

# **Town of Charlemont**

# **CONDUIT INSTALLATION PROJECT**

**Request for Price Quotes  
#20190912**

**Bid Deadline: September 12, 2019 at 2:00 pm**

**Bidding Agent:**

**Franklin Regional Council of Governments (FRCOG)  
12 Olive Street  
Suite 2  
Greenfield, MA 01301  
Andrea Woods, Chief Procurement Officer  
Ph 413-774-3167 x104  
Email [bids@frcog.org](mailto:bids@frcog.org)**

**Engineer:**

**Westfield Gas and Electric**

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**ADVERTISEMENT**

Advertisement for Public Building Construction (M.G.L. Ch.30, 39M)

- A. FRCOG Webpage – August 28, 2019
- B. Central Register – August 28, 2019
- C. CommBUYS – August 28, 2019

**CRITICAL DATES**

- A. Deadline for project questions – September 5, 2019 3pm
- B. Addenda issued, if necessary – September 9, 2019
- B. Deadline for Submission of Quotes – September 12, 2019 at 2:00pm  
MAY BE SUBMITTED BY EMAIL TO [bids@frcog.org](mailto:bids@frcog.org).

**ESTIMATED DATES**

- A. September 16, 2019 – Notice of Award
- B. September 20, 2019 - Contract Execution
- C. On or about October 31, 2019. Must be completed before winter so that paving repairs can be completed.
- D.

**Bidders are expected to view the work area on their own. If a Town Representative is needed, contact Bob Handsaker at**

Phone: (413) 339-0232,

E-mail [bob.handsaker@townofcharlemont.org](mailto:bob.handsaker@townofcharlemont.org).

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### **Conduit Bid Specifications for Charlemont Broadband**

#### **Scope of Work:**

The project involves excavation for and installation of underground conduit (microduct) along Heath Stage Terrace and Hawk Hill Road in Charlemont in preparation for future fiber optic cable installation. The Town of Charlemont will supply the conduit, junction boxes, and pedestals and the Contractor will supply additional materials as listed below. The fiber optic cable will be installed by others at a later date. The area will be restored by the Contractor as part of the contract. All work will occur within the Town roadway layout and easements are not anticipated.

#### **Heath Stage Terrace Location**

The work on Heath Stage Terrace involves installation and final site restoration of approximately 1,300' of 8-cell microduct beginning with a riser installation at pole #P35/T280 near Route 2 and extending to a junction box located on the property line between house #56 and house 64 as shown on the plans. The Contractor will also install (8) 17"x30" fiberglass flush mounted junction boxes for the main fiber run. In addition, the Contractor will install four road crossings using 4-cell microduct with each terminating at a 14"x16" junction box. The Contractor will also install (3) pedestals each with (2) schedule 40 PVC conduits with bends as shown on the plans.

#### **Hawk Hill Road Location**

The work on Hawk Hill Road involves installation and final site restoration of approximately 2,700' of 8-cell microduct beginning with a riser installation at pole #P12/T12 on East Oxbow Road and extending past Deer Run Lane to a riser pole installation at pole #P6/T6 on Hawk Hill Road as shown on plans. The work also includes installing approximately 300' of 8-cell microduct on Deer Run Lane which will terminate at a riser installation at pole #P25K/P1. The Contractor will install (8) 17"x30" fiberglass flush mounted junction boxes for the main fiber run and (1) 14"x16" junction box at a road crossing as shown on the plans. The Contractor will install (2) road crossings, one using 4-cell microduct and the other using 8 cell microduct. The Contractor will install (2) pedestals each with (2) schedule 40 PVC conduits with bends as shown on the plans.

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### **Trenches**

All trenches shall be 30” deep as shown on the fiber duct typical cross section. The conduit shall be 24” deep bedded on 6” of sand. Within 6” above the conduit the trench backfill shall contain no stones larger than 2”. Metallic telecom warning tape shall be placed in the trench at a depth of 12” below finished grade. Trench depths may vary only with permission of the owner if existing conditions prohibit the minimum cover requirements.

