

**PATRICIA A. PESHKA**  
PURCHASING AGENT



**SCOTT AVEDISIAN**  
MAYOR

**CITY OF WARWICK**  
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To: All Prospective Bidders

From: Patricia A. Peshka, Purchasing Agent

Date: December 16, 2016

Re: **Bid #2017-206 East Natick Sign Program Re-bid.**

**Addendum #1**

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Please be advised that this memorandum comprises **Addendum #1.**

**PLEASE REPLACE THE ATTACHED PAGES 1-14 which represent revised wage rates for PAGES 1-15 in the original bid.**

**Should you have any questions,  
please contact Kevin Sullivan, Program Coordinator, 401-738-2000 Ext. 6371**

Thank you for your interest in this project.

General Decision Number: RI160001 12/02/2016 RI1

Superseded General Decision Number: RI20150001

State: Rhode Island

Construction Types: Building, Heavy (Heavy and Marine) and Highway

Counties: Rhode Island Statewide.

BUILDING CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and apartments up to and including 4 stories) HEAVY, HIGHWAY AND MARINE CONSTRUCTION PROJECTS

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

Modification Number Publication Date

0 01/08/2016  
1 01/15/2016  
2 01/29/2016  
3 02/12/2016  
4 02/19/2016  
5 03/04/2016  
6 03/11/2016  
7 04/01/2016  
8 05/06/2016  
9 06/03/2016  
10 06/10/2016  
11 06/17/2016  
12 06/24/2016  
13 08/12/2016  
14 09/02/2016  
15 10/28/2016  
16 11/11/2016  
17 11/25/2016  
18 12/02/2016

ASBE0006-006 06/01/2015

Rates Fringes

HAZARDOUS MATERIAL HANDLER

(Includes preparation,  
wetting, stripping, removal  
scrapping, vacuuming, bagging  
& disposing of all insulation  
materials, whether they  
contain asbestos or not, from  
mechanical systems).....\$ 31.63 18.30

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ASBE0006-008 09/01/2015  
Rates Fringes  
Asbestos Worker/Insulator  
Includes application of  
all insulating materials,  
protective coverings,  
coatings & finishes to all  
types of mechanical systems.\$ 39.43 25.65

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BOIL0029-001 01/01/2016  
Rates Fringes  
BOILERMAKER.....\$ 41.62 24.42

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\* BRRI0003-001 12/01/2016  
Rates Fringes  
Bricklayer, Stonemason,  
Pointer, Caulker & Cleaner.....\$ 37.38 25.30

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BRRI0003-002 09/01/2016  
Rates Fringes  
Marble Setter, Terrazzo  
Worker & Tile Setter.....\$ 37.16 25.80

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BRRI0003-003 09/01/2016  
Rates Fringes  
Marble, Tile & Terrazzo  
Finisher.....\$ 31.32 24.65

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CARP0094-001 06/06/2016  
Rates Fringes  
CARPENTER (Includes Soft  
Floor Layer).....\$ 34.91 25.85  
Diver Tender.....\$ 35.91 25.85  
DIVER.....\$ 46.71 25.85  
Piledriver.....\$ 34.91 25.85  
WELDER.....\$ 35.91 25.85

FOOTNOTES:

When not diving or tending the diver, the diver and diver tender shall receive the piledriver rate. Diver tenders shall receive \$1.00 per hour above the pile driver rate when tending the diver.

Work on free-standing stacks, concrete silos & public utility electrical power houses, which are over 35 ft. in height when constructed: \$.50 per hour additional.

Work on exterior concrete shear wall gang forms, 45 ft. or more above ground elevation or on setback: \$.50 per hour additional.

The designated piledriver, known as the "monkey": \$1.00 per hour additional.

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CARP1121-002 04/01/2016

Rates Fringes

MILLWRIGHT.....\$ 34.95 26.77  
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ELEC0099-002 06/01/2016

Rates Fringes

ELECTRICIAN.....\$ 36.83 58.39%

Teledata System Installer.....\$ 27.62 13.42%+13.57

FOOTNOTES:

Work of a hazardous nature, or where the work height is 30 ft. or more from the floor, except when working OSHA-approved lifts: 20% per hour additional.

