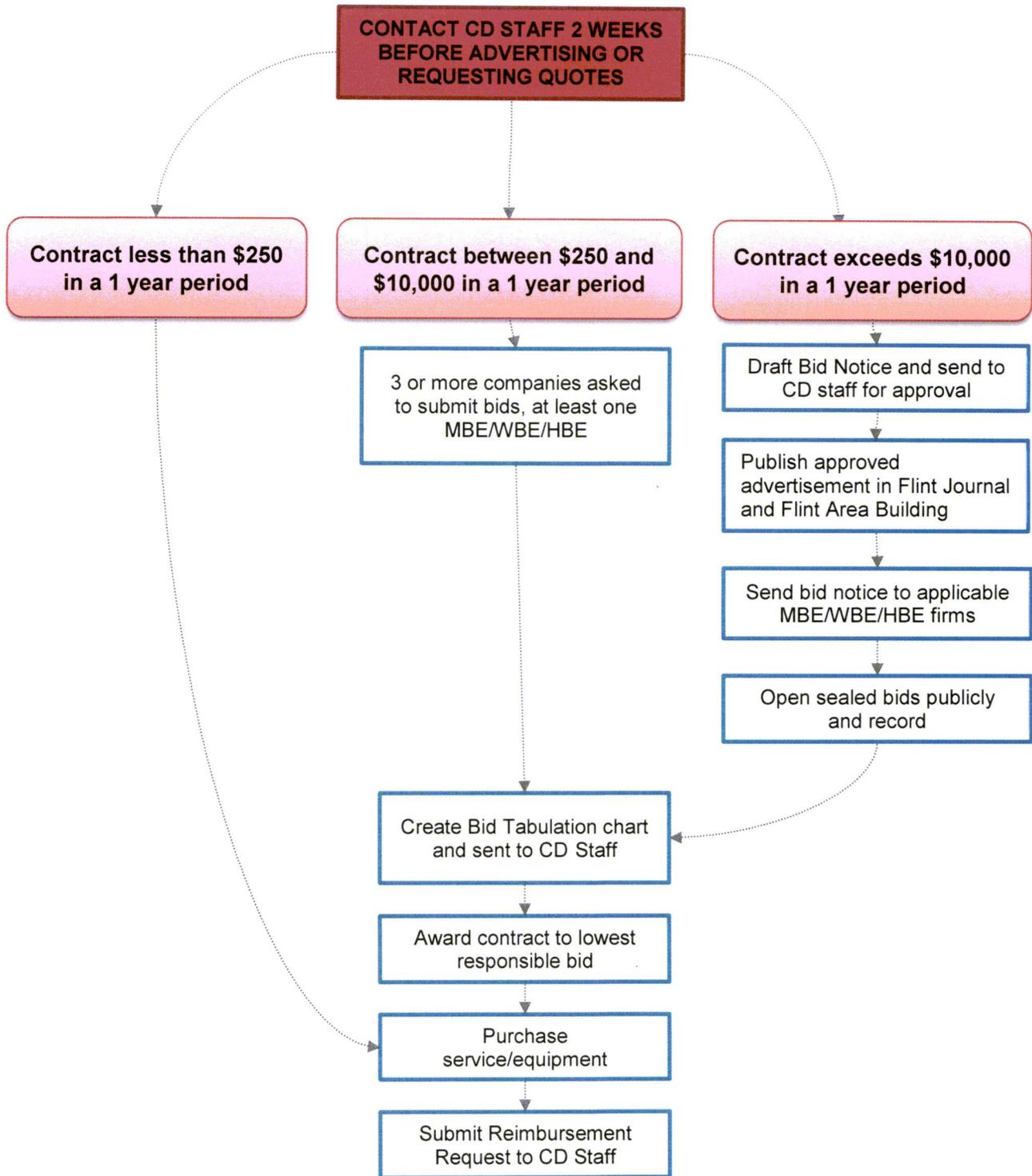
Data Sources:  
 Base Map - Michigan Geographic Framework Version 2a  
 Michigan State Plane South Zone NAD83  
 Census Date - 2000 Tracts from MI Geographic Framework  
 Created - August 2011 from U.S. Census Bureau, Census 2000



# Community Development Block Grant (CDBG) Program Procurement Process for Construction Contracts



# Community Development Block Grant (CDBG) Program Procurement Process for Service/Equipment Contract



## Federal Requirements

The above-referenced project is a federally funded activity authorized under the Housing and Community Development Act of 1974. All successful bidders must comply with the federal labor standards, including the Davis-Bacon Act and the Copeland Anti-Kickback legislation, federal equal opportunity requirements and Section 3 of the Housing and Urban Development Act.

Enclosed is the set of documents related to compliance with federal requirements concerning Genesee County Community Development Block Grant (CDBG) projects:

### Labor Standards Requirements

- Genesee County Labor Standards
- Genesee County Bid Procedures
- Federal Labor Standards Provisions (Form HUD-4010)

### Equal Employment Opportunity Requirements

- Equal Employment Opportunity Clause
- Standard Federal Equal Employment Opportunity Construction Contract Specifications
- Notice of Requirement for Affirmative Action to Ensure Equal Employment Opportunity
- Participation Goals for Minorities and Females

### Minority/Women/Handicap Business Enterprise Requirements

- Minority/Women/Handicap Business Enterprise (MBE/WBE/HBE) Procurement Procedures
- Genesee County MBE/WBE/HBE Outreach Form
- Genesee County Office of Equity & Diversity Certified Businesses and Minority Directory

### Section 3 Clause Requirements

- Section 24 CFR, Part 135.38 and HUD Grant Agreement (Section 3)
- Certification for Business Concerns Seeking Section 3 Preference in Contracting
- Resident Opportunity for Section 3 Eligibility

### Applicable Federal Acts, Guidelines and Orders

- Architectural Barriers Act of 1968 Provision
- Accessibility Guidelines for Buildings and Facilities
- Clean Air Act of 1970 and Federal Water Pollution Control Act Provisions
- Wetlands Protection Clause Executive Order 11990

### Davis-Bacon Act Requirements

- Project Wage Decision

## GENESEE COUNTY LABOR STANDARDS

- **Contract under \$2,000**

*No Labor Standards required.*

- **Contract exceeds \$2,000**

Notify County for Wage Decision and Federal Requirements/contract material to be incorporated into bid specifications at least two weeks before advertising for bids. Obtain approval of Genesee County Community Development Program staff at 810-257-3010 **prior to advertising bid opportunities.**

Bid Project - Published Notice must state that this project is federally funded with language included according to Federal Requirements.

Notify Genesee County Community Development Program staff at 810 257-3010 to establish preconstruction meeting **immediately after contract has been awarded.**

## 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 I(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.

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**(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.

EQUAL EMPLOYMENT OPPORTUNITY  
(Executive Order 11246, as amended -41 CFR Part 60-1.4(b))

During the performance of this contract, the contractor agrees as follows:

1. The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

2. The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive considerations for employment without regard to race, color, religion, sex, or national origin.

3. The contractor will send to each labor union or representative of workers with which s/he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

4. The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, as amended, and of the rules, regulations, and relevant orders of the Secretary of Labor.

5. The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

6. In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedure authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

7. The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (7) in every subcontract or

purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provision, including sanctions for noncompliance: *Provided, however,* that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency the contractor may request the United States to enter into such litigation to protect the interests of the United States.

STANDARD FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
CONSTRUCTION CONTRACT SPECIFICATIONS  
(Executive Order 11246 - 41 CFR Part 60.4.3)

1. As used in these specifications:

a. "Covered area" means the geographical area described in the solicitation from which this contract resulted;

b. "Director" means Director, Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, or any person to whom the Director delegates authority;

c. "Employer identification number" means the Federal social security number used on the Employer's Quarterly Federal Tax Return, U.S. Treasury Department Form 941;

d. "Minority" includes:

(1) Black (all) persons having origins in any of the Black African racial groups not of Hispanic origin);

(2) Hispanic (all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race);

(3) Asian and Pacific Islander (all persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands); and

(4) American Indian or Alaskan native (all persons having origins in any of the original peoples of North America and maintaining identifiable tribal affiliations through membership and participation or community identification).

2. Whenever the contractor, or any subcontractor at any tier, subcontracts a portion of the work involving any construction trade, it shall physically include in each subcontract in excess of \$10,000 the provisions of these specifications and the Notice which contains the applicable goals for minority and female participation and which is set forth in the solicitations from which this contract resulted.

3. If the contractor is participating (pursuant to 41 CFR 60-4.5) in a Hometown Plan approved by the U.S. Department of Labor in the covered area either individually or through an association, its affirmative action obligations on all work in the Plan area (including goals and timetables) shall be in accordance with that Plan for those trades which have unions participating in the Plan. Contractors shall be able to demonstrate their participation in and compliance with the provisions of any such Hometown Plan. Each contractor or subcontractor participating in an approved plan is individually required to comply with its obligations under the EEO clause and to make a good faith

effort to achieve each goal under the Plan in each trade in which it has employees. The overall good faith performance by other contractors or subcontractors toward a goal in an approved Plan does not excuse any covered contractor's or subcontractor's failure to take good faith efforts to achieve the Plan goals and timetables.

4. The contractor shall implement the specific affirmative action standards provided in paragraphs 18.7a through 18.7p of these specifications. The goals set forth in the solicitation from which this contract resulted are expressed as percentages of the total hours of employment and training of minority and female utilization the contractor should reasonably be able to achieve in each construction trade in which it has employees in the covered area. Covered construction contractors performing construction work in a geographical area where they do not have a Federal or federally assisted construction contract shall apply the minority and female goals established for the geographical area where the work is being performed. Goals are published periodically in the Federal Register in notice form, and such notices may be obtained from any Office of Federal Contract Compliance Programs office or from Federal procurement contracting officers. The contractor is expected to make substantially uniform progress in meeting its goals in each craft during the period specified.

5. Neither the provisions of any collective bargaining agreement nor the failure by a union with whom the contractor has a collective bargaining agreement to refer either minorities or women shall excuse the contractor's obligations under these specifications, Executive Order 11246 or the regulations promulgated pursuant thereto.

6. In order for the non-working training hours of apprentices and trainees to be counted in meeting the goals, such apprentices and trainees shall be employed by the contractor during the training period and the contractor shall have made a commitment to employ the apprentices and trainees at the completion of their training, subject to the availability of employment opportunities. Trainees shall be trained pursuant to training programs approved by the U.S. Department of Labor.

7. The contractor shall take specific affirmative actions to ensure equal employment opportunity. The evaluation of the contractor's compliance with these specifications shall be based upon its effort to achieve maximum results from its actions. The contractor shall document these efforts fully and shall implement affirmative action steps at least as extensive as the following:

a. Ensure and maintain a working environment free of harassment, intimidation, and coercion at all sites, and in all facilities at which the contractor's employees are assigned to work. The contractor, where possible, will assign two or more women to each construction project. The contractor shall specifically ensure that all foremen, superintendents, and other onsite supervisory personnel are aware of and carry out the contractor's obligation to maintain such a working environment, with specific attention to minority or female individuals working at such sites or in such facilities.

b. Establish and maintain a current list of minority and female recruitment sources, provide written notification to minority and female recruitment sources and to community organizations when the contractor or its unions have employment opportunities available, and maintain a record of the organizations' responses.

c. Maintain a current file of the names, addresses, and telephone numbers of each minority and female off-the-street applicant and minority or female referral from a union, a recruitment source, or community organization and of what action was taken with respect to each such individual. If such individual was sent to the union hiring hall for referral and was not referred back to the contractor by the union or, if referred, not employed by the contractor, this shall be documented in the file with the reason therefore along with whatever additional actions the contractor may have taken.

d. Provide immediate written notification to the Director when the union or unions with which the contractor has a collective bargaining agreement has not referred to the contractor a minority person or female sent by the contractor, or when the contractor has other information that the union referral process has impeded the contractor's efforts to meet its obligations.

e. Develop on-the-job training opportunities and/or participate in training programs for the area which expressly include minorities and women, including upgrading programs and apprenticeship and trainee programs relevant to the contractor's employment needs, especially those programs funded or approved by the Department of Labor. The contractor shall provide notice of these programs to the sources compiled under 7b above.

f. Disseminate the contractor's EEO policy by providing notice of the policy to unions and training programs and requesting their cooperation in assisting the contractor in meeting its EEO obligations; by including it in any policy manual and collective bargaining agreement; by publicizing it in the company newspaper, annual report, etc.; by specific review of the policy with all management personnel and with all minority and female employees at least once a year; and by posting the company EEO policy on bulletin boards accessible to all employees at each location where construction work is performed.

g. Review, at least annually, the company's EEO policy and affirmative action obligations under these specifications with all employees having any responsibility for hiring, assignment, layoff, termination, or other employment decisions including specific review of these items with onsite supervisory personnel such as superintendents, general foremen, etc., prior to the initiation of construction work at any job site. A written record shall be made and maintained identifying the time and place of these meetings, persons attending, subject matter discussed, and disposition of the subject matter.

h. Disseminate the contractor's EEO policy externally by including it in any advertising in the news media, specifically including minority and female news media, and providing written notification to and discussing the contractor's EEO policy with other contractors and subcontractors with whom the contractor does or anticipates doing business.

i. Direct its recruitment efforts, both oral and written, to minority, female, and community organizations, to schools with minority and female students; and to minority and female recruitment and training organizations serving the contractor's recruitment area and employment needs. Not later than one month prior to the date for the acceptance of applications for apprenticeship or other training by any recruitment source, the contractor shall send written notification to organizations, such as the above, describing the openings, screening procedures, and tests to be used in the selection process.

j. Encourage present minority and female employees to recruit other minority persons and women and, where reasonable provide after school, summer, and vacation employment to minority and female youth both on the site and in other areas of a contractor's workforce.

k. Validate all tests and other selection requirements where there is an obligation to do so under 41 CFR Part 60-3.

l. Conduct, at least annually, an inventory and evaluation at least of all minority and female personnel, for promotional opportunities and encourage these employees to seek or to prepare for, through appropriate training, etc., such opportunities.

m. Ensure that seniority practices, job classifications, work assignments, and other personnel practices do not have a discriminatory effect by continually monitoring all personnel and employment related activities to ensure that the EEO policy and the contractor's obligations under these specifications are being carried out.

n. Ensure that all facilities and company activities are non-segregated except that separate or single user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.

o. Document and maintain a record of all solicitations of offers for subcontracts from minority and female construction contractors and suppliers, including circulation of solicitations to minority and female contractor associations and other business associations.

p. Conduct a review, at least annually, of all supervisor's adherence to and performance under the contractor's EEO policies and affirmative action obligations.

8. Contractors are encouraged to participate in voluntary associations, which assist in fulfilling one or more of their affirmative action obligations (18.7a through 18.7p). The efforts of a contractor association, joint contractor union, contractor community, or other similar groups of which the contractor is a member and participant, may be asserted as fulfilling any one or more of its obligations under 18.7a through 18.7p of these specifications provided that the contractor actively participates in the group, makes every effort to assure that the group has a positive impact on the employment of minorities and women in the industry, ensures that the concrete benefits of the program are reflected in the contractor's minority and female workforce participation, makes a good faith effort to meet its individual goals and timetables, and can provide access to documentation which demonstrates the effectiveness of actions taken on behalf of the contractor. The obligation to comply, however, is the contractor's and failure of such a group to fulfill an obligation shall not be a defense for the contractor's noncompliance.