### **Materials Purchase Responsibility**

The Town of Charlemont will be responsible for purchasing and delivering to the site the following materials:

- 8-cell microduct
- 4-cell microduct
- 17”x30” junction boxes
- 14”x16” junction boxes
- Pedestals

The Contractor will be responsible for purchasing and installing the following materials:

- Washed stone for junction box bases (12” min. depth)
- Loam and seed for tree belt/lawn restoration
- Sand bedding
- Gravel for roadway trench restoration (12” minimum depth at both paved and unpaved crossings)
- Hot mix asphalt for roadway trench patches (4” minimum depth placed in two layers or as otherwise approved by the Highway Superintendent)
- 2” Galvanized Steel Conduit and pipe clips for riser poles
- 2” schedule 40 PVC pipe and bends
- 2” steel/PVC transition couplings
- Road warning signs for traffic control
- metallic telecom utility warning tape
- any other incidental materials to properly complete the work as shown on the plans and details

Town will provide tax forms so that materials may be purchased without Sales Tax on their behalf.

### **Accommodation of Traffic and Emergency Vehicles**

Residences on these roads have only one access out and the Contractor is required to keep the road open to traffic and emergency vehicles at all times. Trench road crossings shall be done one-half the

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road width at a time to allow one side of the road to remain open to alternating one-way traffic.

### **Police Details**

It is anticipated that police details will be not be required for the work in the tree belt. If police are needed for road crossings the Contractor shall coordinate with the Charlemont Board of Selectmen to arrange any necessary police details. The Town will pay for all such agreed-upon police details.

### **Dig Safe**

The Contractor is responsible for arranging for Dig Safe to mark existing utilities and to obtain all necessary permits and follow all safety precautions including abiding by the so-called Trench Law.

### **Work Schedule Notifications**

The Contractor is required to make weekly notifications in advance of his work to the following:

- Shelburne Emergency Dispatch
- Charlemont Town Hall,
- Charlemont Highway Department

### **Completion**

The work is to be completed by October 31, 2019 unless an extension of time has been granted by the Owner.

### **Approval of Work and Town Representative**

Westfield Gas and Electric Company will be representing the Town and performing inspection services. All work must be approved by WG&E before payment will be made.

The Town of Charlemont MLP Director, Bob Handsaker, will be the general contact person for the Town of Charlemont and will have authority to make decisions on behalf of the Town for this project.

Phone: (413) 339-0232,  
E-mail [bob.handsaker@townofcharlemont.org](mailto:bob.handsaker@townofcharlemont.org).

### **Viewing the Locations of Work**

Bidders are asked to view the site on their own. If a Town representative is needed, contact Bob

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Handsaker at the number above.

Price Quotes must include all labor, materials, insurance coverage, and any applicable taxes for completion of work outlined and shall be in accordance with federal, state, and local laws, codes and ordinances.

Labor rates are per MA Prevailing Wage. Tables are included in Exhibit B. Certified Payroll must be submitted to the Town Executive Secretary Kathy Reynolds at the Charlemont Town Office.

### **SPECIAL PROVISIONS RELATED TO CONSTRUCTION PROJECTS**

- A. The Town of Charlemont at its discretion may hold a pre-construction meeting prior to the start of construction.
- B. In case of failure of the Bidder, after due notification of the contract, to sign the contract, the procurement officer may, at her option, determine the Bidder has abandoned the contract, and thereupon the proposal and acceptance shall be null and void and shall be at liberty to make other contracts with other parties.

### **PREPARATION OF BIDS**

- A. Bid Prices: The bidder shall submit his bid upon forms furnished by the FRCOG on behalf of the Town.
- B. The bidder shall specify a LUMP SUM PRICE for all work. All words and figures shall be in ink. In case of a discrepancy between the prices written in words and those in figures, the written word shall govern. The prices shall, without exception, include all royalties, permits and costs involved in the work.
- C. Signatures: All proposals shall be signed correctly with ink in the proper places provided, as follows: If the proposal is made by an individual, his name and post office address shall be given. If the proposal is made by a firm, partnership or corporation, it shall be signed by a person having such legal authority from the firm, partnership, or corporation and the person so signing the proposal shall give his own name and title (if any) in addition to the name and address of the President, Treasurer, and Manager shall be given. If the proposal is made by a firm or partnership, the names and addresses of the individual members shall be given. If the proposal is made by a Corporation, the name of the State under which the laws of the Corporation are chartered and the names, titles, and business addresses of the President, Treasurer, and Manager shall be given.