Work in tunnels below ground level in combined sewer outfall: 20% per hour additional.  
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ELEV0039-001 01/01/2016

Rates Fringes

ELEVATOR MECHANIC.....\$ 47.37 29.985+A+B

FOOTNOTES:

A. PAID HOLIDAYS: New Years Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

B. Employer contributes 8% basic hourly rate for 5 years or more of service of 6% basic hourly rate for 6 months to 5 years of service as vacation pay credit.

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ENGI0057-001 05/31/2016

Rates Fringes

Operating Engineer: (power plants, sewer treatment plants, pumping stations, tunnels, caissons, piers, docks, bridges, wind turbines, subterranean & other marine and heavy construction work)

GROUP 1.....	\$ 36.15	24.85+a
GROUP 2.....	\$ 31.77	24.85+a
GROUP 3.....	\$ 28.92	24.85+a
GROUP 4.....	\$ 35.20	24.85+a
GROUP 5.....	\$ 26.00	24.85+a
GROUP 6.....	\$ 20.00	24.85+a
GROUP 7.....	\$ 31.85	24.85+a
GROUP 8.....	\$ 35.77	24.85+a

a. BOOM LENGTHS, INCLUDING JIBS:

- 150 feet and over + \$ 2.00
- 180 feet and over + \$ 3.00
- 210 feet and over + \$ 4.00
- 240 feet and over + \$ 5.00
- 270 feet and over + \$ 7.00
- 300 feet and over + \$ 8.00
- 350 feet and over + \$ 9.00
- 400 feet and over + \$10.00

a. PAID HOLIDAYS:

New Year's Day, President's Day, Memorial Day, July Fourth, Victory Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day. a: Any employee who works 3 days in the week in which a holiday falls shall be paid for the holiday.

a. FOOTNOTES:

Hazmat work: \$2.00 per hour additional.  
Tunnel/Shaft work: \$5.00 per hour additional.

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Digging machine, Ross Carrier, crane, lighter, locomotive, derrick, hoist, elevator, bidwell-type machine, shot & water blasting machine, paver, spreader, graders, front end loader (3 yds. and over), vibratory hammer & vacuum truck, roadheaders, forklifts, econobile type equipment, tunnel boring machines, concrete pump and on site concrete plants.

GROUP 2: Oilers on cranes.

- GROUP 3: Oiler on crawler backhoe.
- GROUP 4: Bulldozer, bobcats, skid steer loader, tractor, scraper, combination loader backhoe, roller, front end loader (less than 3 yds.), street and mobile-powered sweeper (3-yd. capacity), 8-ft. sweeper minimum 65 HP).
- GROUP 5: Well-point installation crew.
- GROUP 6: Utility Engineers and Signal Persons
- GROUP 7: Heater, concrete mixer, stone crusher, welding machine, generator and light plant, gas and electric driven pump and air compressor.
- GROUP 8: Boat & tug operator.

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ENGI0057-002 11/07/2016

Rates Fringes

Power Equipment Operator  
(highway construction projects; water and sewerline projects which are incidental to highway construction projects; and bridge projects that do not span water)

GROUP 1.....	\$ 31.80	24.85+a
GROUP 2.....	\$ 26.50	24.85+a
GROUP 3.....	\$ 20.50	24.85+a
GROUP 4.....	\$ 27.08	24.85+a
GROUP 5.....	\$ 30.78	24.85+a
GROUP 6.....	\$ 30.40	24.85+a
GROUP 7.....	\$ 26.05	24.85+a
GROUP 8.....	\$ 27.43	24.85+a
GROUP 9.....	\$ 29.38	24.85+a

a. FOOTNOTE: a. Any employee who works three days in the week in which a holiday falls shall be paid for the holiday.