9. A single goal for minorities and a separate single goal for women have been established. The contractor, however, is required to provide equal employment opportunity and to take affirmative action for all minority groups, both male and female, and all women, both minority and non-minority. Consequently, if the particular group is employed in a substantially disparate manner (for example, even though the contractor has achieved its goals for women generally,) the contractor may be in violation of the Executive Order if a specific minority group of women is underutilized.

10. The contractor shall not use the goals and timetables or affirmative action standards to discriminate against any person because of race, color, religion, sex, or national origin.

11. The contractor shall not enter into any subcontract with any person or firm debarred from Government contracts pursuant to Executive Order 11246.

12. The contractor shall carry out such sanctions and penalties for violation of these specifications and of the Equal Opportunity Clause, including suspension, termination, and cancellation of existing subcontracts as may be imposed or ordered pursuant to Executive Order 11246, as amended, and its implementing regulations, by the Office of Federal Contract Compliance Programs. Any contractor who fails to carry out such sanctions and penalties shall be in violation of these specifications and Executive Order 11246, as amended.

13. The contractor, in fulfilling its obligations under these specifications, shall implement specific affirmative action steps, at least as extensive as those standards prescribed in paragraph 18.7 of these specifications, so as to achieve maximum results from its efforts to ensure equal employment opportunity. If the contractor fails to comply with the requirements of the Executive Order, the implementing regulations, or these specifications, the Director shall proceed in accordance with 41 CFR 60-4.8.

14. The contractor shall designate a responsible official to monitor all employment related activity to ensure that the company EEO policy is being carried out, to submit reports relating to the provisions hereof as may be required by the Government, and to

keep records. Records shall at least include for each employee, the name, address, telephone number, construction trade, union affiliation if any, employee identification number when assigned, social security number, race, sex, status (e.g., mechanic, apprentice, trainee, helper, or laborer), dates of changes in status, hours worked per week in the indicated trade, rate of pay, and locations at which the work was performed. Records shall be maintained in an easily understandable and retrievable form; however, to the degree that existing records satisfy this requirement, contractors shall not be required to maintain separate records.

15. Nothing herein provided shall be construed as a limitation upon the application of other laws which establish different standards of compliance or upon the application of requirements for the hiring of local or other area residents (e.g., those under the Public Works Employment Act of 1977 and the Community Development Block Grant Program).

NOTICE OF REQUIREMENT FOR AFFIRMATIVE ACTION  
TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY  
(Executive Order 11246 - 41 CFR PART 60-2)

1. The Offeror's or Bidder's attention is called to the "Equal Opportunity Clause" and the "Standard Federal Equal Employment Opportunity Construction Contract Specifications" set forth herein.

2. The goals and timetables for minority and female participation, expressed in percentage terms for the contractor's aggregate workforce in each trade on all construction work in the covered area, are as follows:

Goals for Minority Participation in Each Trade

Time Table: Until Further Notice    Trade: All Trades    Goal (Percent): 12.6%

Goals for Female Participation in Each Trade

Time Table: Until Further Notice    Trade: All Trades    Goal (Percent): 7.0%

These goals are applicable to all the contractor's construction work (whether or not it is Federal or federally-assisted) performed in the covered area. If the contractor performs construction work in a geographical area located outside of the covered area, it shall apply the goals established for such geographical area where the work is actually performed. With regard to this second area, the contractor also is subject to the goals for both its Federally involved and non-federally involved construction.

The contractor's compliance with the Executive Order and the regulations in 41 CFR Part 60-4 shall be based on its implementation of the Equal Opportunity Clause, specific affirmative action obligations required by the specifications set forth in 41 CFR 60-4.3(a), and its efforts to meet the goals. The hours of minority and female employment and training shall be substantially uniform throughout the length of the contract, and in each trade, and the contractor shall make a good faith effort to employ minorities and women evenly on each of its projects. The transfer of minority or female employees or trainees from contractor to contractor or from project to project, for the sole purpose of meeting the contractor's goals, shall be a violation of the contract, the Executive Order, and the regulations in 41 CFR Part 60-4. Compliance with the goals will be measured against the total work hours performed.

3. The contractor shall provide written notification to the Director, OFCCP, within 10 working days of award of any construction subcontract in excess of \$10,000 at any tier for construction work under the contract resulting from this solicitation. The notification shall list the name, address, and telephone number of the subcontractor; employer identification number of the subcontractor; estimated dollar amount of the subcontract; estimated starting and completion dates of subcontract; and the geographical area in which the subcontract is to be performed.

4. As used in this notice and in the contract resulting from this solicitation, the "covered area" is [insert description of the geographical areas where the contract is to be performed giving the state, county, and city, if any].

PARTICIPATION GOALS FOR MINORITIES AND FEMALES  
(Office of Federal Contract Compliance Programs (OFCCP)  
Technical Assistance Guide for Federal Construction Contractors, Appendix E)

Contractors may establish higher goals if they desire. Although a contractor is required to make good faith efforts to meet their goals, the goals are not quotas and no sanctions are imposed solely for failure to meet them. The following factors explain the difference between permissible goals, on the one hand, and unlawful preferences, on the other:

- Participation rate goals are not designed to be, nor may they properly or lawfully be interpreted as, permitting unlawful preferential treatment and quotas with respect to persons of any race, color, religion, sex, or national origin.
- Goals are neither quotas, set-asides, nor a device to achieve proportional representation or equal results. Rather, the goal-setting process is used to target and measure the effectiveness of affirmative action efforts to eradicate and prevent barriers to equal employment opportunity.
- Goals under Executive Order 11246, as amended, do not require that any specific position be filled by a person of a particular gender, race, or ethnicity. Instead, the requirement is that contractors engage in outreach and other efforts to broaden the pool of qualified candidates to include minorities and women.
- The use of goals is consistent with principles of merit, because goals do not require an employer to hire a person who does not have the qualifications needed to perform the job successfully, hire an unqualified person in preference to another applicant who is qualified, or hire a less qualified person in preference to a more qualified person.
- Goals may not be treated as a ceiling or a floor for the employment of members of particular groups.
- A contractor's compliance is measured by whether it has made good faith efforts to meet its goals, and failure to meet goals, by itself, is not a violation of the Executive Order.

## MINORITY/WOMEN/HANDICAP BUSINESS ENTERPRISE PROCUREMENT PROCEDURES

Projects assisted with Genesee County Community Development Block Grant (CDBG); Emergency Shelter Grants (ESG); HOME Investment Partnerships Program (HOME); and Supportive Housing Program (SHP) funds must comply with Program procurement standards. Federal regulations contained at 24 CFR 85.36(e)(2)(I) require that the opportunity to bid on activities assisted, in any part, with these Genesee County Program funds, be offered to MBE/WBE/HBE firms.

Local Units of Genesee County government, Non-Profit Agencies, Architectural / Engineering / Design / Consulting firms; Prime Contractors, and Subcontractors must complete the appropriate Procurement Outreach form (attached) in order for bid procedures to be complete and compliant with federal regulations. For your convenience a copy of the *Genesee County Office of Equity & Diversity Certified Businesses and Minority Business Directory* can be found at <http://www.gc4me.com/employment/services.php> to assist you in identifying contractors and businesses needed to carry out your project activity. The *Directory* is not to be construed as the sole source listing of MBE/WBE/HBE firms in our community, but rather as one source.

It is required that a minimum of three contractors/business be contacted for each industry Procurement that proposed to be assisted with Genesee County federal Program funds. Of these three, at least one MBE/WBE/HBE per industry must be offered the opportunity to bid on the project activity. Examples of industries are: architectural and engineering services; janitorial services; paper goods; asphalt paving services; roofing firms; electrician services; and other construction trades. This is not an exhaustive list of activities. Procurement procedures depend on the amount of the work to be procured. Please reference the attached information on procurement and labor standards for federally assisted projects and activities.

All subrecipients are responsible for ensuring that their Prime and Subcontractors also complete the MBE/WBE/HBE outreach form in order for the bid process to be considered compliant. Prime Contractors are required to perform the outreach procedures when seeking subcontractors for performing work / offering materials, services, or supplies on the federally assisted project / activity. Proper documentation includes: the name of the company, name of person contacted, date of contact, registered mail slip, and identification of selected MBE/WBE/HBE. Should the outreach documentation not include a potential MBE/WBE/HBE, the subrecipient; prime and subcontractors must indicate through written documentation the reason(s) why this situation has occurred. This must be attached to the proposed bid tabulations prior to approval of acceptable bid by Genesee County.

If the proper documentation is not provided to Genesee County, the project procurement procedures will not be considered compliant, and therefore any resulting bids will not be considered acceptable. The bid process may be delayed and/or may be required to be re-bid should the MBE/WBE/HBE outreach process be non-compliant. This will be determined at the sole discretion of Genesee County.

In order to assure compliance with federal regulations, a copy of all bid tabs and the MBE/WBE/HBE outreach forms must be submitted to Genesee County prior to any award of contracts, the preconstruction meeting; and/or any purchase of equipment, supplies, and / or services to be assisted under a federally assisted project / activity.

GENESEE COUNTY MBE/WBE/HBE OUTREACH REPORT  
FOR LOCAL UNITS OF GOVERNMENT, CONTRACTORS AND SUBCONTRACTORS

Date: \_\_\_\_\_

Local Unit of Government: \_\_\_\_\_

Prime Contractor: \_\_\_\_\_

Subcontractor: \_\_\_\_\_

Contact Person: \_\_\_\_\_ Telephone Number: \_\_\_\_\_

Name of Project: \_\_\_\_\_

Type (Construction, Materials, Services OR Supplies): \_\_\_\_\_

To comply with federal Procurement and MBE/WBE/HBE outreach requirements, local units of government; non-profit agencies; prime contractors; and subcontractors are required to select three businesses for each category, (i.e., materials, supplies, services, design/engineering/architectural services, construction trades, etc.). Of these three businesses, one business must be selected for solicitation from a MBE/WBE/HBE. This form may be reproduced if necessary for additional contacts.

The following information is required. If the proper documentation is not provided, your bid documentation will be considered as incomplete, and therefore will not be considered acceptable.

Proper documentation includes: name of company, name of person contacted, date of contact, registered mail slip, and identification of selected MBE/WBE/HBE's.

1) Contractor Name: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Form of Contact: \_\_\_\_\_ Date: \_\_\_\_\_

Supporting Documentation: \_\_\_\_\_

Written Bid Received: YES NO Amount: \_\_\_\_\_

Were they Selected for Contract?: YES NO

If No, Why? \_\_\_\_\_

MBE/WBE/HBE: YES NO

Section 3: YES NO If yes, please fill out Section 3 forms.

2) Contractor Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Form of Contact: \_\_\_\_\_ Date: \_\_\_\_\_  
Supporting Documentation: \_\_\_\_\_  
Written Bid Received: YES NO Amount: \_\_\_\_\_  
Were they Selected for Contract?: YES NO  
If No, Why? \_\_\_\_\_  
MBE/WBE/HBE: YES NO  
Section 3: YES NO If yes, please fill out Section 3 forms.

3) Contractor Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Form of Contact: \_\_\_\_\_ Date: \_\_\_\_\_  
Supporting Documentation: \_\_\_\_\_  
Written Bid Received: YES NO Amount: \_\_\_\_\_  
Were they Selected for Contract?: YES NO  
If No, Why? \_\_\_\_\_  
MBE/WBE/HBE: YES NO  
Section 3: YES NO If yes, please fill out Section 3 forms.

Local Unit of Government Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Prime Contractor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Subcontractor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Accounting & Financial Services	Burton Dave Associates	Dave Burton	MBE	5101 N. Saginaw	Flint	MI	48505	810-785-5198	Professional accounting & business service
Accounting & Financial Services	Citizens Electronic Income Tax	Joe Gadison		4124 Clio Road	Flint	MI	48502	810-785-2585	
Accounting & Financial Services	Gail's Accounting & Taxes	Gail Forgie	WBE	1151 E. Decamp Street	Burton	MI	48529	810-715-4526	Accountant and tax professional
Accounting & Financial Services	Musselman Tax Service	Denise Musselman	WBE	3364 N. Belsay Road	Burton	MI	48509	810-736-1667	
Appraisers	Associated Appraisal Service, Inc.	Arden O'Neill		1423 E. Bristol Road	Burton	MI	48529	810-742-5220	Provide complete residential and commercial appraisals
Architectural	Alhambra Designs	Gregory Tolbert-Bey	MBE	2101 M.L. King Ave., PO Box 645	Flint	MI	48501	810-234-2267	Landscape architectural design, site planning
Automotive	Allied Battery Motive Systems	Sixto Olivo	MBE	3713 Lee Street	Flint	MI	48506	810-744-1223	Sales, rental and repairs of forklifts, golf carts, batteries & chargers
Automotive	Clark's Brother's Bump & Paint	Odell Clark	MBE	6209 N. Saginaw Street	Flint	MI	48505	810-789-4191	
Automotive	McGee's Collision	Lela McGee-Johnson	M/WBE	G-6142 N. Saginaw	Mt. Morris	MI	48458	810-787-7639	Auto collision repairs
Automotive	Premier Ford	Joe Hood	MBE	5470 Ali Drive	Grand Blanc	MI	48439	810-579-1400	
Automotive	Brown's Collision	William Brown	MBE	618 Stockdale	Flint	MI	48503	810-235-3939	Auto Collision Repairs
Automotive	Grundy's Auto Services	George & Carolyn Grundy	M/WBE	4804 N. Saginaw Street	Flint	MI		810-787-1103	
Automotive	Patsy Lou Willimason Buick, GMC, Inc.	Jim Freeman	MBE	G-7401 Clio Road	Mt. Morris	MI	48458	810-232-1830	
Commercial Products & Services	Adaptive Manufacturing Solutions	Laurie Monciffeff	WBE	G-4206 S. Saginaw Street	Burton	MI	48529	810-743-1600	Precision machining, fabrication, tooling, project management, design/engineering
Commercial Products & Services	Mer-Wil Industries, Inc.	Mervin Williams	MBE	328 S. Saginaw Street, STE 90	Flint	MI	48502	810-239-0600	Industrial/commercial supplier of hardware & building supplies