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**PROPOSAL & CONTRACT GUARANTY REQUIRED**

Labor and Materials Payment Bond: **IF THE BID IS \$25,000 OR MORE**, the awarded Contractor shall furnish surety bonds as security for the payment of all persons performing labor on the project under this Contract and furnishing materials in connection with this Contract. The surety shall be a duly authorized surety company satisfactory to the Owner, listed on the current United States Department of Treasury “Department of the Treasury’s listing of approved Sureties (Department Circular 570)” as authorized to do business in the Commonwealth of Massachusetts as a condition of acceptability the successful bidder.

If required, the amount shall be 50% of the bid price.

**REGISTERED TO DO BUSINESS**

- A. All Contractors shall be registered to do business within the Commonwealth of Massachusetts. Registration can be obtained through the Corporation Division of the Office of the Secretary. The Commonwealth of Massachusetts (617) 727-9640.

**AWARD OF CONTRACT**

- A. M.G.L c.30, 39M requires that public works construction contracts be awarded to the “lowest responsible and eligible bidder”, defined as: The bidder (1) whose bid is the lowest of those bidders possessing the skill, ability and integrity necessary for the faithful performance of the work.

- B. The low bid will be determined based on the lump sum bid.

- C. Method for Breaking Bid Tie:

Should there be two or more bids for this Contract that are identical and where the bidders are determined to all be responsible and eligible in accordance with MGL Chapter 149, the following procedure will be used to determine the winner.

- a. The Contract will be awarded to that bidder with its office in Franklin County

- b. If there is no bidder with its office located within Franklin County, the bid shall be awarded to a firm with its office in the Commonwealth of Massachusetts

- c. If there are two or more identically priced bidders with offices located within Franklin County or outside Franklin County, but in the Commonwealth of Massachusetts, the award of the Contract shall be determined by the toss of a coin. Such a toss shall be done with two witnesses. The respective bidders will be notified and invited to come to the FRCOG office to witness the coin toss.

- d. If there are more than two identical bids, the coin toss method shall be used by

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selecting the first two bidders in alphabetical order and eliminating one with a coin toss. This process shall be continued until such time as there remains only one bidder.

- D. Bidders are required to **disclose all Federal, State, or local agency citations** for the last three years.
- E. The Contractor will **not be permitted to either assign or underlet the contract**, nor assign either legally or equitably any monies hereunder, or its claim thereto without the previous written consent of the Town of Charlemont.
- F. If in the judgment of the Town of Charlemont any property is needlessly damaged by an act or omission of the Contractor or his employees, servants, or agents, the amount of such damages shall be determined by the Town of Charlemont designee and such amount shall be deducted from any money due the contractor or may be recovered from said contractor in actions at law.
- G. It should be further noted that all construction safety precautions and/or regulations required by the U.S. Department of Labor, Occupational Safety and Health Administration shall be a condition of this project and shall be strictly enforced.

**APPLICABLE LAWS**

- A. All applicable laws and regulations of the State of Massachusetts will apply to any resulting agreement, contract or Purchase Order.

**TAXES**

- A. The Town of Charlemont is exempt from Federal and State Taxes.

**BILLING**

- A. Invoices (and certified payroll) are to be mailed to:  
TOWN OF CHARLEMONT  
ATTN: EXECUTIVE SECRETARY  
PO Box 677  
CHARLEMONT, MA 01339  
Re: Broadband Conduit Project

**EQUAL EMPLOYMENT AND SMALL AND/OR MINORITY BUSINESS REQUIREMENTS**

- A. It is policy of Town of Charlemont that small and/or minority business enterprises shall have the maximum practicable opportunity to participate in the performance of public contracts. Bidder agrees that if this bid is accepted, he/she will not engage in employment practices which have the effect of discriminating against employees or prospective employees because of race, color, sex, religion, national origin, age, handicap, or political belief or affiliation. In addition, bidder agrees by submittal of



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this bid, that he/she will abide by all applicable terms and provisions of the Government's Non-Discrimination Clause and Small and/or Minority Business Clause, Executive Order No. 11246, as amended by Executive Order No. 11375.

### **CONTRACT TERMINATION**

- A. The TOWN upon written notice of intent to cancel may cancel any contract. The Vendor/Contractor will be required to honor all Purchase Orders that were prepared and dated prior to the date of expiration or cancellation if received by the Vendor/Contractor within a period of thirty (30) days following date of expiration or cancellation. Cancellation by the TOWN does not relieve the Vendor/Contractor of any liability arising out of default or non-performance.