a. PAID HOLIDAYS: New Year's Day, President's Day, Memorial Day, July Fourth, Victory Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day & Christmas Day.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Digging machine, crane, piledriver, lighter, locomotive, derrick, hoist, boom truck, John Henry's, directional drilling machine, cold planer, reclaimer, paver, spreader, grader, front end loader (3 yds. and over), vacuum truck, test boring machine operator, veemere saw, water blaster, hydro-demolition robot, forklift, economobile, Ross Carrier, concrete pump operator and boats

- GROUP 2: Well point installation crew
- GROUP 3: Utility engineers and signal persons
- GROUP 4: Oiler on cranes
- GROUP 5: Combination loader backhoe, front end loader (less than 3 yds.), forklift, bulldozers & scrapers and boats
- GROUP 6: Roller, skid steer loaders, street sweeper
- GROUP 7: Gas and electric drive heater, concrete mixer, light plant, welding machine, pump & compressor
- GROUP 8: Stone crusher
- GROUP 9: Mechanic & welder

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ENGI0057-003 05/31/2016

BUILDING CONSTRUCTION

Rates Fringes

Power Equipment Operator

GROUP 1.....	\$ 35.42	24.85+a
GROUP 2.....	\$ 35.20	24.85+a
GROUP 3.....	\$ 31.20	24.85+a
GROUP 4.....	\$ 28.35	24.85+a
GROUP 5.....	\$ 34.50	24.85+a
GROUP 6.....	\$ 34.07	24.85+a
GROUP 7.....	\$ 31.39	24.85+a

a. BOOM LENGTHS, INCLUDING JIBS:

- 150 ft. and over: + \$ 2.00
- 180 ft. and over: + \$ 3.00
- 210 ft. and over: + \$ 4.00
- 240 ft. and over: + \$ 5.00
- 270 ft. and over: + \$ 7.00
- 300 ft. and over: + \$ 8.00
- 350 ft. and over: + \$ 9.00
- 400 ft. and over: + \$10.00

a. PAID HOLIDAYS: New Year's Day, President's Day, Memorial Day, July Fourth, Victory Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day & Christmas Day. a: Any employee who works 3 days in the week in which a holiday falls shall be paid for the holiday.

a. FOOTNOTE: Hazmat work: \$2.00 per hour additional.  
Tunnel/Shaft work: \$5.00 per hour additional.

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Digging machine, Ross carrier, crane, boomtrucks, lighter, locomotive, derrick, hoist, elevator, bidwell-type machine, shot & water blasting machine, paver, spreader, front end loader (3 yds. and over), vibratory hammer and vacuum truck

GROUP 2: Telehandler equipment, forklift, concrete pump & on-site concrete plant

GROUP 3: Fireman & oiler

GROUP 4: Oiler on crawler backhoe

GROUP 5: Bulldozer, skid steer loaders, bobcats, tractor, grader, scraper, combination loader backhoe, roller, front end loader (less than 3 yds.), street and mobile powered sweeper (3 yds. capacity), 8-ft. sweeper (minimum 65 hp)

GROUP 6: Well point installation crew

GROUP 7: Heater, concrete mixer, stone crusher, welding machine, generator for light plant, gas and electric driven pump & air compressor

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IRON0037-001 03/16/2016

Rates Fringes

IRONWORKER.....\$ 34.01 25.22  
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LABO0271-001 06/05/2016

BUILDING CONSTRUCTION

Rates Fringes

LABORER

GROUP 1.....\$ 29.20 23.80

GROUP 2.....\$ 29.45 23.80

GROUP 3.....\$ 29.95 23.80

GROUP 4.....\$ 30.20 23.80

GROUP 5.....\$ 31.20 23.80

LABORERS CLASSIFICATIONS

GROUP 1: Laborer, Carpenter Tender, Mason Tender, Cement Finisher Tender, Scaffold Erector, Wrecking Laborer, Asbestos Removal [Non-Mechanical Systems]

GROUP 2: Asphalt Raker, Adzemen, Pipe Trench Bracer, Demolition Burner, Chain Saw Operator, Fence & Guard Rail Erector, Setter of Metal Forms for Roadways, Mortar Mixer, Pipelayer, Riprap & Dry Stonewall Builder, Highway Stone Spreader, Pneumatic Tool Operator, Wagon Drill Operator, Tree Trimmer, Barco-Type Jumping Tamper, Mechanical Grinder Operator