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Commercial Products & Services	Genesee Packaging	Sharon Fleming	DBE	PO Box 7716	Flint	MI	48507	810-235-6120	
Commercial Products & Services	Mac Arthur Corp.	Thomas Barrett	DBE	3190 Tri Park Drive	Grand Blanc	MI	48439	810-606-1777	Custom Labels, Dye Cutting
Commercial Products & Services	Brooks Energy	Royal Brooks	DBE	3921 Wisner Street	Flint	MI	48504	810-877-8913	Saw Blade Manufacturing
Commercial Products & Services	Global Energy Innovations, Inc.	K. Joel Berry	DBE	6060 Covered Wagons Trail	Flint	MI	48532	810-610-2816	
Commercial Products & Services	Vision Manufacturing & Plastics, Inc.	Brenda Williams	DBE	2000 N. Saginaw Street	Flint	MI	48505	810-767-2987	Plastic Manufacturing
Computer	Commerce Connect, LLC	Julie Keener	WBE	460 S. Saginaw Street	Flint	MI	48502	810-424-0010	Internet products & services
Computer	D & L Computer Services	Gail Bowman	M/WBE	G2412 W. Carpenter Road	Flint	MI	48505	810-787-2728	Bookkeeping, resumes, invoicing, tax consultant, software installation
Computer	Technical Edge, INC	Jenean Kleinedler	WBE	G3237 Beecher Road, STE H	Flint	MI	48532	810-230-0300	Software development, network solutions, internet needs
Concrete or Asphalt	Cliff's United Development, INC	Clifford Scott	MBE	821 Stockdale Street	Flint	MI	48504	810-235-5431	Concrete contractor, repair
Concrete or Asphalt	J.T. Builders	Jose Thompson	MBE	1707 Hobson	Flint	MI	48504	810-787-7078	Residential Concrete
Concrete or Asphalt	S&G Excavating	Marvin Grant	MBE	3702 Kellar Avenue	Flint	MI	48504	810-785-0080	Concrete laying
Concrete or Asphalt	Spights Asphalt & Paving	Thomas Spight	MBE	1312 E. Carpenter Road	Flint	MI	48505	810-785-9137	
Concrete or Asphalt	Lois Kay Contracting Company	Lois Kreager	WBE	3046 Carrollton Road	Saginaw	MI	48604	989-753-3618	Concrete contractor, highway & street construction
Concrete or Asphalt	Lue's Cement Contracting		MBE	402 W. Home	Flint	MI	48505	810-785-1500	
Concrete or Asphalt	Sanches Construction, INC	Deborah Sanches-Edgecomb	DBE	3508 Wood Street	Lansing	MI	48906	517-485-4694	Concrete pavement, patching, widening, curbs, driveways, sidewalks, bridge railing
Concrete or Asphalt	S&L Walker & Sons Asphalt	Sam Walker	MBE	513 E Russell Avenue	Flint	MI	48505	810-785-8155	
Concrete or Asphalt	Smooth Finish Concrete	Holly Gustinis	DBE	11181 Green Road	Goodrich	MI	48438	810-636-7062	Poured concrete foundation, paving residential/commercial driveway/parking areas

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Concrete or Asphalt	State Crushing, INC	Raymond Orozco	DBE	2260 Auburn Road	Auburn Hills	MI	48326	248-332-6210	Crush/recycle concrete into special forms of aggregate & deliver to construction site
Concrete or Asphalt	Willie Brown Masonry	Willie Brown	MBE	6165 Harwood	Mt. Morris	MI	48458	810-785-5557	General contractor
Construction/General Contractor	Bedrock Building, Inc.	Michael E. Foy	WBE	5136 N. Linden Road	Flint	MI	48504	810-691-0808	General contractor
Construction/General Contractor	Dickerson Mechanical, INC	Mary Ann Dickerson	WBE	415 W Rising Street	Davison	MI	48423	810-653-7290	General contractor
Construction/General Contractor	Ping Development	Walt Ingram	MBE	711 E. Baltimore	Flint	MI	48505	810-787-3167	
Construction/General Contractor	Sorensen Gross Construction Services	Shelly Shattuck	DBE	3407 Torrey Road	Flint	MI	48507	810-235-3200	General contractor
Construction/General Contractor	W.T. Stevens Construction	Rhonda & Donald Stevens	W/MBE	934 E. Ruth Avenue	Flint	MI	48505	810-394-9949	New construction, build-outs, demolition, concrete, abatement
Construction/General Contractor	Alliance General Contractors	Walt Ingram	MBE	416 Pasadena	Flint	MI	48505	810-787-6909	
Construction/General Contractor	D&N Development	Derek Hatter	MBE	5432 Jennings Road	Flint	MI	48504	810-785-2611	General contractor & demolition
Construction/General Contractor	Greco Equipment Co.	Paskle Greer Jr.	MBE	1207 N. Ballenger Suite D	Flint	MI	48504	810-238-5224	Highway construction, demolition & concrete work
Construction/General Contractor	Holley Builders	Duane Holley	MBE	6106 N. Jennings	Mt. Morris	MI	48458	810-789-3212	Residential building & remodeling
Construction/General Contractor	Intrix, LLC	Kevin McQueen		1192 N. Genesee Road	Burton	MI	48509	810-744-2760	Construction & engineering services
Construction/General Contractor	Rhodes Construction Company of Flint, Inc.	James Rhodes Jr.	MBE	2268 Douglas Joel	Flint	MI	48505	810-785-0771	Residential home design, Industrial contractor, project management
Construction/General Contractor	Russ Cesarz Design & Build, INC	Russ Cesarz	MBE	16479 Belfast Drive	Fenton	MI	48430	810-599-6019	Residential home design & building
Construction/General Contractor	Tiffany's Construction Inc.	Colonel Lee	MBE	G-1173 N. Ballenger Hwy, #102	Flint	MI	48504	810-767-3169	Fire repair, remodeling, home design
Construction/General Contractor	J Perez Construction, Inc.	Josemaria (Joe) Perez	MBE	2232 Davison Rd	Flint	MI	48506	810-233-8555	General contractor
Construction/General Contractor	Lockett Enterprises	Corey Lockett	DBE	622 Mason Street	Flint	MI	48506	810-407-6644	Construction Management

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Construction/General Contractor	Vets Access Ramps, LLC	Daniel Corcoran	DBE	9288 Seymour Road	Montrose	MI	48457	810-639-2222	Customized home renovations & services for the aging/disabled, ramps
Construction/General Contractor	AAK Construction	Frank Timmons	MBE	3731 Worchester Drive	Flint	MI	48503	810-744-0462	
Construction/General Contractor	Better Builders	Frederick Speed	MBE	3615 N. Saginaw Street	Flint	MI	48505	810-789-0101	
Construction/General Contractor	Forrester Construction Co. Inc.	Thomas E. Root	WBE	PO Box 606	Flint	MI	48501	810-715-7540	General contracting for commercial, institutional & government buildings
Construction/General Contractor	Hercy's Construction	H. Gene Williams	MBE	1314 E. Princeton	Flint	MI	48505		
Construction/General Contractor	MDT Construction	Michelle Tucker	M/WBE	2508 E. 2nd Street	Flint	MI	48503	810-449-9584	
Construction/General Contractor	T & S Construction, INC	Aonie Gilcrest	MBE	2000 N. Saginaw Street	Flint	MI	48505	810-640-1207	
Construction/General Contractor	Barnett Construction		MBE	1425 Eldorado Drive	Flint	MI	48504	810-597-9786	Residential remodeling, fire restoration, general contractor & industrial construction
Construction/General Contractor	Nuco Construction, INC	Kenneth Henderson		12871 Croftshire	Grand Blanc	MI	48439	810-695-3548	General contracting for commercial & industrial projects
Construction/General Contractor	S&M Building & Remodeling	Samy Meshraky	MBE	4081 S. Belsay Road	Burton	MI	48519	810-742-7986	
Construction/General Contractor	Marliz Group, LLC	Alde Lewis, Jr.	MBE	201 E. Hamilton Avenue	Flint	MI	48505	810-767-0006	Commercial & institutional building construction management
Consultants	Action Management Corporation			915 S. Grand Traverse Street	Flint	MI	48502	810-34-2828	Career consulting, leadership development, career transition
Consultants	ATGAM, INC	Edna Rubin	M/WBE	G1387 Holtislander Avenue	Flint	MI	48505	810-767-2788	Education, recreation, retail training
Consultants	B. Greer & Associates, INC	Bobbie J. Greer	M/WBE	PO Box 1042	Flint	MI	48501	810-733-5607	Personal/professional services
Consultants	Center for Human Resources Solutions	Abner Tansil	MBE	8445 S. Saginaw Street, STE 205	Grand Blanc	MI	48439	810-603-0484	Affirmative Action, EEO claims, diversity learning & management

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Consultants	Convergent Technology Partners	Martin Thomas		801 S. Saginaw Street	Flint	MI	48507	810-720-3820	Technology consulting, network/desktop support, equipment specification, bid evals & recommendations
Consultants	Empowerment Training Consultants	Ronald Hudson	MBE	G5505 N. Saginaw Street	Flint	MI	48505	810-787-6252	
Consultants	GQ Enterprises	Gloria J. Quinney	M/WBE	6362 Laurentian	Flint	MI	48532	810-733-7474	Professional development consultant
Consultants	Independent Consultants, INC	Leon Whitfield	MBE	1515 Woodlea Drive	Flint	MI	48507	810-742-0637	Housing & economic development on local, state, national level
Consultants	Mary A. Rolfe & Associates	Mary Rolfe	WBE	432 N. Saginaw Street, Suite 702	Flint	MI	48502	810-239-8566	Consulting services to predominately non-profits
Consultants	Mckelvy & Associates	Jesse Mckelvy	MBE	6702 Parkbell Drive	Flint	MI	48505	810-789-3728	Technical consulting, blue print reading, machine quality testing
Consultants	Mission of Peace	Reverend Elmira Smith-Vincent		877 E. Fifth Avenue	Flint	MI	48503	810-232-0104	Counseling service for homebuyers
Consultants	Reflective Technologies, INC	Barbara Howard	M/WBE	2712 N. Saginaw Street, STE 105	Flint	MI	48501	810-341-1708	Grant writing & government procurement contracting
Consultants	Signquest Publishers, INC	Linda Lee Massoud	H/WBE	4409 Old Colony Drive	Flint	MI	48507	810-239-5337	Educational books, videos, consulting, instructing
Consultants	Smartworks, INC	Phyllis Lewis	M/WBE	12751 S. Saginaw Street, STE 700	Grand Blanc	MI	48439	810-603-0000	Grant writing & evaluation services for schools, non-profits, governments
Electrical	Halligan Electric, INC	Deborah Halligan	WBE	705 Kelso Street	Flint	MI	48506	810-238-8581	All phases of electrical contracting
Electrical	Power Source Electric	Kelley Preseau	DBE	5092 W. Vienna Road	Clio	MI	48420	810-686-7337	Commercial, residential, small industrial & site lighting
Electrical	Uniflex Electric Company	Patrick Tyus	DBE	8400 Crossboy Ct	Grand Blanc	MI	48439	810-252-3582	Residential, commercial, industrial electrical wiring
Electrical	Ro Lyn Electrical, LLC	Rowland Cornish	DBE	2323 W. Holmes Road	Lansing	MI	48911	517-272-3267	Electrical contractors
Electrical	S & L Electrical	Karl Hudspeth	DBE	5285 Old Shawboro	Grand Blanc	MI	48439	810-234-2117 or 223-6380	

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Electrical	Speed's Electrical Services	Frederick Speed	MBE	3615 N. Saginaw Street	Flint	MI	48505	810-789-2891	
Electrical Engineering	IAM Unlimited, LLC	Jennifer Kayden	WBE	5055 Pilgrim Road	Flint	MI	48507	810-238-8611	Industrial/commercial electrical services, design & engineering, green energy solutions
Embroidery	Special T Custom Products	John McCrea	WBE	1492 Newcastle Drive	Davison	MI	48423	810-654-9602	Embroidery & screen printing
Engineering	A-nalysis Access International	Betty Tucker	DBE	1718 Lynbrook Dr, PO Box 7805	Flint	MI	48507	810-624-9161	Engineering services
Engineering	CHMP, INC	Greg Mason	WBE	5198 Territorial Road	Grand Blanc	MI	48439	810-695-5910	Engineers, architects, surveyors
Engineering	On-Line Die & Engineering, INC	Cornelio Sanson		G4463 S. Dort Hwy	Burton	MI	48529	810-742-2522	Manufactures tools, die build, repair, prototype parts
Engineering	Trans Environmental Engineers, INC	Hanuman Marur	MBE	5466 N. Genesee Road	Flint	MI	48506	810-250-9220	Professional engineering consulting services
Exterminator	Blount's Pest Control	Jeff Blount	MBE	137 E. Piper Street	Flint	MI	48505	810-789-8483	
Flooring/Office Furniture	Space INC	Kathie Suce-Hobohm	WBE	810 S. Saginaw Street, STE 305	Flint	MI	48502	810-235-5151	Office furniture & equipment
Flooring/Carpet Cleaning	Enviro-Clean	Denise Miller	WBE	1284 N. Belsay Road	Burton	MI	48509	810-230-8900	Janitorial, carpet cleaning, fire & water restoration
Flooring/Carpet Cleaning	M & A Carpet Cleaning	Marcus Armstrong	MBE	2418 Davison Road	Flint	MI	48506	810-238-001	Water damage, sewer back-up, mold treatment
Glass	North Saginaw Street Glass Co	Robert Stevenson	MBE	5801 N. Saginaw Street	Flint	MI	48505	810-785-3117	
Hardware	Beauchamp ACE Hardware	Sally Kagerer	WBE	1101 W. Pierson Road	Flint	MI	48505	810-789-7871	
Human Resources/Staffing	Expert Human Resources Consultants, LLC	Vanessa Nelson	DBE	2425 S. Linden Road	Flint	MI	48532	810-789-7711 or 810-813-8732	Human Resources/labor relations consulting, recruitment, employee manuals
Human Resources/Staffing	Leading Edge Enterprises, LLC	Jorge Lecea	M/DBE	2065 S. Elms Road	Swartz Creek	MI	48473	810-733-7411	Recruiting, staffing
Information Technology	Ragha Systems, LLC	Veera Thota	DBE	8390 Warwick Groves Ct	Grand Blanc	MI	48439	810-694-6551	IT & staffing solutions provider, network engineering, database management

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Janitorial	Michigan Merchant's Supply & Service Co	James Ishmon	MBE	8055 Jennings, PO Box 91	Mt. Morris	MI	48458	810-687-8007	Commercial janitorial service & supplies
Janitorial	Enviro-Clean	Denise Miller	WBE	1284 N. Belsay Road	Burton	MI	48509	810-230-8900	Janitorial, carpet cleaning, fire & water restoration
Janitorial	T.D. Cleaning	Tina McHugh	WBE	3163 Delaney Street	Flint	MI	48506	810-250-0406	Residential & business cleaning
Landscaping	Crump's Landscaping	Herbert Crump	MBE	3059 W. Mt. Morris Road	Mt. Morris	MI	48458	810-687-9290	
Landscaping	Pedro's Lawn Care	Carilyn Swartout & Carolyn Moubray	WBE	2156 Howe Road	Burton	MI	48519	810-715-1907	Lawn care & snow removal
Landscaping	Seymore & Son Landscaping & Yard Maintenance	Hayward M. Seymour, Jr.	MBE	2442 E. Maple Ave. STE 9	Flint	MI	48507	810-744-1818	
Landscaping	Timmon's Landscaping	W. Frank Timmons	MBE	3731 Worchester Drive	Flint	MI	48503	810-744-0462	
Landscaping	Tri-City Contracting Services, INC	Darla Hunter	DBE	1464 Hawthorne Drive	Saginaw	MI	48638	989-799-1004	Landscape design, lawn maintenance, tree removal, lot clearing
Landscaping	The Wash Boys	Dario Murillo	DBE	1344 Bay Road	Saginaw	MI	48602	989-249-5377	Landscape design, lawn maintenance, snow plowing, window washing
Legal Services	Kathleen M. Main, P.C.	Kathleen M. Main	WBE	1038 S. Grand Traverse	Flint	MI	48502	810-232-9460	Professional legal services
Legal Services	TW Feaster Attorney at Law PLLC	Torchio Feaster	MBE	436 S. Saginaw Street, STE 300	Flint	MI	48502	810-424-4050	
Lighting	Remier Lighting	Michael Mason	DBE	1055 N. Linden Road	Flint	MI	48532	810-732-6454	Distributor of commercial indoor & outdoor fixtures, lamp/battery recycling containers
Lighting	Samudra Global Energy, INC	Pranjali Wakode	DBE	6120 Green Bank Drive	Grand Blanc	MI	48439	810-240-6218	Design & production of energy efficient/eco-friendly lighting fixtures
Management Services	SDMS - Shively Diversified Management Services, LLC	Alison Shively	WBE	5210 Exchange Drive	Flint	MI	48507	810-244-1046	Business solutions, productivity & staffing solutions