### **CHANGE ORDERS**

- A. A Change Order may be issued to adjust the price if field conditions differ substantially or materially from the plans and work description or if the TOWN suspends or delays the work for 15 days or more. (M.G.L. c. 30, §§ 39N-39O). A Sample Change order is found after the Sample Contract this RFQ package. At the time of contracting, the person who may approve change orders on behalf of the Town will be designated and the contractor should be aware that the Town is not obligated to pay for change orders that are not approved in writing. M.G.L. c. 44, § 31C; M.G.L. c. 30, § 39I). Change orders must be negotiated, due to the nature of the lump sum contract, and mutually approved by the Town and the Contractor.

### **INSURANCE REQUIREMENT**

The Contractor shall at all times during the Contract maintain in full force and effect Commercial and Employer's Liability, Worker's Compensation, Bodily Injury Liability and Property Damage, and General Liability Insurance including contractual liability coverage. All insurance shall be by insurers and for policy limits acceptable to the Town of Charlemont and before commencement of work hereunder the Contractor agrees to furnish the Town certificates of insurance or other evidence satisfactory to the Town of Charlemont to the effect that such insurance has been procured and is in force.

For the purpose of the Contract, the Contractor shall carry insurance per Article 7 of the attached Sample Contract.

The Town of Charlemont shall be named as an additional insured under the liability and automobile insurance. The excess/umbrella liability insurance policy should contain a broad form general liability endorsement.

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**EFFECTIVE PERIOD OF BIDS**

- A. Bids submitted in response to this bid solicitation must be effective for a minimum of four weeks from date of bid opening to allow the FRCOG on behalf of the Town of Charlemont to tabulate, review, award and administrate the processing of the Contract

**INTERPRETATION OF BASIC ESTIMATE OF QUANTITIES**

- A. Work under this contract will be done as a lump sum of the work, as shown on the plans and as described in this document.

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**FORM FOR GENERAL BID**

To the Awarding Authority:

The Undersigned proposes to furnish all labor and materials required for TOWN OF CHARLEMONT CONDUIT INSTALLATION PROJECT in Franklin County, Massachusetts, in accordance with the bid specifications, subject to additions and deductions according to the terms of the specifications and the sample contract provided.

This bid includes addenda numbered \_\_\_\_\_

The proposed lump sum cost is:

(written) \_\_\_\_\_ dollars (\$ \_\_\_\_\_).

**The above price includes** all labor, parts, tools, materials, equipment, indirect costs and supervision necessary to accomplish the work as specified in this Request for Quotes. Please note the provision for Change Orders on page 6.

I/We hereby agree to provide materials and services for which we have provided pricing in accordance with the specifications in this bid and agree to the standard terms and conditions of the sample contract attached.

Any "Or Equivalent" submissions are included only with complete material specifications and is subject to approval by the TOWN.

Authorized Signature  \_\_\_\_\_ Printed Name \_\_\_\_\_

Company Name \* \_\_\_\_\_ Date \_\_\_\_\_

Postal Address \_\_\_\_\_ Email Address \_\_\_\_\_

\_\_\_\_\_ zip \_\_\_\_\_ Phone: \_\_\_\_\_

SUBMIT BID FORMS (pages 7-11) EITHER BY MAIL OR IN PERSON TO FRCOG, 12 OLIVE ST., SUITE 2, GREENFIELD, MA 01302 ATTN: ANDREA WOODS with PROJECT NAME ON OUTSIDE ENVELOPE, **OR** BY EMAIL TO [bids@frcog.org](mailto:bids@frcog.org) with PROJECT NAME IN SUBJECT LINE.

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The Office of the Attorney General, Washington, DC, requires the following information on all bid proposals amounting to \$1,000.00 or more:

\_\_\_\_\_ Federal Tax ID Number (this number is regularly used by companies when filing their “EMPLOYER’S FEDERAL TAX RETURN, U.S.” Treasury Department Form 941

\*IF A CORPORATION, INCLUDE WITH YOUR BID A CORPORATE RESOLUTION LISTING ALL DULY AUTHORIZED SIGNERS ON BEHALF OF THE CORPORATION

AND CHECK HERE

\*IF A PARTNERSHIP, INCLUDE A LIST OF NAMES/ADDRESSES OF ALL PARTNERS

AND CHECK HERE

\*IF A PROPRIETORSHIP, COMPLETELY FILL OUT INFORMATION ABOVE ONLY

AND CHECK HERE

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**TAX COMPLIANCE AND NON-COLLUSION STATEMENTS**

Any person or corporation that fails to date, sign with original signature, and submit the following statements shall not be awarded this contract.