GROUP 3: Pre-Cast Floor & Roof Plank Erectors  
 GROUP 4: Air Track Operator, Hydraulic & Similar Self-Powered  
 Drill, Block Paver, Rammer, Curb Setter, Powderman & Blaster  
 GROUP 5: Toxic Waste Remover

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 LABO0271-002 06/05/2016  
 HEAVY AND HIGHWAY CONSTRUCTION  
 Rates Fringes

LABORER  
 COMPRESSED AIR  
 Group 1.....\$ 46.63 21.80  
 Group 2.....\$ 36.15 21.80  
 Group 3.....\$ 48.63 21.80

FREE AIR  
 Group 1.....\$ 38.70 21.80  
 Group 2.....\$ 36.15 21.80  
 Group 3.....\$ 40.70 21.80

LABORER  
 Group 1.....\$ 29.20 21.80  
 Group 2.....\$ 29.45 21.80  
 Group 3.....\$ 30.20 21.80  
 Group 4.....\$ 22.70 21.80  
 Group 5.....\$ 31.20 21.80

OPEN AIR CAISSON,  
 UNDERPINNING WORK AND  
 BORING CREW  
 Bottom Man.....\$ 35.20 21.80  
 Top Man & Laborer.....\$ 34.25 21.80

TEST BORING  
 Driller.....\$ 35.65 21.80  
 Laborer.....\$ 34.25 21.80

LABORER CLASSIFICATIONS  
 GROUP 1: Laborer; Carpenter tender; Cement finisher tender;  
 Wrecking laborer; Asbestos removers [non-mechanical  
 systems]; Plant laborer; Driller in quarries  
 GROUP 2: Adzeperson; Asphalt raker; Barcotype jumping  
 tamper; Chain saw operators; Concrete and power buggy  
 operator; Concrete saw operator; Demolition burner; Fence  
 and guard rail erector; Highway stone spreader; Laser beam  
 operator; Mechanical grinder operator; Mason tender; Mortar  
 mixer; Pneumatic tool operator; Riprap and dry stonewall  
 builder; Scaffold erector; Setter of metal forms for  
 roadways; Wagon drill operator; Wood chipper operator;  
 Pipelayer; Pipe trench bracer  
 GROUP 3: Air track drill operator; Hydraulic and similar  
 powered drills; Brick paver; Block paver; Rammer and curb

setter; Powderperson and blaster  
GROUP 4: Flagger & signaler  
GROUP 5: Toxic waste remover

LABORER - COMPRESSED AIR CLASSIFICATIONS

GROUP 1: Mucking machine operator, tunnel laborer, brake person, track person, miner, grout person, lock tender, gauge tender, miner: motor person & all others in compressed air  
GROUP 2: Change house attendant, powder watchperson, top person on iron

GROUP 3: Hazardous waste work within the "HOT" zone  
LABORER - FREE AIR CLASSIFICATIONS

GROUP 1: Grout person - pumps, brake person, track person, form mover & stripper (wood & steel), shaft laborer, laborer topside, outside motorperson, miner, conveyor operator, miner welder, heading motorperson, erecting operator, mucking machine operator, nozzle person, rodperson, safety miner, shaft & tunnel, steel & rodperson, mole nipper, concrete worker, form erector (wood, steel and all accessories), cement finisher (this type of work only), top signal person, bottom person (when heading is 50' from shaft), burner, shield operator and TBM operator

GROUP 2: Change house attendant, powder watchperson

GROUP 3: Hazardous waste work within the "HOT" zone

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PAIN0011-005 06/01/2015

Rates Fringes

PAINTER

Brush, Roller, Taper, Wall

Coverer.....\$ 31.52 19.35

Epoxy, Tanks, Towers,

Swing Stage & Structural

Steel.....\$ 33.52 19.35

Spray, Sand & Water

Blasting.....\$ 32.52 19.35  
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PAIN0011-006 06/01/2016

Rates Fringes

GLAZIER.....\$ 35.58 20.15

FOOTNOTES:

SWING STAGE: \$1.00 per hour additional.  
 PAID HOLIDAYS: Labor Day & Christmas Day.