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Marketing	Beltran Media	Terry Beltran	W/DBE	PO Box 324	Clarkston	MI	48347	248-977-2827	Video production & advertising, website design, branding, PR communications, Hispanic marketing
Marketing	PromoConsults, LLC	Carol Hawks	WBE	239 S. Linden Road, STE 144	Flint	MI	48532	810-496-1869	Promotional product distributor
Office Equipment & Supplies	Schaefer's Complete Office Source	Christine Patterson	WBE	2255 S. Linden Road	Flint	MI	48532	810-732-8050	Office furniture & equipment
Office Equipment & Supplies	T-5 Supplies	Lewis Tolbert	MBE	2712 N. Saginaw Street	Flint	MI	48505	810-232-2698	Paper products, tissue/paper towels, computer paper, paper plates
Painters	Bill Gales Custom Painting	Pamela M. Gales	WBE	3486 N. Irish Road	Davison	MI	48423	810-653-3528	Commercial, residential & industrial painting
Painters	Michael L. Toles Painting	Michael Toles	MBE	4501 Industrial Avenue	Flint	MI	48505	810-785-6568	Commercial, residential painting, wallcovering & powerwashing
Painters	Rainbow Coatings of Michigan, INC	Wendy Leek	WBE	2718 Lippincott Blvd	Flint	MI	48507	810-877-7131	Specializing in powder coat, KYNAR 500, HYLAR 5000
Painters	Trident National Corp.	Edward Elizando		1065 Grant Street	Fenton	MI	48430	810-714-6980	Painting contractor
Plumbing/Piping	Imhotep's Piping & Supplies, INC	Ernest Johnson	MBE	2047 Chelan St, PO Box 13566	Flint	MI	48501	810-235-3086	Industrial piping, including commercial applications
Plumbing/Piping	Just Good Plumbing & Heating	Marcia Launderbaugh	WBE	4286 Pheasant Drive	Flint	MI	48506	810-736-8795	Plumbing, heating, air conditioning, repair service, replacement
Plumbing/Piping	Omni Enterprises, INC	Harry Boose	MBE	PO Box 976	Grand Blanc	MI	48439	810-694-6713	Electrical & plumbing supplies
Plumbing/Piping	Wolverine Mechanical, INC	Thomas Lapham, Jr		1255 Butcher Road	Fenton	MI	48430	810-750-6885	Plumbing, heating and air conditioning contractor
Printing	American Speedy Printing Center	Babara Veasley	M/WBE	877 E. Fifth Avenue, STE 103	Flint	MI	48503	810-232-8420	Printing, copying, color inks, design/layout, typesetting, bindery
Printing	Creative Printing & Graphics	Cindy Barnes	WBE	430 S. Dort Hwy	Flint	MI	48503	810-235-8815	Two color offset printing, business stationary, forms, graphic design, bindery

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Printing	Curtis Printint, INC	Elaine Sass	WBE	2171 Lodge Road	Flint	MI	48532	810-230-6711	Printing, design, mailing, perforating, brochures, stationery, business forms
Printing	Leader Printing	Diane Shaw	WBE	122 S. Bridge Street	Linden	MI	48451	810-735-7851	Specializing in all phases of printing
Printing	Nuance Events Planning	Renita Coney-Mays	W/MBE	915 E. Seventh Street	Flint	MI	48503	810-232-7078	Event planning, invitations, programs, desk top published
Printing	S.G. and Company	Angel Cudd	MBE	11232 S. Saginaw Street	Grand Blanc	MI	48439	810-695-8090	Business cards, brochures, flyers, catalogs, resumes, invitations
Printing	Union Printing	Lewis Driskell	MBE	1759 N. Saginaw Street	Flint	MI	48505	810-767-8220	Printing, copying, design
Ramps	Clover Leaf Independent, LLC (Dee's Access Ramps)	Diane Corcoran	WBE	9288 Seymour Road	Montrose	MI	48457	810-639-2222	Prebabricated metal ramps
Roofing	Galleon Roofing	Jesse Galleon	MBE	2103 Church Street	Flint	MI	48503	810-239-6160	
Safety	American Safety & Equipment, INC	Sandra Aulbrook	MBE	5055 Pilgrim Road	Flint	MI	48507	810-238-8600	Safety products/services for all industries
Security/Security Systems	Franklin Security	John Kent	WBE	116 Cypress Drive	Davison	MI	48423	810-287-4946	Security guards
Security/Security Systems	Lagarda Security	Nickolas Putz	WBE	2123 S. Center Road	Burton	MI	48519	810-742-8189	Security guards, patrol services
Security/Security Systems	Ornamental Security Doors	Willie Franlin	MBE	G3042 W. Pasadena	Flint	MI	48504	810-733-6790	Commerical & residential doors, windows, window guards, gates, siding
Signs	A Plus Graphics, INC	Lynn O'Connor	WBE	2719 W. Court Street	Flint	MI	48503	810-232-7332	Signs, plaques, banners, lettering
Signs	Apex Sign Group, INC	Gray Gephardt	WBE	6200 N. Dorf Hwy	Flint	MI	48505	810-789-8800	
Signs	Central Sign & Fabricating	Russ Govette	WBE	4019 E. Baldwin Road	Holly	MI	48442	810449-9652	Interior/exterior signs, banners, posters, fabricating & supplies
Signs	Jane Ceme Graphic Design	Jane Ceme	WBE	11520 Schram Street	Grand Blanc	MI	48439	810-695-2196	Graphic design, design logos, brochures, annual reports
Signs	Express Graphics	Orin Crushank & Bertram Lawrence	MBE	G3428 W. Pierson Road	Flint	MI	48504	810-785-5499	Signs, banners, tee-shirt printing
Supplies/Lab	DOT Scientific, INC	Danita Riker	WBE	4165 Lippincott Blvd	Burton	MI	48519	810-744-1478	Distributor of laboratory supplies & equipment

MBE/WBE/DBE Business List

Category	Business Name	Contact	Business Type	Address	City	State	Zip	Phone	Info
Supplies/Medical	Electra Med Corporation	Dana Burger	WBE	G-5332 Hill 23 Drive	Flint	MI	48507	810-232-4856	Full service medical equipment & supply
Supplies/Tool	Bobier Tool Supply, INC	Kim Bobier	WBE	G4163 Corunna Road	Flint	MI	48532	810-732-4030	Calibration, repair and machinery sales
Trucking	Alford's Trucking, INC	Otis Alford	DBE	819 Kennelworth Ave	Flint	MI	48503	810-767-2385	Hauling heavy construction materials, intrastate, non-hazmat
Trucking	Ashburn's Trucking	Daren Ashburn	MBE	6625 Parkbelt Drive	Flint	MI	48504		
Trucking	B.T. Express Trucking Co.	Kern Brown	MBE	G4467 Clio Road	Flint	MI	48504	810-789-8807	
Trucking	E.L. Hollingsworth & Co	Stephen Barr		3039 Airpark Drive North, PO Box 7762	Flint	MI	48507	810-233-7331	Transportation, materials mgt, logistics services
Trucking	JB Delivery Service	Joseph Billings	DBE	4825 W. Margaret	Bridgeport	MI	48722	989-777-5036	Intrastate, non-hazmat materials transport
Trucking	Kamryn Gabriel, INC	Glenn Stewart	DBE	113 E. Thackery Street	Flint	MI	48505	810-785-4713	Hauling heavy construction materials
Trucking	Les Nichols Trucking & Excavating, INC	Les Nichols	DBE	1400 Grosbeck Road	Lapeer	MI	48446	810-664-1914	Hauling large equipment, various aggregate materials
Trucking	L & K Trucking	Kerry A. Webster	W/MBE	329 E. Baltimore Blvd	Flint	MI	48505	810-789-0567	
Trucking	Martin Leasing Co	Rick Johnson	MBE	6312 N. Dort Hwy	Flint	MI	48505	810-787-4192	
Trucking	Martin Trucking, INC	Lonnall Martin		G5040 N. Dort Hwy	Flint	MI	48505	810-789-6479 or 691-0327	Trucking/hauling, dealer for asphalt, gravel & stone
Trucking	Osborn Trucking, INC	Bobby Osborn	DBE	5303 Nasser Street	Flint	MI	48505	810-691-5905	Hauling aggregate/heavy construction materials
Trucking	Perry Trucking	Louis Perry	MBE	5371 N. Dort Hwy	Flint	MI	48505	810-787-1848	Provides moving services
Trucking	XXSTAR Associates, LLC	Bernard Porter	DBE	14427 Oakley Road	Chesaning	MI	48616	989-274-2545	Dir/sand/gravel hauling for construction projects
Window Treatments	Window Magic Blinds & Draperies	Brenda Goldman	WBE	2067 Professional Drive	Flint	MI	48532	810-230-1622	Custom window treatments
Writing Services	The Deadline Dervish, LLC	Carmen Hudson	WBE	303 Smith Street, Apt 201	Clio	MI	48420	586-531-6877	Copy writer, content creator, ghostwriter

SECTION 3 CLAUSE  
(24 CFR Part 135.38)

All section 3 covered contracts shall include the following clause (referred to as the section 3 clause):

A. The work to be performed under this contract is subject to the requirements of section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u (section 3). The purpose of section 3 is to ensure that employment and other economic opportunities generated by HUD assistance or HUD-assisted projects covered by section 3, shall, to the greatest extent feasible, be directed to low- and very low-income persons, particularly persons who are recipients of HUD assistance for housing.

B. The parties to this contract agree to comply with HUD's regulations in 24 CFR part 135, which implement section 3. As evidenced by their execution of this contract, the parties to this contract certify that they are under no contractual or other impediment that would prevent them from complying with the part 135 regulations.

C. The contractor agrees to send to each labor organization or representative of workers with which the contractor has a collective bargaining agreement or other understanding, if any, a notice advising the labor organization or workers' representative of the contractor's commitments under this section 3 clause, and will post copies of the notice in conspicuous places at the work site where both employees and applicants for training and employment positions can see the notice. The notice shall describe the section 3 preference, shall set forth minimum number and job titles subject to hire, availability of apprenticeship and training positions, the qualifications for each; and the name and location of the person(s) taking applications for each of the positions; and the anticipated date the work shall begin.

D. The contractor agrees to include this section 3 clause in every subcontract subject to compliance with regulations in 24 CFR part 135, and agrees to take appropriate action, as provided in an applicable provision of the subcontract or in this section 3 clause, upon a finding that the subcontractor is in violation of the regulations in 24 CFR part 135. The contractor will not subcontract with any subcontractor where the contractor has notice or knowledge that the subcontractor has been found in violation of the regulations in 24 CFR part 135.

E. The contractor will certify that any vacant employment positions, including training positions, that are filled (1) after the contractor is selected but before the contract is executed, and (2) with persons other than those to whom the regulations of 24 CFR part 135 require employment opportunities to be directed, were not filled to circumvent the contractor's obligations under 24 CFR part 135.

F. Noncompliance with HUD's regulations in 24 CFR part 135 may result in sanctions, termination of this contract for default, and debarment or suspension from future HUD assisted contracts.

G. With respect to work performed in connection with section 3 covered Indian housing assistance, section 7(b) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450e) also applies to the work to be performed under this contract. Section 7(b) requires that to the greatest extent feasible (i) preference and opportunities for training and employment shall be given to Indians, and (ii) preference in the award of contracts and subcontracts shall be given to Indian organizations and Indian-owned Economic Enterprises. Parties to this contract that are subject to the provisions of section 3 and section 7(b) agree to comply with section 3 to the maximum extent feasible, but not in derogation of compliance with section 7(b).

CERTIFICATION FOR BUSINESS CONCERNS SEEKING SECTION 3 PREFERENCE IN  
CONTRACTING AND DEMONSTRATION OF CAPABILITY

Name of Business: \_\_\_\_\_

Address of Business: \_\_\_\_\_

Type of Business:     Corporation         Partnership         Joint Venture  
                                  Limited Liability Corporation         Sole Proprietorship

Type of Work: \_\_\_\_\_

I \_\_\_\_\_, hereby certify that the business known as  
(Print Name and Title)

\_\_\_\_\_  
(Print business name)

\_\_\_\_\_ **is not a Section 3 business (sign below)**

\_\_\_\_\_ is a Section 3 business because (check one of the following, sign and complete page 2)

\_\_\_\_\_ 51 percent (51%) or more is owned by Section 3 residents\*; or

\_\_\_\_\_ 30 percent (30%) of the permanent full time employees are currently Section 3 residents\* or were Section 3 residents\* when first hired (if within the last three years); or

\_\_\_\_\_ The business commits in writing to subcontract over 25 percent (25%) of the total dollar amount of all subcontracts to be let to businesses that meet the requirements of paragraphs 1 and 2 of this definition;

**AND**

The business was formed in accordance with state law and is licensed under state, county or municipal law to engage in the business activity for which it was formed.

A Section 3 Resident is a person living in Genesee County who is a Public Housing resident or who is low or very low income as determined by household size and annual income.

Very Low and Low Income Persons means families whose incomes do not exceed, respectively, 50% and 80% of the annual median income as adjusted by HUD, for Genesee County (see page 2).

*Warning: This program is funded through Federal funds provided by the U.S. Department of Housing and Urban Development. Any person who knowingly presents a false, fictitious, or fraudulent statement or claim in a matter within the jurisdiction of the U.S. Department of Housing and Urban Development is subject to criminal penalties, civil liability, and administrative sanctions, including but not limited to: (i) fines and imprisonment under 18 U.S.C. §§ 287, 1001, 1010 and 1012; (ii) civil penalties and damages under 31 U.S.C. § 3729; and (iii) administrative sanctions, claims, and penalties under 24 C.F.R. parts 24, 28 and 30. Section 1001 of Title 18 U.S. Code makes it a criminal offense to make willful, false statements or misrepresentation of any material fact involving the use of or to obtain federal funds.*

\_\_\_\_\_  
Authorizing Name (Print)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Attach the following documentation, as applicable, as evidence of status. Not all may apply to your firm or circumstance, although at least one in the applicable category will apply.

**For business claiming status as a Section 3 resident-owned enterprise:**

- Copy of resident lease
- Copy of evidence of participation in a public tax assistance program
- Copy of receipt of public assistance
- Copy of previous year's business income filings

**For business claiming Section 3 status due to at least 30% of workforce currently being Section 3 residents, or were Section 3 residents when first hired (if within the last three years):**

- List of all current full-time employees
- PHA/IHA Residential lease less than 3 years from day of employment
- List of employees claiming Section status
- Copy of previous year's income tax returns for Section 3 residents

**For business claiming Section 3 status by subcontracting 25% of the dollar amount awarded to qualified Section 3 businesses (must check each box and provide documentation for both items):**

- List of subcontracted Section 3 business(es), subcontract amount and date of subcontract
- Copy of all subcontractors' previous year's income tax filings

<b>FY 2013 Median Family Income for Flint and Genesee County MSA - \$52,100</b>		
<b>Section 3 Maximum Income Limits</b>		
<b>Number in Household</b>	Very-Low Income	Low Income
One Person	\$19,450	\$31,100
Two Person	\$22,200	\$35,550
Three Person	\$25,000	\$40,000
Four Person	\$27,750	\$44,400
Five Person	\$30,000	\$48,000
Six Person	\$32,200	\$51,550
Seven Person	\$34,450	\$55,100
Eight Person	\$36,650	\$58,650

CERTIFICATION FOR RESIDENT SEEKING SECTION 3 PREFERENCE  
IN TRAINING AND EMPLOYMENT

**Eligibility for Preference**

A section 3 resident seeking the preference in training and employment provided by Section 3 will certify, or submit evidence to Genesee County, subrecipient, subgrantee, contractor or subcontractor, that the person is a Section 3 resident, as defined in Section 135.5. (Examples of evidence of eligibility for the preference include demonstration of receipt of public assistance; or evidence of participation in a public assistance program; or previous year's income tax filing.) All residents of public housing developments located in Genesee County qualify as Section 3 residents. Additionally, individuals residing in Genesee County who meet the annual income limits set forth in the following table can also qualify for Section 3 status.