**Tax Compliance**

Pursuant to M.G.L. Ch. 62C, Sec. 49A, I certify under the penalties of perjury that, to the best knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

 _____ Authorized Official's Signature	 _____ Title of Person Signing
_____ Typed or Printed Name of Person Signing	_____ Company Name
_____ Telephone Number	_____ Address
_____ Fax Number	_____ Address
_____ Date	_____ Email Address

**Certificate of Non-Collusion**

The undersigned certifies under penalties of perjury that this bid has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Date _____	 _____ Authorized Official's Signature
	_____ Typed or Printed Name of Person Signing
	_____ Company or Corporation

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Name and Tel # of Person who will be filling out the Quarterly Reports

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**DEBARMENT STATEMENT**

Any person or corporation that fails to date, sign with original signature, and submit the following statement shall not be awarded this contract.

**Debarment (Chapter 550, Acts of 1991)**

The undersigned certifies under penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29 of the General Laws, or any other applicable debarment provisions of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder.

Date \_\_\_\_\_



\_\_\_\_\_  
Authorized Official's Signature

\_\_\_\_\_  
Typed or Printed Name of Person Signing

\_\_\_\_\_  
Company or Corporation

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**OSHA CERTIFICATION**

I hereby certify that all of our employees who will be employed at the work site have successfully passed the OSHA approved 10-hour safety course, and we have proof on file. I also certify that I am able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.

Date \_\_\_\_\_



\_\_\_\_\_  
Authorized Official's Signature

\_\_\_\_\_  
Typed or Printed Name of Person Signing

\_\_\_\_\_  
Company or Corporation


**BIDDER'S CERTIFICATION REGARDING PAYMENT OF PREVAILING WAGES**

THE UNDERSIGNED BIDDER HEREBY CERTIFIES, UNDER THE PAINS AND PENALTIES OF PERJURY, THAT THE FOREGOING BID IS BASED UPON THE PAYMENT TO LABORERS TO BE EMPLOYED ON THE PROJECT OF WAGES IN AN AMOUNT NO LESS THAN THE APPLICABLE PREVAILING WAGE RATES ESTABLISHED FOR THE PROJECT BY THE MASSACHUSETTS DEPARTMENT OF LABOR AND INDUSTRIES OR THE FEDERAL WAGE RATES, WHICH EVER IS HIGHER. THE UNDERSIGNED BIDDER AGREES TO INDEMNIFY THE AWARDING AUTHORITY FOR, FROM AND AGAINST ANY LOSS, EXPENSE, DAMAGES, ACTIONS OR CLAIMS, INCLUDING ANY EXPENSE INCURRED IN CONNECTION WITH ANY DELAY OR STOPPAGE OF THE PROJECT WORK, ARISING OUT OF OR AS A RESULT OF:

- (1) THE FAILURE OF THE SAID BID TO BE BASED UPON THE PAYMENT OF THE SAID APPLICABLE PREVAILING WAGE RATES OR
- (2) THE FAILURE OF THE BIDDER, IF SELECTED AS THE CONTRACTOR, TO PAY LABORERS EMPLOYED ON THE PROJECT THE SAID APPLICABLE PREVAILING WAGE RATES.

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

**Name of Bidder:** \_\_\_\_\_

**By: Signature**  \_\_\_\_\_

**Print Name & Title of Person Signing** \_\_\_\_\_

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*A contract substantially in accord with this Contract Form will be required.  
Submission of Bid denotes acceptance of contract terms.*

**SAMPLE CONTRACT**

**THIS CONTRACT**, made and entered into this \_\_\_\_ day of \_\_\_\_\_, 2019, by and between the Town of Charlemont (hereinafter called the "TOWN"), PO Box 677, Charlemont, MA 01337, and \_\_\_\_ contractor name, address, phone number \_\_\_\_\_

**WITNESSETH:**

**WHEREAS**, the Contractor did on the \_\_\_\_ day of \_\_\_\_\_, 2019, submit a BID to provide **CONDUIT INSTALLATION** and to perform such work as may be incidental thereto; and