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 PAIN0011-011 06/01/2016  
 Rates Fringes  
 Painter (Bridge Work).....\$ 46.95 20.15  
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PAIN0035-008 06/01/2011  
 Rates Fringes  
 Sign Painter.....\$ 24.79 13.72  
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\* PLAS0040-001 12/01/2016  
 BUILDING CONSTRUCTION  
 Rates Fringes  
 CEMENT MASON/CONCRETE FINISHER...\$ 32.95 26.70  
 FOOTNOTE: Cement Mason: Work on free swinging scaffolds under  
 3 planks width and which is 20 or more feet above ground  
 and any offset structure: \$.30 per hour additional.  
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PLAS0040-002 07/24/2016  
 HEAVY AND HIGHWAY CONSTRUCTION  
 Rates Fringes  
 CEMENT MASON/CONCRETE FINISHER...\$ 29.65 21.45  
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PLAS0040-003 07/11/2016  
 Rates Fringes  
 PLASTERER.....\$ 33.25 26.20  
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PLUM0051-002 03/01/2016  
 Rates Fringes  
 Plumbers and Pipefitters.....\$ 37.38 28.20  
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ROOF0033-004 06/01/2016  
 Rates Fringes  
 ROOFER.....\$ 34.03 22.34  
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SFRI0669-001 04/01/2016  
Rates Fringes  
SPRINKLER FITTER.....\$ 42.62 20.77

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\* SHEE0017-002 12/01/2016  
Rates Fringes  
Sheet Metal Worker.....\$ 35.20 32.81

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TEAM0251-001 08/01/2015  
HEAVY AND HIGHWAY CONSTRUCTION  
Rates Fringes  
TRUCK DRIVER

GROUP 1.....\$ 26.71 21.3225+A+B+C  
GROUP 2.....\$ 26.86 21.3225+A+B+C  
GROUP 3.....\$ 26.91 21.3225+A+B+C  
GROUP 4.....\$ 26.96 21.3225+A+B+C  
GROUP 5.....\$ 27.06 21.3225+A+B+C  
GROUP 6.....\$ 27.46 21.3225+A+B+C  
GROUP 7.....\$ 27.66 21.3225+A+B+C  
GROUP 8.....\$ 27.16 21.3225+A+B+C  
GROUP 9.....\$ 27.41 21.3225+A+B+C  
GROUP 10.....\$ 27.21 21.3225+A+B+C

FOOTNOTES:  
A. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, plus Presidents' Day, Columbus Day, Veteran's Day & V-J Day, providing the employee has worked at least one day in the calendar week in which the holiday falls.  
B. Employee who has been on the payroll for 1 year or more but less than 5 years and has worked 150 Days during the last year of employment shall receive 1 week's paid vacation; 5 to 10 years - 2 weeks' paid vacation; 10 or more years - 3 week's paid vacation.  
C. Employees on the seniority list shall be paid a one hundred dollar (\$100.00) bonus for every four hundred (400) hours worked, up to a maximum of five hundred dollars (\$500.00)  
All drivers working on a defined hazard material job site shall be paid a premium of \$2.00 per hour over applicable rate.

TRUCK DRIVER CLASSIFICATIONS  
GROUP 1: Pick-up trucks, station wagons, & panel trucks

- GROUP 2: Two-axle on low beds
- GROUP 3: Two-axle dump truck
- GROUP 4: Three-axle dump truck
- GROUP 5: Four- and five-axle equipment
- GROUP 6: Low-bed or boom trailer.
- GROUP 7: Trailers when used on a double hook up (pulling 2 trailers)
- GROUP 8: Special earth-moving equipment, under 35 tons
- GROUP 9: Special earth-moving equipment, 35 tons or over
- GROUP 10: Tractor trailer

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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