**Certification for Resident Seeking Section 3 Preference in Training and Employment**

I, \_\_\_\_\_, am a legal resident of \_\_\_\_\_  
\_\_\_\_\_ and meet the income eligibility guidelines for a  
low- or very-low-income person, as included in this Certification.

My permanent address is: \_\_\_\_\_  
\_\_\_\_\_

I have attached the following documentation as evidence of my status (not all may apply but at least one must be provided):

- |   |   |
|---|---|
| <input type="checkbox"/> Copy of lease  | <input type="checkbox"/> Copy of receipt of public assistance             |
| <input type="checkbox"/> Copy of Evidence of participation in public assistance program | <input type="checkbox"/> Copy of the most recent year's income tax return |
| <input type="checkbox"/> Other evidence: _____  |   |

*Warning: This program is funded through Federal funds provided by the U.S. Department of Housing and Urban Development. Any person who knowingly presents a false, fictitious, or fraudulent statement or claim in a matter within the jurisdiction of the U.S. Department of Housing and Urban Development is subject to criminal penalties, civil liability, and administrative sanctions, including but not limited to : (i) fines and imprisonment under 18 U.S.C. §§ 287, 1001, 1010 and 1012; (ii) civil penalties and damages under 31 U.S.C. § 3729; and (iii) administrative sanctions, claims, and penalties under 24 C.F.R. parts 24, 28 and 30. Section 1001 of Title 18 U.S. Code makes it a criminal offense to make willful, false statements or misrepresentation of any material fact involving the use of or to obtain federal funds.*

\_\_\_\_\_  
Authorizing Name (Print)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**FY 2013 MEDIAN FAMILY INCOME FOR FLINT AND GENESEE COUNTY -- \$52,100**

**MAXIMUM HIP INCOME LIMITS**

Household Size	30% Extremely Low Income	50% Very Low Income	60% Low Income	80% Moderate Income
One Person	\$11,700	\$19,450	\$23,350	\$31,100
Two Person	\$13,350	\$22,200	\$26,650	\$35,550
Three Person	\$15,000	\$25,000	\$30,000	\$40,000
Four Person	\$16,650	\$27,750	\$33,300	\$44,400
Five Person	\$18,000	\$30,000	\$36,000	\$48,000
Six Person	\$19,350	\$32,200	\$38,650	\$51,550
Seven Person	\$20,650	\$34,450	\$41,350	\$55,100
Eight Person	\$22,000	\$36,650	\$44,000	\$58,650

**ARCHITECTURAL BARRIERS ACT OF 1968 PROVISION**  
(Public Law 90-480, as amended through 1984 - 42 U.S.C. 4151 et seq.)

All contracts for construction of facilities shall contain a provision which requires the recipient to comply with the Architectural Barriers Act of 1968 (42 U.S.C. 4151-4157), as amended, requirement that the design of any facility constructed comply with the "Architectural and Transportation Accessibility Compliance Board Guidelines under the Authority of the Architectural Barriers Act of 1968, as amended.

**ACCESSIBILITY GUIDELINES FOR BUILDINGS AND FACILITIES**

[www.access-board.gov/adaag/html/adaag.htm](http://www.access-board.gov/adaag/html/adaag.htm)

This document contains scoping and technical requirements for accessibility to buildings and facilities by individuals with disabilities under the Americans with Disabilities Act (ADA) of 1990. These scoping and technical requirements are to be applied during the design, construction, and alteration of building and facilities covered by titles II and III of the ADA to the extent required by regulations issued by Federal agencies, including the Department of Justice and the Department of Transportation, under the ADA.

**CLEAN AIR ACT OF 1970 AND THE FEDERAL  
WATER POLLUTION CONTROL ACT PROVISIONS**

Contracts and subgrants of amounts in excess of \$100,000.00 shall contain a provision which requires the recipient to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act of 1970 (42 U.S.C. 1857 et seq.) and the Federal Water Pollution Control Act (33 U.S.C. 1251 et seq.) as amended. Violations shall be reported to the grantor agency and the Regional Office of the Environmental Protection Agency.

**PROJECT:**

The above-referenced project is a federally funded activity authorized under the Housing and Community Development Act of 1974. All successful bidders must comply with the National Environmental Policy Act of 1969 and Executive Order 11990, Protection of Wetlands.

**WETLANDS PROTECTION CLAUSE**  
Executive Order 11990

Every applicant, recipient, contracting party, contractor, and subcontractor shall incorporate, or cause to be incorporated, in all contracts for work in connection with this Community Development Block Grant project, the following clause (referred to as the Wetlands Protection Clause). During the performance of this contract, the contractor agrees to take the following precautions to protect, preserve, and enhance the natural and beneficial values of wetlands in carrying out his/her responsibilities under this contract:

1. The contractor agrees that all work performed under this contract will be kept to existing roadways and their associated drainage ditches.
2. The contractor agrees that any spoils accumulated as a result of the roadway and ditch work is to be transported out of the project area to prevent its possible deposit in nearby sensitive wetland areas.
3. The contractor agrees, that in those areas of impending contact between the roadway and a sensitive wetland area, efforts will be made to impede such contact.
4. The contractor agrees to include this clause in every subcontract for work in connection with this project and will, at the direction of the applicant for or recipient of the federal financial assistance, take appropriate action pursuant to the subcontract upon a finding that the subcontractor is in violation of the provisions of this clause.
5. Compliance with the provisions of this clause, Executive Order 11990, the regulations set forth in 24CFR 58, and all applicable environmental rules and orders of the Department issued thereunder prior to the execution of the contract, shall be a condition of the federal financial assistance provided to the project, binding upon the applicant or recipient, its contractors and subcontractors, its successors, and assigns to those sanctions specified by the grant or contract through which federal assistance is provided and to such sanctions as are specified by Community Development Block Grant Regulations 24CFR 570, Sections 570.910, 570.911 and 570.913, or section 111(A) of the Housing and Community Development Act of 1974.



Operator A.....	\$ 30.63	13.82
Operator B.....	\$ 28.62	13.26

Classifications

Journeyman Specialist: Refers to a crew of only one person working alone.

Operator A: Shall be proficient in operating all power equipment including: Backhoe, Excavator, Directional Bore and Boom/Digger truck.

Operator B: Shall be proficient in operating any 2 of the above mentioned pieces of equipment listed under Operator A.

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 ENGI0324-003 06/01/2014

ALCONA, ALPENA, ARENAC, BAY, CHEBOYGAN, CLARE, CLINTON, CRAWFORD, GENESEE, GLADWIN, GRATIOT, HURON, INGHAM, IOSCO, ISABELLA, JACKSON, LAPEER, LENAWEE, LIVINGSTON, MACOMB, MIDLAND, MONROE, MONTMORENCY, OAKLAND, OGEMAW, OSCODA, OTSEGO, PRESQUE ISLE, ROSCOMMON, SAGINAW, ST. CLAIR, SANILAC, SHIAWASSEE, TUSCOLA, WASHTENAW AND WAYNE COUNTIES:

	Rates	Fringes
OPERATOR: Power Equipment		
(Steel Erection)		
GROUP 1.....	\$ 43.57	21.55
GROUP 2.....	\$ 44.57	21.55
GROUP 3.....	\$ 42.07	21.55
GROUP 4.....	\$ 43.07	21.55
GROUP 5.....	\$ 40.57	21.55
GROUP 6.....	\$ 41.57	21.55
GROUP 7.....	\$ 40.30	21.55
GROUP 8.....	\$ 41.30	21.55
GROUP 9.....	\$ 39.85	21.55
GROUP 10.....	\$ 40.85	21.55
GROUP 11.....	\$ 39.12	21.55
GROUP 12.....	\$ 40.12	21.55
GROUP 13.....	\$ 38.76	21.55
GROUP 14.....	\$ 39.76	21.55
GROUP 15.....	\$ 38.12	21.55
GROUP 16.....	\$ 36.42	21.55
GROUP 17.....	\$ 31.31	21.55
GROUP 18.....	\$ 29.90	21.55

FOOTNOTE:

Paid Holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Engineer when operating combination of boom and jib 400' or longer

GROUP 2: Engineer when operating combination of boom and jib 400' or longer on a crane that requires an oiler

- GROUP 3: Engineer when operating combination of boom and jib 300' or longer
- GROUP 4: Engineer when operating combination of boom and jib 300' or longer on a crane that requires an oiler
- GROUP 5: Engineer when operating combination of boom and jib 220' or longer
- GROUP 6: Engineer when operating combination of boom and jib 220' or longer on a crane that requires an oiler
- GROUP 7: Engineer when operating combination of boom and jib 140' or longer
- GROUP 8: Engineer when operating combination of boom and jib 140' or longer on a crane that requires an oiler
- GROUP 9: Tower crane & derrick operator (where operator's work station is 50 ft. or more above first sub-level)
- GROUP 10: Tower crane & derrick operator (where operator's work station is 50 ft. or more above first sub-level) on a crane that requires an oiler
- GROUP 11: Engineer when operating combination of boom and jib 120' or longer
- GROUP 12: Engineer when operating combination of boom and jib 120' or longer on a crane that requires an oiler
- GROUP 13: Crane operator; job mechanic and 3 drum hoist and excavator
- GROUP 14: Crane operator on a crane that requires an oiler
- GROUP 15: Hoisting operator; 2 drum hoist and rubber tired backhoe
- GROUP 16: Forklift and 1 drum hoist
- GROUP 17: Compressor or welder operator
- GROUP 18: Oiler

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ENGI0324-004 06/01/2014

AREA 1: ALLEGAN, BARRY, BERRIEN, BRANCH, CALHOUN, CASS, EATON, HILLSDALE, IONIA, KALAMAZOO, KENT, LAKE, MANISTEE, MASON, MECOSTA, MONTCALM, MUSKEGON, NEWAYGO, OCEANA, OSCEOLA, OTTAWA, ST. JOSEPH, VAN BUREN

AREA 2: ANTRIM, BENZIE, CHARLEVOIX, EMMET, GRAND TRAVERSE, KALKASKA, LEELANAU, MISSAUKEE AND WEXFORD COUNTIES:

Rates

Fringes

OPERATOR: Power Equipment  
(Steel Erection)

AREA 1		
GROUP 1.....	\$ 29.44	21.70
GROUP 2.....	\$ 29.19	21.70
GROUP 3.....	\$ 28.69	21.70
GROUP 4.....	\$ 23.59	21.70
GROUP 5.....	\$ 21.94	21.70
GROUP 6.....	\$ 19.34	21.70
AREA 2		
GROUP 1.....	\$ 29.44	21.70
GROUP 2.....	\$ 29.19	21.70
GROUP 3.....	\$ 28.19	21.70
GROUP 4.....	\$ 23.29	21.70
GROUP 5.....	\$ 21.64	21.70
GROUP 6.....	\$ 18.84	21.70

FOOTNOTES:

Crane operator with main boom and jib 300' or longer: \$1.50 additional to the group 1 rate. Crane operator with main boom and jib 400' or longer: \$3.00 additional to the group 1 rate.

PAID HOLIDAYS: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS:

GROUP 1: Crane Operator with main boom & jib 400', 300', or 220' or longer.

GROUP 2: Crane Operator with main boom & jib 140' or longer, Tower Crane; Gantry Crane; Whirley Derrick.

GROUP 3: Regular Equipment Operator, Crane, Dozer, Loader, Hoist, Straddle Wagon, Mechanic, Grader and Hydro Excavator.

GROUP 4: Air Tugger (single drum), Material Hoist Pump 6" or over, Elevators, Brokk Concrete Breaker.

GROUP 5: Air Compressor, Welder, Generators, Conveyors

GROUP 6: Oiler and fire tender

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ENGI0324-005 09/01/2014

AREA 1: GENESEE, LAPEER, LIVINGSTON, MACOMB, MONROE, OAKLAND, ST. CLAIR, WASHTENAW AND WAYNE COUNTIES

AREA 2: ALCONA, ALLEGAN, ALGER, ALPENA, ANTRIM, ARENAC, BARAGA, BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA, DICKINSON, EATON, EMMET, GLADWIN, GOGEBIC, GRAND TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA, IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT, KWEENAW, LAKE, LEELANAU, LENAWEE, LUCE, MACKINAC, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA, OGEMAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE,

ROSCOMMON, SAGINAW, SANILAC, SCHOOLCRAFT, SHIAWASSEE, ST. JOSEPH, TUSCOLA, VAN BUREN AND WEXFORD COUNTIES

	Rates	Fringes
OPERATOR: Power Equipment (Underground construction (including sewer))		
AREA 1:		
GROUP 1.....	\$ 30.48	21.15
GROUP 2.....	\$ 25.75	21.15
GROUP 3.....	\$ 25.02	21.15
GROUP 4.....	\$ 24.45	21.15
AREA 2:		
GROUP 1.....	\$ 28.77	21.15
GROUP 2.....	\$ 23.88	21.15
GROUP 3.....	\$ 23.38	21.15
GROUP 4.....	\$ 23.10	21.15

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Backfiller tamper; Backhoe; Batch plant operator (concrete); Clamshell; Concrete paver (2 drums or larger); Conveyor loader (Euclid type); Crane (crawler, truck type or pile driving); Dozer; Dragline; Elevating grader; Endloader; Gradall (and similar type machine); Grader; Mechanic; Power shovel; Roller (asphalt); Scraper (self-propelled or tractor drawn); Side boom tractor (type D-4 or equivalent and larger); Slip form paver; Slope paver; Trencher (over 8 ft. digging capacity); Well drilling rig; Concrete pump with boom operator; Hydro Excavator

GROUP 2: Boom truck (power swing type boom); Crusher; Hoist; Pump (1 or more - 6-in. discharge or larger - gas or diesel- powered or powered by generator of 300 amperes or more - inclusive of generator); Side boom tractor (smaller than type D-4 or equivalent); Tractor (pneu-tired, other than backhoe or front end loader); Trencher (8-ft. digging capacity and smaller); Vac Truck

GROUP 3: Air compressors (600 cfm or larger); Air compressors (2 or more-less than 600 cfm); Boom truck (non-swinging, non- powered type boom); Concrete breaker (self-propelled or truck mounted - includes compressor); Concrete paver (1 drum-1/2 yd. or larger); Elevator (other than passenger); Maintenance person; Pump (2 or more-4-in. up to 6-in. discharge-gas or diesel powered - excluding submersible pumps); Pumpcrete machine (and similar equipment); Wagon drill (multiple); Welding machine or generator (2 or more-300 amp. or larger - gas or diesel powered)