**WHEREAS**, the TOWN did on the \_\_\_\_ day of \_\_\_\_\_, 2019, award said bid to the Contractor;

**NOW, THEREFORE**, in consideration of the following mutual agreements and covenants, it is understood and agreed by and between the parties as follows:

1. The Contractor is hereby granted the license and privilege IN THE TOWN OF CHARLEMONT to perform all of the work called for and described in the Contract Documents.
2. The Contract Documents shall include the following documents, and this Contract does hereby expressly incorporate same herein as fully as if set forth verbatim in this Contract:
  - i) The Invitation for Bids with Prevailing Wage Schedule by Mass. Dept of Labor.
  - ii) The Contractor's Submission
  - iii) General Contract Specification and General Conditions
  - iv) The authorization of the governing body authorizing the work and services contemplated herein.
  - v) This Instrument
  - vi) Resolution of the Board of Directors of the Contractor authorizing the Contractor's signatory the power to sign this contract and bind the corporation to full performance hereunder.
  - vii) Insurance Certificates evidencing the Insurance required.
  - viii) Labor and Materials Payment Bond if required
  - ix) Any addenda or changes to the foregoing documents agreed to by the parties hereto.
3. All provisions of the Contract Documents shall be strictly complied with and conformed to by the Contractor, and no amendment to this Contract shall be made except upon the written consent of the parties.. No amendment shall be construed to release either party from any obligation of the contract Documents except as specifically provided for in such amendment.
4. This Contract is entered into subject to the following conditions:
  - i) The Contractor shall procure and keep in full force and effect throughout the term of this Contract all of the insurance policies specified in, and required by, the Contract Documents.
  - ii) The Contractor shall not be liable for the failure to wholly perform his duties if such failure is caused by catastrophe, riot, war, governmental order or regulation, strike, fire, accident, act of God or other similar or different contingency beyond the reasonable control of the Contractor.



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- iii) In the event that any provision or portion thereof of any Contract Document shall be found to be invalid or unenforceable, then such provision or portion thereof shall be reformed in accordance with the applicable laws. The invalidity or unenforceability of any provision or portion of any Contract Document shall not affect the validity or enforceability of any other provision or portion of the Contract Document, so long as the contract documents continue to fairly reflect the intent of the parties.
- iv) Contractor's faithful performance of all obligations contained herein.

**IN WITNESS WHEREOF**, We, the contracting parties, by our duly authorized agents, hereto affix our signatures as of this \_\_\_\_ day of \_\_\_\_\_, 2019.

Town of Charlemont

By \_\_\_\_\_

Board of Selectmen

By \_\_\_\_\_

Board of Selectmen

By \_\_\_\_\_

Board of Selectmen

By \_\_\_\_\_  
Contractor's Authorized Signature

Printed Name of Above

\_\_\_\_\_  
Title

\_\_\_\_\_  
AWARDED COMPANY.

\_\_\_\_\_  
Address

\_\_\_\_\_  
Address

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
EMAIL

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**CONTRACT  
GENERAL SPECIFICATIONS**

**1.00 DEFINITIONS**

- 1.01 TOWN/ENGINEER
- 1.02 Contract Documents
- 1.03 Contractor

**2.00 SCOPE OF WORK**

**3.00 COMPLIANCE WITH LAWS**

**4.00 NON-DISCRIMINATION**

**5.00 INDEMNITY**

**6.00 LICENSES**

**7.00 INSURANCE**

**8.00 BASIS OF PAYMENT**

- 8.01 Rates
- 8.02 Payments

**9.00 TERM**

**10.00 TRANSFERABILITY OF CONTRACT**

**11.00 MODIFICATIONS**

**12.00 TERMINATION**

**13.00 AVAILABILITY OF FUNDS**

**14.00 NOTICES**

**15.00 BONDS**

- 15.01 Performance Bond – not required
- 15.02 Payment Bond –REQUIRED IF PROJECT COST IS \$25,0000 OR MORE

**16.00 CONFLICT OF INTEREST**

**17.00 RECORDS AND CHOICE OF LAW**

**18.00 MATERIALS AND EQUIPMENT WARRANTY**

**19.00 RISK OF LOSS**

**20.00 ENTIRE UNDERSTANDING**

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### 1.00 DEFINITIONS

1.01 TOWN – Town of Charlemont, MA ENGINEER – Westfield Gas and Electric

1.02 Contract Documents - The Invitation for Bid, and any addenda thereto, General Instructions to Bidders, Contractor's Bid, General Contract Specifications, authorization of the governing body authorizing the work and services contemplated herein, the Contract Payment Bond, the Contract, this Instrument, Resolution of the Board of Directors of the Contractor authorizing Contractor's signatory the power to sign this Contract and bind the corporation to full performance hereunder, Insurance Certificates evidencing the insurance coverage required, and any addenda or changes to the foregoing documents agreed to by the TOWN and the Contractor.