GROUP 4: Boiler; Concrete saw (40 hp or over); Curing machine (self-propelled); Farm tractor (with attachment); Finishing machine (concrete); Fire person; Hydraulic pipe pushing machine; Mulching equipment; Oiler; Pumps (2 or more up to 4-in. discharge, if used 3 hours or more a day, gas or diesel powered - excluding submersible pumps); Roller (other than asphalt); Stump remover; Trencher (service);

Vibrating compaction equipment, self-propelled (6 ft. wide or over); End dump operator; Sweeper (Wayne type); Water wagon and Extend-a boom forklift

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 ENGI0324-006 06/01/2014

AREA 1: GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES

AREA 2: ALCONA, ALGER, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARAGA, BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA, DICKINSON, EATON, EMMET, GLADWIN, GOGEBIC, GRAND TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA, IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT, KEWEENAW, LAKE, LAPEER, LEELANAU, LENAWEE, LIVINGSTON, LUCE, MACKINAC, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA, OGEAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, SAGINAW, ST. CLARE, ST. JOSEPH, SANILAC, SCHOOLCRAFT, SHIAWASSEE, TUSCOLA, VAN BUREN AND WEXFORD COUNTIES

	Rates	Fringes
Power equipment operators: (AIRPORT, BRIDGE & HIGHWAY CONSTRUCTION)		
AREA 1		
GROUP 1.....	\$ 30.26	21.85
GROUP 2.....	\$ 23.53	21.85
GROUP 3.....	\$ 24.83	21.85
GROUP 4.....	\$ 22.97	21.85
GROUP 5.....	\$ 22.80	21.85
AREA 2		
GROUP 1.....	\$ 30.26	21.85
GROUP 2.....	\$ 23.38	21.85
GROUP 3.....	\$ 24.68	21.85
GROUP 4.....	\$ 22.82	21.85
GROUP 5.....	\$ 22.50	21.85

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Asphalt plant operator; Crane operator (does not include work on bridge construction projects when the crane operator is erecting structural components); Dragline operator; Shovel operator; Locomotive operator; Paver operator (5 bags or more); Elevating grader operator; Pile driving operator; Roller operator (asphalt); Blade grader operator; Trenching machine operator (ladder or wheel type); Auto-grader; Slip form paver; Self-propelled or tractor-drawn scraper; Conveyor loader operator (Euclid type); Endloader operator (1 yd. capacity and over); Bulldozer; Hoisting engineer; Tractor operator; Finishing machine operator (asphalt); Mechanic; Pump operator (6-in. discharge or over, gas, diesel powered or generator of 300 amp. or larger); Shouldering or gravel distributing machine operator (self-propelled); Backhoe (with over 3/8 yd. bucket); Side boom tractor (type D-4 or equivalent or larger); Tube finisher (slip form paving); Gradall (and

similar type machine); Asphalt paver (self-propelled); Asphalt planer (self-propelled); Batch plant (concrete-central mix); Slurry machine (asphalt); Concrete pump (3 in. and over); Roto-mill; Swinging boom truck (over 12 ton capacity); Hydro demolisher (water blaster); Farm-type tractor with attached pan

GROUP 2: Screening plant operator; Washing plant operator; Crusher operator; Backhoe (with 3/8 yd. bucket or less); Side boom tractor (smaller than D-4 type or equivalent); Sweeper (Wayne type and similar equipment); Vacuum truck operator; Batch plant (concrete dry batch)

GROUP 3: Grease Truck

GROUP 4: Air compressor operator (600 cu. ft. per min or more); Air compressor operator (two or more, less than 600 cfm); Wagon drill operator; Concrete breaker; Tractor operator (farm type with attachment)

GROUP 5: Boiler fire tender; Oiler; Fire tender; Trencher (service); Flexplane operator; Cleftplane operator; Grader operator (self-propelled fine-grade or form (concrete)); Finishing machine operator (concrete); Boom or winch hoist truck operator; Endloader operator (under 1 yd. capacity); Roller operator (other than asphalt); Curing equipment operator (self-propelled); Concrete saw operator (40 h.p. or over); Power bin operator; Plant drier operator (asphalt); Vibratory compaction equipment operator (6 ft. wide or over); Guard post driver operator (power driven); All mulching equipment; Stump remover; Concrete pump (under 3-in.); Mesh installer (self-propelled); Tractor operator (farm type); End dump; Skid steer

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 ENGI0324-007 07/01/2014

ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON, IRON, KEWEENAW, LUCE, MACKINAC MARQUETTE, MENOMINEE, ONTONAGON AND SCHOOLCRAFT COUNTIES:

	Rates	Fringes
OPERATOR: Power Equipment		
(Steel Erection)		
Compressor, welder and forklift.....	\$ 24.61	21.55
Crane operator, main boom & jib 120' or longer.....	\$ 28.36	21.55
Crane operator, main boom & jib 140' or longer.....	\$ 28.61	21.55
Crane operator, main boom & jib 220' or longer.....	\$ 28.86	21.55
Mechanic with truck and tools.....	\$ 29.36	21.55
Oiler and fireman.....	\$ 23.31	21.55
Regular operator.....	\$ 27.86	21.55

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 ENGI0324-008 11/01/2014

ALCONA, ALGER, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARAGA, BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA, DICKINSON, EATON, EMMET, GENESEE, GLADWIN, GOGEBIC, GRAND TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA, IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT, KEWEENAW, LAKE, LAPEER, LEELANAU, LENAWEE, LIVINGSTON, LUCE, MACKINAC, MACOMB, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MONROE, MUSKEGON, NEWAYGO, OAKLAND, OCEANA, OGEMAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, SAGINAW, ST. CLARE, ST. JOSEPH, SANILAC, SCHOOLCRAFT, SHIAWASSEE, TUSCOLA, VAN BUREN, WASHTENAW, WAYNE AND WEXFORD COUNTIES

	Rates	Fringes
OPERATOR: Power Equipment (Sewer Relining)		
GROUP 1.....	\$ 29.98	12.75
GROUP 2.....	\$ 28.45	12.75

SEWER RELINING CLASSIFICATIONS

GROUP 1: Operation of audio-visual closed circuit TV system, including remote in-ground cutter and other equipment used in connection with the CCTV system

GROUP 2: Operation of hot water heaters and circulation systems, water jettors and vacuum and mechanical debris removal systems

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ENGI0325-012 05/01/2014

AREA 1: MACOMB, MONROE, OAKLAND, ST. CLAIR, WASHTENAW AND WAYNE COUNTIES

AREA 2: ALCONA, ALGER, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARAGA, BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA, DICKINSON, EATON, EMMET, GENESEE, GLADWIN, GOGEBIC, GRAND TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA, IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT, KEWEENAW, LAKE, LAPEER, LEELANAU, LENAWEE, LIVINGSTON LUCE, MACKINAC, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA, OGEMAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, SAGINAW, ST. JOSEPH, SANILAC, SCHOOLCRAFT, SHIAWASSEE, TUSCOLA, VAN BUREN AND WEXFORD COUNTIES

	Rates	Fringes
Power equipment operators - gas distribution and duct installation work:		
AREA 1		
GROUP 1.....	\$ 27.83	21.80

GROUP 2.....	\$ 27.70	21.80
GROUP 3.....	\$ 26.58	21.80
GROUP 4.....	\$ 26.00	21.80
AREA 2		
GROUP 1.....	\$ 26.92	21.80
GROUP 2-A.....	\$ 26.82	21.80
GROUP 2-B.....	\$ 26.60	21.80
GROUP 3.....	\$ 25.82	21.80
GROUP 4.....	\$ 25.32	21.80

SCOPE OF WORK: The construction, installation, treating and reconditioning of pipelines transporting gas vapors within cities, towns, subdivisions, suburban areas, or within private property boundaries, up to and including private meter settings of private industrial, governmental or other premises, more commonly referred to as "distribution work," starting from the first metering station, connection, similar or related facility, of the main or cross country pipeline and including duct installation.

#### AREA 1:

GROUP 1: Backhoe, crane, grader, mechanic, dozer (D-6 equivalent or larger), side boom (D-4 equivalent or larger), trencher(except service), endloader (2 yd. capacity or greater).

GROUP 2: Dozer (less than D-6 equivalent), endloader (under 2 yd. capacity), side boom (under D-4 capacity), backfiller, pumps (1 or 2 of 6-inch discharge or greater), boom truck (with powered boom), tractor (wheel type other than backhoe or front endloader).

GROUP 3: Tamper (self-propelled), boom truck (with non-powered boom), concrete saw (20 hp or larger), pumps (2 to 4 under 6-inch discharge), compressor (2 or more or when one is used continuously into the second day) and trencher(service).

GROUP 4: Oiler, hydraulic pipe pushing machine, grease person and hydrostatic testing operator.

#### AREA 2:

GROUP 1: Mechanic, crane (over 1/2 yd. capacity), backhoe (over 1/2 yd. capacity), grader (Caterpillar 12 equivalent or larger)

GROUP 2-A: Trencher(except service), backhoe (1/2 yd. capacity or less)

GROUP 2-B: Crane (1/2 yd. capacity or less), compressor (2 or more), dozer (D-4 equivalent or larger), endloader (1 yd. capacity or larger), pump (1 or 2 six-inch or larger), side boom (D-4 equivalent or larger)

GROUP 3: Backfiller, boom truck (powered), concrete saw (20 hp or larger), dozer (less than D-4 equivalent), endloader (under 1 yd. capacity), farm tractor (with attachments), pump (2 - 4 under six-inch capacity), side boom

tractor (less than D-4 equivalent), tamper (self-propelled),  
trencher service and grader maintenance

GROUP 4: Oiler, grease person and hydrostatic testing operator

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IRON0008-007 06/01/2013

ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON,  
IRON, KEWEENAW, LUCE, MACKINAC MARQUETTE, MENOMINEE, ONTONAGON  
AND SCHOOLCRAFT COUNTIES:

	Rates	Fringes
Ironworker - pre-engineered metal building erector.....	\$ 23.70	6.95
IRONWORKER		
General contracts		
\$10,000,000 or greater.....	\$ 25.75	23.17
General contracts less		
than \$10,000,000.....	\$ 22.53	23.17

Paid Holidays: New Year's Day, Memorial Day, July 4th, Labor  
Day, Thanksgiving Day & Christmas Day.

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IRON0025-002 06/01/2014

ALCONA, ALPENA, ARENAC, BAY, CHEBOYGAN, CLARE, CLINTON,  
CRAWFORD, GENESEE, GLADWIN, GRATIOT, HURON, INGHAM, IOSCO,  
ISABELLA, JACKSON, LAPEER, LIVINGSTON, MACOMB, MIDLAND,  
MONTMORENCY, OAKLAND, OGEMAW, OSCODA, OTSEGO, PRESQUE ISLE,  
ROSCOMMON, SAGINAW, SANILAC, SHIAWASSEE, ST. CLAIR, TUSCOLA,  
WASHTENAW AND WAYNE COUNTIES:

	Rates	Fringes
Ironworker - pre-engineered metal building erector		
Alcona, Alpena, Arenac, Cheboygan, Clare, Clinton, Crawford, Gladwin, Gratiot, Huron, Ingham, Iosco, Isabella, Jackson, Lapeer, Livingston (west of Burkhardt Road), Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Sanilac, Shiawassee, Tuscola & Washtenaw (west of U.S. 23).	\$ 22.17	20.13
Bay, Genesee, Lapeer, Livingston (east of Burkhardt Road), Macomb, Midland, Oakland, Saginaw, St. Clair, The University of Michigan, Washtenaw (east of U.S. 23) & Wayne...	\$ 23.39	21.13

IRONWORKER		
Ornamental and Structural...	\$ 33.78	26.97
Reinforcing.....	\$ 28.30	24.60

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 IRON0055-005 07/01/2013

LENAWEE AND MONROE COUNTIES:

	Rates	Fringes
IRONWORKER		
Pre-engineered metal buildings.....	\$ 23.59	19.35
All other work.....	\$ 28.32	19.35

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 IRON0292-003 06/01/2014

BERRIEN AND CASS COUNTIES:

	Rates	Fringes
IRONWORKER (Including pre-engineered metal building erector).....	\$ 27.62	18.66

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 IRON0340-001 12/01/2013

ALLEGAN, ANTRIM, BARRY, BENZIE, BRANCH, CALHOUN, CHARLEVOIX, EATON, EMMET, GRAND TRAVERSE, HILLSDALE, IONIA, KALAMAZOO, KALKASKA, KENT, LAKE, LEELANAU, MANISTEE, MASON, MECOSTA, MISSAUKEE, MONTCALM, MUSKEGON, NEWAYGO, OCEANA, OSCEOLA, OTTAWA, ST. JOSEPH, VAN BUREN AND WEXFORD COUNTIES:

	Rates	Fringes
IRONWORKER (Including pre-engineered metal building erector).....	\$ 20.68	24.57

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 \* LABO0005-006 10/01/2014

	Rates	Fringes
Laborers - hazardous waste abatement: (ALCONA, ALPENA, ANTRIM, BENZIE, CHARLEVOIX, CHEBOYGAN, CRAWFORD, EMMET, GRAND TRAVERSE, IOSCO, KALKASKA, LEELANAU, MISSAUKEE, MONTMORENCY, OSCODA, OTSEGO, PRESQUE ISLE AND WEXFORD COUNTIES - Zone 10)		
Levels A, B or C.....	\$ 17.45	12.75
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;		

Also, Level D.....\$ 16.45	12.75
Laborers - hazardous waste abatement: (ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON, IRON, KEWEENAW, LUCE, MACKINAC, MARQUETTE, MENOMINEE, ONTONAGON AND SCHOOLCRAFT COUNTIES - Zone 11)	
Levels A, B or C.....\$ 20.91	12.78
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
Also, Level D.....\$ 19.91	12.78
Laborers - hazardous waste abatement: (ALLEGAN, BARRY, BERRIEN, BRANCH, CALHOUN, CASS, IONIA COUNTY (except the city of Portland); KALAMAZOO, KENT, LAKE, MANISTEE, MASON, MECOSTA, MONTCALM, MUSKEGON, NEWAYGO, OCEANA, OSCEOLA, OTTAWA, ST. JOSEPH AND VAN BUREN COUNTIES - Zone 9)	
Levels A, B or C.....\$ 19.99	12.75
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
Also, Level D.....\$ 18.99	12.75
Laborers - hazardous waste abatement: (ARENAC, BAY, CLARE, GLADWIN, GRATIOT, HURON, ISABELLA, MIDLAND, OGEMAW, ROSCOMMON, SAGINAW AND TUSCOLA COUNTIES - Zone 8)	
Levels A, B or C.....\$ 20.02	12.75
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
Also, Level D.....\$ 19.02	12.75
Laborers - hazardous waste abatement: (CLINTON, EATON AND INGHAM COUNTIES; IONIA COUNTY (City of Portland); LIVINGSTON COUNTY (west of Oak Grove Rd., including the City of Howell) - Zone 6)	
Levels A, B or C.....\$ 23.29	12.75
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	

Also, Level D.....\$ 22.29	12.75
Laborers - hazardous waste abatement: (GENESEE, LAPEER AND SHIAWASSEE COUNTIES - Zone 7)	
Levels A, B or C.....\$ 23.40	12.79
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
Also, Level D.....\$ 22.40	12.79
Laborers - hazardous waste abatement: (HILLSDALE, JACKSON AND LENAWEE COUNTIES - Zone 4)	
Levels A, B or C.....\$ 30.00	14.09
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
Also, Level D.....\$ 29.00	14.09
Laborers - hazardous waste abatement: (LIVINGSTON COUNTY (east of Oak Grove Rd. and south of M-59, excluding the city of Howell); AND WASHTENAW COUNTY - Zone 3)	
Levels A, B or C.....\$ 29.32	13.85
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
Also, Level D.....\$ 28.32	13.85
Laborers - hazardous waste abatement: (MACOMB AND WAYNE COUNTIES - Zone 1)	
Levels A, B or C.....\$ 27.94	16.55
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
Also, Level D.....\$ 26.94	16.55
Laborers - hazardous waste abatement: (MONROE COUNTY - Zone 4)	
Levels A, B or C.....\$ 30.00	14.09
Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
Also, Level D.....\$ 29.00	14.09
Laborers - hazardous waste abatement: (OAKLAND COUNTY and the Northeast portion of LIVINGSTON COUNTY bordered by	

Oak Grove Road on the West  
and M-59 on the South - Zone

2)	Level A, B, C.....\$ 27.94	16.55
	Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
	Also, Level D.....\$ 26.94	16.55
Laborers - hazardous waste abatement: (SANILAC AND ST. CLAIR COUNTIES - Zone 5)		
	Levels A, B or C.....\$ 24.97	15.19
	Work performed in conjunction with site preparation not requiring the use of personal protective equipment;	
	Also, Level D.....\$ 23.97	15.19

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\* LABO0259-001 09/01/2014

AREA 1: MACOMB, OAKLAND AND WAYNE COUNTIES  
AREA 2: ALCONA, ALGER, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARAGA,  
BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX,  
CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA,  
DICKINSON, EATON, EMMET, GENESEE, GLADWIN, GOGEBIC, GRAND  
TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA,  
IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT,  
KEWEENAW, LAKE, LAPEER, LEELANAU, LENAWEE, LIVINGSTON, LUCE,  
MACKINAC, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE,  
MIDLAND, MISSAUKEE, MONROE, MONTCALM, MONTMORENCY, MUSKEGON,  
NEWAYGO, OCEANA, OGEAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO,  
OTTAWA, PRESQUE ISLE, ROSCOMMON, SAGINAW, ST. CLARE, ST.  
JOSEPH, SANILAC, SCHOOLCRAFT, SHIAWASSEE, TUSCOLA, VAN BUREN,  
WASHTENAW AND WEXFORD COUNTIES

	Rates	Fringes
Laborers - tunnel, shaft and caisson:		
AREA 1		
GROUP 1.....	\$ 21.57	16.28
GROUP 2.....	\$ 21.68	16.28
GROUP 3.....	\$ 21.74	16.28
GROUP 4.....	\$ 21.92	16.28
GROUP 5.....	\$ 22.17	16.28
GROUP 6.....	\$ 22.50	16.28
GROUP 7.....	\$ 15.78	16.28
AREA 2		
GROUP 1.....	\$ 22.80	12.75
GROUP 2.....	\$ 22.89	12.75
GROUP 3.....	\$ 22.99	12.75
GROUP 4.....	\$ 23.15	12.75
GROUP 5.....	\$ 23.41	12.75
GROUP 6.....	\$ 23.72	12.75
GROUP 7.....	\$ 15.99	12.75

SCOPE OF WORK: Tunnel, shaft and caisson work of every type and description and all operations incidental thereto, including, but not limited to, shafts and tunnels for sewers, water, subways, transportation, diversion, sewerage, caverns, shelters, aquifers, reservoirs, missile silos and steel sheeting for underground construction.

TUNNEL LABORER CLASSIFICATIONS

GROUP 1: Tunnel, shaft and caisson laborer, dump, shanty, hog house tender, testing (on gas) and watchman

GROUP 2: Manhole, headwall, catch basin builder, bricklayer tender, mortar machine and material mixer

GROUP 3: Air tool operator (jackhammer, bush hammer and grinder), first bottom, second bottom, cage tender, car pusher, carrier, concrete, concrete form, concrete repair, cement invert laborer, cement finisher, concrete shoveler, conveyor, floor, gasoline and electric tool operator, gunite, grout operator, welder, heading dinky person, inside lock tender, pea gravel operator, pump, outside lock tender, scaffold, top signal person, switch person, track, tugger, utility person, vibrator, winch operator, pipe jacking, wagon drill and air track operator and concrete saw operator (under 40 h.p.)

GROUP 4: Tunnel, shaft and caisson mucker, bracer, liner plate, long haul dinky driver and well point

GROUP 5: Tunnel, shaft and caisson miner, drill runner, key board operator, power knife operator, reinforced steel or mesh (e.g. wire mesh, steel mats, dowel bars, etc.)

GROUP 6: Dynamite and powder

GROUP 7: Restoration laborer, seeding, sodding, planting, cutting, mulching and top soil grading; and the restoration of property such as replacing mailboxes, wood chips, planter boxes, flagstones, etc.

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 \* LABO0334-001 09/01/2014

	Rates	Fringes
Laborers - open cut:		
ZONE 1 - MACOMB, OAKLAND AND WAYNE COUNTIES:		
GROUP 1.....	\$ 21.42	16.28
GROUP 2.....	\$ 21.53	16.28
GROUP 3.....	\$ 21.58	16.28
GROUP 4.....	\$ 21.66	16.28
GROUP 5.....	\$ 21.72	16.28
GROUP 6.....	\$ 19.17	16.28
GROUP 7.....	\$ 15.79	16.28
ZONE 2 - LIVINGSTON COUNTY (east of M-151 (Oak Grove Rd.)); MONROE AND WASHTENAW COUNTIES:		

GROUP 1.....	\$ 22.45	12.75
GROUP 2.....	\$ 22.56	12.46
GROUP 3.....	\$ 22.68	12.46
GROUP 4.....	\$ 22.75	12.46
GROUP 5.....	\$ 22.90	12.46
GROUP 6.....	\$ 20.20	12.46
GROUP 7.....	\$ 16.84	12.46
ZONE 3 - CLINTON, EATON, GENESEE, HILLSDALE AND INGHAM COUNTIES; IONIA COUNTY (City of Portland); JACKSON, LAPEER AND LENAWEE COUNTIES; LIVINGSTON COUNTY (west of M-151 Oak Grove Rd.); SANILAC, ST. CLAIR AND SHIAWASSEE COUNTIES:		
GROUP 1.....	\$ 20.64	12.75
GROUP 2.....	\$ 20.78	12.46
GROUP 3.....	\$ 20.90	12.46
GROUP 4.....	\$ 20.95	12.46
GROUP 5.....	\$ 21.09	12.46
GROUP 6.....	\$ 18.39	12.46
GROUP 7.....	\$ 15.54	12.46
ZONE 4 - ALCONA, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CLARE, CRAWFORD, EMMET, GLADWIN, GRAND TRAVERSE, GRATIOT AND HURON COUNTIES; IONIA COUNTY (EXCEPT THE CITY OF PORTLAND); IOSCO, ISABELLA, KALAMAZOO, KALKASKA, KENT, LAKE, LEELANAU, MANISTEE, MASON, MECOSTA, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA, OGEMAW, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, SAGINAW, ST. JOSEPH, TUSCOLA, VAN BUREN AND WEXFORD COUNTIES:		
GROUP 1.....	\$ 19.65	12.75
GROUP 2.....	\$ 19.78	12.46
GROUP 3.....	\$ 19.89	12.46
GROUP 4.....	\$ 19.96	12.46
GROUP 5.....	\$ 20.08	12.46
GROUP 6.....	\$ 17.30	12.46
GROUP 7.....	\$ 15.64	12.46
ZONE 5 - ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON, IRON, KEWEENAW, LUCE, MACKINAC,		

MARQUETTE, MENOMINEE,  
ONTONAGON AND SCHOOLCRAFT  
COUNTIES:

GROUP 1.....	\$ 19.86	12.75
GROUP 2.....	\$ 20.00	12.46
GROUP 3.....	\$ 20.13	12.46
GROUP 4.....	\$ 20.18	12.46
GROUP 5.....	\$ 20.23	12.46
GROUP 6.....	\$ 17.61	12.46
GROUP 7.....	\$ 15.72	12.46

SCOPE OF WORK:

Open cut construction work shall be construed to mean work which requires the excavation of earth including industrial, commercial and residential building site excavation and preparation, land balancing, demolition and removal of concrete and underground appurtenances, grading, paving, sewers, utilities and improvements; retention, oxidation, flocculation and irrigation facilities, and also including but not limited to underground piping, conduits, steel sheeting for underground construction, and all work incidental thereto, and general excavation. For all areas except the Upper Peninsula, open cut construction work shall also be construed to mean waterfront work, piers, docks, seawalls, breakwalls, marinas and all incidental work. Open cut construction work shall not include any structural modifications, alterations, additions and repairs to buildings, or highway work, including roads, streets, bridge construction and parking lots or steel erection work and excavation for the building itself and back filling inside of and within 5 ft. of the building and foundations, footings and piers for the building. Open cut construction work shall not include any work covered under Tunnel, Shaft and Caisson work.

OPEN CUT LABORER CLASSIFICATIONS

GROUP 1: Construction laborer

GROUP 2: Mortar and material mixer, concrete form person, signal person, well point person, manhole, headwall and catch basin builder, headwall, seawall, breakwall and dock builder

GROUP 3: Air, gasoline and electric tool operator, vibrator operator, driller, pump person, tar kettle operator, bracer, rodder, reinforced steel or mesh person (e.g., wire mesh, steel mats, dowel bars, etc.), welder, pipe jacking and boring person, wagon drill and air track operator and concrete saw operator (under 40 h.p.), windlass and tugger person and directional boring person

GROUP 4: Trench or excavating grade person

GROUP 5: Pipe layer (including crock, metal pipe, multi-plate or other conduits)

GROUP 6: Grouting man, audio-visual television operations and all other operations in connection with closed circuit

television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances

GROUP 7: Restoration laborer, seeding, sodding, planting, cutting, mulching and top soil grading; and the restoration of property such as replacing mailboxes, wood chips, planter boxes, flagstones, etc.

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LABO0465-001 06/01/2014

LABORER: Highway, Bridge and Airport Construction

AREA 1: GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES

AREA 2: ALLEGAN, BARRY, BAY, BERRIEN, BRANCH, CALHOUN, CASS, CLINTON, EATON, GRATIOT, HILLSDALE, HURON, INGHAM, JACKSON, KALAMAZOO, LAPEER, LENAWEE, LIVINGSTON, MIDLAND, MUSKEGON, SAGINAW, SANILAC, SHIAWASSEE, ST. CLAIR, ST. JOSEPH, TUSCOLA AND VAN BUREN COUNTIES

AREA 3: ALCONA, ALPENA, ANTRIM, ARENAC, BENZIE, CHARLEVOIX, CHEBOYGAN, CLARE, CRAWFORD, EMMET, GLADWIN, GRAND TRAVERSE, IONIA, IOSCO, ISABELLA, KALKASKA, KENT, LAKE, LEELANAU, MANISTEE, MASON, MECOSTA, MISSAUKEE, MONTCALM, MONTMORENCY, NEWAYGO, OCEANA, OGEMAW, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON AND WEXFORD COUNTIES

AREA 4: ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON, IRON, KEWEENAW, LUCE, MACKINAC, MARQUETTE, MENOMINEE, ONTONAGON AND SCHOOLCRAFT COUNTIES

	Rates	Fringes
LABORER (AREA 1)		
GROUP 1.....	\$ 24.71	12.75
GROUP 2.....	\$ 24.84	12.75
GROUP 3.....	\$ 25.05	12.75
GROUP 4.....	\$ 25.10	12.75
GROUP 5.....	\$ 25.31	12.75
GROUP 6.....	\$ 25.61	12.75
LABORER (AREA 2)		
GROUP 1.....	\$ 22.71	12.75
GROUP 2.....	\$ 22.91	12.75
GROUP 3.....	\$ 23.15	12.75
GROUP 4.....	\$ 23.50	12.75
GROUP 5.....	\$ 22.37	12.75
GROUP 6.....	\$ 23.71	12.75
LABORER (AREA 3)		
GROUP 1.....	\$ 21.96	12.75
GROUP 2.....	\$ 22.17	12.75
GROUP 3.....	\$ 22.46	12.75
GROUP 4.....	\$ 22.90	12.75
GROUP 5.....	\$ 22.32	12.75
GROUP 6.....	\$ 22.95	12.75
LABORER (AREA 4)		
GROUP 1.....	\$ 21.96	12.75

GROUP 2.....	\$ 22.17	12.75
GROUP 3.....	\$ 22.46	12.75
GROUP 4.....	\$ 22.90	12.75
GROUP 5.....	\$ 22.52	12.75
GROUP 6.....	\$ 22.95	12.75

LABORER CLASSIFICATIONS

GROUP 1: Asphalt shoveler or loader; asphalt plant misc.; burlap person; yard person; dumper (wagon, truck, etc.); joint filling laborer; miscellaneous laborer; unskilled laborer; sprinkler laborer; form setting laborer; form stripper; pavement reinforcing; handling and placing (e.g., wire mesh, steel mats, dowel bars); mason's tender or bricklayer's tender on manholes; manhole builder; headwalls, etc.; waterproofing, (other than buildings) seal coating and slurry mix, shoring, underpinning; pressure grouting; bridge pin and hanger removal; material recycling laborer; horizontal paver laborer (brick, concrete, clay, stone and asphalt); ground stabilization and modification laborer; grouting; waterblasting; top person; railroad track and trestle laborer; carpenters' tender; guard rail builders' tender; earth retention barrier and wall and M.S.E. wall installer's tender; highway and median installer's tender (including sound, retaining, and crash barriers); fence erector's tender; asphalt raker tender; sign installer; remote control operated equipment.

GROUP 2: Mixer operator (less than 5 sacks); air or electric tool operator (jackhammer, etc.); spreader; boxperson (asphalt, stone, gravel); concrete paddler; power chain saw operator; paving batch truck dumper; tunnel mucker (highway work only); concrete saw (under 40 h.p.) and dry pack machine; roto-mill grounds person.

GROUP 3: Tunnel miner (highway work only); finishers tenders; guard rail builders; highway and median barrier installer; earth retention barrier and wall and M.S.E. wall installer's (including sound, retaining and crash barriers); fence erector; bottom person; powder person; wagon drill and air track operator; diamond and core drills; grade checker; certified welders; curb and side rail setter's tender.

GROUP 4: Asphalt raker

GROUP 5: Pipe layers, oxy-gun

GROUP 6: Line-form setter for curb or pavement; asphalt screed checker/screw man on asphalt paving machines.

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LABO1076-005 04/01/2014

MICHIGAN STATEWIDE

	Rates	Fringes
LABORER (DISTRIBUTION WORK)		
Zone 1.....	\$ 19.17	12.75

Zone 2.....	\$ 17.62	12.75
Zone 3.....	\$ 15.85	12.75
Zone 4.....	\$ 15.22	12.75
Zone 5.....	\$ 15.22	12.75

DISTRIBUTION WORK - The construction, installation, treating and reconditioning of distribution pipelines transporting coal, oil, gas or other similar materials, vapors or liquids, including pipelines within private property boundaries, up to and including the meter settings on residential, commercial, industrial, institutional, private and public structures. All work covering pumping stations and tank farms not covered by the Building Trades Agreement. Other distribution lines with the exception of sewer, water and cable television are included.

Underground Duct Layer Pay: \$.40 per hour above the base pay rate.

- Zone 1 - Macomb, Oakland and Wayne
- Zone 2 - Monroe and Washtenaw
- Zone 3 - Bay, Genesee, Lapeer, Midland, Saginaw, Sanilac, Shiawassee and St. Clair
- Zone 4 - Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon and Schoolcraft
- Zone 5 - Remaining Counties in Michigan

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PAIN0022-002 07/01/2008

HILLSDALE, JACKSON AND LENAWEE COUNTIES; LIVINGSTON COUNTY (east of the eastern city limits of Howell, not including the city of Howell, north to the Genesee County line and south to the Washtenaw County line); MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES:

	Rates	Fringes
PAINTER.....	\$ 25.06	14.75

FOOTNOTES: For all spray work and journeyman rigging for spray work, also blowing off, \$.80 per hour additional (applies only to workers doing rigging for spray work on off the floor work. Does not include setting up or moving rigging on floor surfaces, nor does it apply to workers engaged in covering up or tending spray equipment. For all sandblasting and spray work performed on highway bridges, overpasses, tanks or steel, \$.80 per hour additional. For all brushing, cleaning and other preparatory work (other than spraying or steeplejack work) at scaffold heights of fifty (50) feet from the ground or higher, \$.50 per hour additional. For all preparatorial work and painting performed on open steel under forty (40) feet when no scaffolding is involved, \$.50 per hour additional. For all swing stage work-window jacks and window belts-exterior and interior, \$.50 per hour additional. For all spray work and sandblaster work to a scaffold height of forty (40) feet above the floor level, \$.80 per hour additional. For all

preparatorial work and painting on all highway bridges or overpasses up to forty (40) feet in height, \$0.50 per hour additional. For all steeplejack work performed where the elevation is forty (40) feet or more, \$1.25 per hour additional.

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 PAIN0312-001 06/12/2014

EXCLUDES: ALLEGAN COUNTY (Townships of Dorr, Fillmore, Heath, Hopkins, Laketown, Leighton, Manlius, Monterey, Overisel, Salem, Saugatuck and Wayland); INCLUDES: Barry, Berrien, Branch, Calhoun, Cass, Hillsdale, Kalamazoo, St. Joseph, Van Buren

	Rates	Fringes
PAINTER		
Brush and roller.....	\$ 21.75	11.94
Spray, Sandblast, Sign		
Painting.....	\$ 22.75	11.94

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 PAIN0845-003 05/21/2014

CLINTON COUNTY; EATON COUNTY (does not include the townships of Bellevue and Olivet); INGHAM COUNTY; IONIA COUNTY (east of Hwy. M 66); LIVINGSTON COUNTY (west of the eastern city limits of Howell, including the city of Howell, north to the Genesee County line and south to the Washtenaw County line); AND SHIAWASSEE COUNTY (Townships of Bennington, Laingsbury and Perry):

	Rates	Fringes
PAINTER.....	\$ 21.89	11.85

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 PAIN0845-015 05/21/2014

MUSKEGON COUNTY; NEWAYGO COUNTY (except the Townships of Barton, Big Prairie, Brooks, Croton, Ensley, Everett, Goodwell, Grant, Home, Monroe, Norwich and Wilcox); OCEANA COUNTY; OTTAWA COUNTY (except the townships of Allendale, Blendone, Chester, Georgetown, Holland, Jamestown, Olive, Park, Polkton, Port Sheldon, Tallmadge, Wright and Zeeland):

	Rates	Fringes
PAINTER.....	\$ 21.89	11.85

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 PAIN0845-018 05/21/2014

ALLEGAN COUNTY (Townships of Dorr, Fillmore, Heath, Hopkins, Laketown, Leighton, Manlius, Monterey, Overisel, Salem, Saugatuck and Wayland); IONIA COUNTY (west of Hwy. M-66); KENT, MECOSTA AND MONTCALM COUNTIES; NEWAYGO COUNTY (Townships of Barton, Big Prairie, Brooks, Croton, Ensley, Everett, Goodwell, Grant, Home, Monroe, Norwich and Wilcox); OSCEOLA COUNTY (south

of Hwy. #10); OTTAWA COUNTY (Townships of Allendale, Blendone, Chester, Georgetown, Holland, Jamestown, Olive, Park, Polkton, Port Sheldon, Tallmadge, Wright and Zeeland):

	Rates	Fringes
PAINTER.....	\$ 21.89	11.85

FOOTNOTES: Lead abatement work: \$1.00 per hour additional.

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PAIN1011-003 06/05/2014

ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON, IRON, KEWEENAW, LUCE, MACKINAC, MARQUETTE, MENOMINEE, ONTONAGON AND SCHOOLCRAFT COUNTIES:

	Rates	Fringes
PAINTER.....	\$ 24.15	10.52

FOOTNOTES: High pay (bridges, overpasses, watertower): 30 to 80 ft.: \$.65 per hour additional. 80 ft. and over: \$1.30 per hour additional.

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PAIN1474-002 06/01/2010

HURON COUNTY; LAPEER COUNTY (east of Hwy. M-53); ST. CLAIR, SANILAC AND TUSCOLA COUNTIES:

	Rates	Fringes
PAINTER.....	\$ 23.79	12.02

FOOTNOTES: Lead abatement work: \$1.00 per hour additional. Work with any hazardous material: \$1.00 per hour additional. Sandblasting, steam cleaning and acid cleaning: \$1.00 per hour additional. Ladder work at or above 40 ft., scaffold work at or above 40 ft., swing stage, boatswain chair, window jacks and all work performed over a falling height of 40 ft.: \$1.00 per hour additional. Spray gun work, pick pullers and those handling needles, blowing off by air pressure, and any person rigging (setting up and moving off the ground): \$1.00 per hour additional. Steeplejack, tanks, gas holders, stacks, flag poles, radio towers and beacons, power line towers, bridges, etc.: \$1.00 per hour additional, paid from the ground up.

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PAIN1803-003 06/01/2014

ALCONA, ALPENA, ANTRIM, ARENAC, BAY, BENZIE, CHARLEVOIX, CHEBOYGAN, CLARE, CRAWFORD, EMMET, GLADWIN, GRAND TRAVERSE, GRATIOT, IOSCO, ISABELLA, KALKASKA, LAKE, LEELANAU, MANISTEE, MASON, MIDLAND, MISSAUKEE, MONTMORENCY AND OGEMAW COUNTIES; OSCEOLA COUNTY (north of Hwy. #10); OSCODA, OTSEGO, PRESQUE ISLE, ROSCOMMON, SAGINAW AND WEXFORD COUNTIES:

	Rates	Fringes
PAINTER		
Work performed on water, bridges over water or moving traffic, radio and powerline towers, elevated tanks, steeples, smoke stacks over 40 ft. of falling heights, recovery of lead-based paints and any work associated with industrial plants, except maintenance of industrial plants.....	\$ 24.00	12.8
All other work, including maintenance of industrial plant.....	\$ 22.58	12.80

FOOTNOTES: Spray painting, sandblasting, blowdown associated with spraying and blasting, water blasting and work involving a swing stage, boatswain chair or spider: \$1.00 per hour additional. All work performed inside tanks, vessels, tank trailers, railroad cars, sewers, smoke stacks, boilers or other spaces having limited egress not including buildings, opentop tanks, pits, etc.: \$1.25 per hour additional.

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 PLAS0514-001 06/01/2014

ZONE 1: GENESEE, LIVINGSTON, MACOMB, MONROE, OAKLAND, SAGINAW, WASHTENAW AND WAYNE COUNTIES

ZONE 2: ALCONA, ALGER, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARAGA, BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA, DICKINSON, EATON, EMMET, GLADWIN, GOGEBIC, GRAND TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA, IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT, KEWEENAW, LAKE, LAPEER, LEELANAU, LENAWEE, LUCE, MACKINAC, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA, OGEMAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, SANILAC, SCHOOLCRAFT, SHIAWASSEE, ST. CLAIR, ST. JOSEPH, TUSCOLA, VAN BUREN AND WEXFORD COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER		
ZONE 1.....	\$ 29.59	12.59
ZONE 2.....	\$ 28.29	12.59

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 PLUM0190-003 05/01/2014

ALCONA, ALGER, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARAGA, BARRY,

BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA, DICKINSON, EATON, EMMET, GENESEE, GLADWIN, GOGEBIC, GRAND TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA, IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT, KEWEENAW, LAKE, LAPEER, LEELANAU, LENAWEE, LIVINGSTON, LUCE, MACKINAC, MACOMB, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MONROE, MUSKEGON, NEWAYGO, OAKLAND, OCEANA, OGEMAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, SAGINAW, ST. CLARE, ST. JOSEPH, SANILAC, SCHOOLCRAFT, SHIAWASSEE, TUSCOLA, VAN BUREN, WASHTENAW, WAYNE AND WEXFORD COUNTIES

	Rates	Fringes
Plumber/Pipefitter - gas distribution pipeline:		
Welding in conjunction with gas distribution pipeline work.....	\$ 31.73	19.96
All other work:.....	\$ 20.72	11.15

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TEAM0007-004 06/01/2014

AREA 1: ALCONA, ALGER, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARAGA, BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA, DICKINSON, EATON, EMMET, GLADWIN, GOGEBIC, GRAND TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA, IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT, KEWEENAW, LAKE, LAPEER, LEELANAU, LENAWEE, LUCE, MACKINAC, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA, OGEMAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, SAGINAW, SANILAC, SCHOOLCRAFT, SHIAWASSEE, ST. CLAIR, ST. JOSEPH, TUSCOLA, VAN BUREN AND WEXFORD COUNTIES

AREA 2: GENESEE, LIVINGSTON, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES

	Rates	Fringes
TRUCK DRIVER		
AREA 1		
Euclids, double bottoms and lowboys.....	\$ 25.05	.50 + a+b
Trucks under 8 cu. yds.....	\$ 24.80	.50 + a+b
Trucks, 8 cu. yds. and over.....	\$ 24.90	.50 + a+b
AREA 2		
Euclids, double bottomms and lowboys.....	\$ 24.895	.50 + a+b
Euclids, double bottoms and lowboys.....	\$ 25.15	.50 + a+b
Trucks under 8 cu. yds.....	\$ 24.90	.50 + a+b
Trucks, 8 cu. yds. and over.....	\$ 25.00	.50 + a+b

Footnote:

- a. \$395.05 per week
- b. \$56.10 daily

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 TEAM0247-004 06/01/2004

AREA 1: ALCONA, ALGER, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARAGA, BARRY, BAY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CHIPPEWA, CLARE, CLINTON, CRAWFORD, DELTA, DICKINSON, EATON, EMMET, GLADWIN, GOGEBIC, GRAND TRAVERSE, GRATIOT, HILLSDALE, HOUGHTON, HURON, INGHAM, IONIA, IOSCO, IRON, ISABELLA, JACKSON, KALAMAZOO, KALKASKA, KENT, KEWEENAW, LAKE, LAPEER, LEELANAU, LENAWEE, LUCE, MACKINAC, MANISTEE, MARQUETTE, MASON, MECOSTA, MENOMINEE, MIDLAND, MISSAUKEE, MONTCALM, MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA, OGEMAW, ONTONAGON, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, SANILAC, SCHOOLCRAFT, SHIAWASSEE, SAGINAW, ST. CLAIR, ST. JOSEPH, TUSCOLA, VAN BUREN AND WEXFORD COUNTIES

AREA 2: GENESEE, LIVINGSTON, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES

	Rates	Fringes
Sign Installer		
AREA 1		
GROUP 1.....	\$ 20.18	.15 + a
GROUP 2.....	\$ 19.93	.15 + a
AREA 2		
GROUP 1.....	\$ 21.73	.15 + a
GROUP 2.....	\$ 21.48	.15 + a

FOOTNOTE:

- a. \$132.70 per week, plus \$17.80 per day.

SIGN INSTALLER CLASSIFICATIONS:

GROUP 1: performs all necessary labor and uses all tools required to construct and set concrete forms required in the installation of highway and street signs

GROUP 2: performs all miscellaneous labor, uses all hand and power tools, and operates all other equipment, mobile or otherwise, required for the installation of highway and street signs

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 TEAM0247-010 04/01/2014

AREA 1: LAPEER AND SHIAWASSEE COUNTIES

AREA 2: GENESEE, MACOMB, MONROE, OAKLAND, ST. CLAIR, WASHTENAW AND WAYNE COUNTIES

Rates	Fringes
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TRUCK DRIVER (Underground construction)

AREA 1	
GROUP 1.....	\$ 21.97385.00/wk+57.20/day
GROUP 2.....	\$ 22.06385.00/wk+57.20/day
GROUP 3.....	\$ 22.27385.00/wk+57.20/day
AREA 2	
GROUP 1.....	\$ 22.27385.00/wk+57.20/day
GROUP 2.....	\$ 22.41385.00/wk+57.20/day
GROUP 3.....	\$ 22.60358.65/wk+55.00/day

PAID HOLIDAYS: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

SCOPE OF WORK: Excavation, site preparation, land balancing, grading, sewers, utilities and improvements; also including but not limited to, tunnels, underground piping, retention, oxidation, flocculation facilities, conduits, general excavation and steel sheeting for underground construction. Underground construction work shall not include any structural modifications, alterations, additions and repairs to buildings or highway work, including roads, streets, bridge construction and parking lots or steel erection.

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Truck driver on all trucks (EXCEPT dump trucks of 8 cubic yards capacity or over, pole trailers, semis, low boys, Euclid, double bottom and fuel trucks)

GROUP 2: Truck driver on dump trucks of 8 cubic yards capacity or over, pole trailers, semis and fuel trucks

GROUP 3: Truck driver on low boy, Euclid and double bottom

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SUMI2002-001 05/01/2002

	Rates	Fringes
Flag Person.....	\$ 18.99	12.75
LINE PROTECTOR (ZONE 1: GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE)....	\$ 18.98	12.17
LINE PROTECTOR (ZONE 2: STATEWIDE (EXCLUDING GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE).....	\$ 17.14	12.17
Pavement Marking Machine (ZONE 1: GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES) Group 1.....	\$ 24.89	12.17
Pavement Marking Machine (ZONE 1: GENESEE, MACOMB,		

MONROE, OAKLAND, WASHTENAW  
AND WAYNE)

Group 2.....\$ 22.40 12.17

Pavement Marking Machine  
(ZONE 2: STATEWIDE (EXCLUDING  
GENESEE, MACOMB, MONROE,  
OAKLAND, WASHTENAW AND WAYNE  
COUNTIES)

Group 1.....\$ 22.89 12.17

Pavement Marking Machine  
(ZONE 2: STATEWIDE (EXCLUDING  
GENESEE, MACOMB, MONROE,  
OAKLAND, WASHTENAW AND WAYNE)

Group 2.....\$ 20.60 12.17

WORK CLASSIFICATIONS:

PAVEMENT MARKER GROUP 1: Drives or operates a truck mounted  
striper, grinder, blaster, groover, or thermoplastic melter  
for the placement or removal of temporary or permanent  
pavement markings or markers.

PAVEMENT MARKER GROUP 2: Performs all functions involved for  
the placement or removal of temporary or permanent pavement  
markings or markers not covered by the classification of  
Pavement Marker Group 1 or Line Protector.

LINE PROTECTOR: Performs all operations for the protection or  
removal of temporary or permanent pavement markings or  
markers in a moving convoy operation not performed by the  
classification of Pavement Marker Group 1. A moving convoy  
operation is comprised of only Pavement Markers Group 1 and  
Line Protectors.

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

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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)).

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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.

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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.  
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END OF GENERAL DECISION

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