1.03 Contractor - The person, corporation, or partnership performing **CONDUIT INSTALLATION** under contract with the TOWN.

### 2.00 SCOPE OF WORK

The work under this Contract shall consist of the items contained in the Bids, including all the supervision, materials, equipment, labor and all other items necessary to complete said work in accordance with the Contract Documents.

### 3.00 COMPLIANCE WITH LAWS

The Contractor shall comply with applicable laws, by-laws and codes of the local, state and federal government.

### 4.00 NON-DISCRIMINATION

The Contractor shall not discriminate against any person because of race, gender, age, color, religion, ancestry, handicap, sexual orientation, sexual identity, gender identity, veteran status, national origin or any other protected class under the law.

### 5.00 INDEMNITY

a. To the fullest extent permitted by law, the Contractor shall defend, indemnify, and save harmless the Town of Charlemont, and their respective duly elected or appointed officials, agents and employees (referred to collectively as "Town") from and against all demands, claims, damages, liabilities, losses, costs, and expenses (including, but not limited to, reasonable attorney fees) (referred to collectively as "demands") arising out of or resulting from any work performed pursuant to this Agreement including but not limited to any negligent acts, errors, or omissions of the Contractor, any subcontractor of the Contractor, or any person directly or indirectly employed by any of them, or by a defect of a product or design supplied by the Contractor or subcontractor. Such obligation shall not negate, abridge, or reduce in any way any additional indemnification rights of the Town, that otherwise may exist under statute or in law or equity.

b. Contractor assumes full responsibility for relations with any subcontractors employed directly or indirectly by the Contractor and the Contractor shall defend, indemnify, and save harmless the Town from all demands made against the Town by such subcontractor, such subcontractor's agent or employee, or any person, as the result of such subcontractor's work performed pursuant to this Agreement including but not limited to negligent acts, errors, or omissions that arise out of, result from, or are connected with the performance of this Agreement or any subsequent Agreement and is not otherwise subject to indemnifications under subparagraph "a" above.

c. The Contractor shall defend, indemnify, and hold harmless the Town from any and all demands relating to wages, overtime compensation, or other employee benefits by employees employed directly or indirectly by the Contractor for work performed in connection with the work hereunder or required by state or federal law, including but not limited to Fair Labor Standards Act and Massachusetts Prevailing Wage Law.

# TOWN OF CHARLEMONT

## Request for Quotes – Conduit Installation Project 2019

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d. The indemnification obligations of the Contractor and subcontractor shall not be limited in any way by any limitations on the amount or type of damages, compensations, or benefits payable by or for the Contractor or subcontractor under any federal or state law.

e. In the event of a breach of this Agreement by the Contractor, the Contractor shall pay the Town all reasonable attorney fees, costs and other litigation expenses incurred by the Town in enforcing its rights as a result of said breach in addition to any damages for said breach.

### 6.00 LICENSES AND TAXES

The Contractor shall obtain all licenses and permits (other than the license and permit granted by the Contract) and promptly pay all taxes required by the Town of Charlemont.

### 7.00 INSURANCE

The Contractor shall at all times during the Contract maintain in full force and effect Employer's and Commercial Liability, Worker's Compensation, Bodily Injury Liability, Property Damage, and General Liability Insurance, including contractual liability coverage for the provisions of Section 5.00. All insurance shall be by insurers and for policy limits acceptable to the Town and before commencement of work hereunder the Contractor agrees to furnish the Town certificates of insurance or other evidence satisfactory to the Town to the effect that such insurance has been procured and is in force.

For the purpose of the Contract, the Contractor shall carry the following types of insurance in at least the limits specified below:

COVERAGES	LIMITS OF LIABILITY
Worker's Compensation	Statutory **
Employer's Liability	\$500,000.00/\$500,000/\$500,000
Automobile Liability and property damage	\$1,000,000.00 combined single limit for bodily injury
General Liability Including Products-Comp/OP	\$1,000,000.00 each occurrence \$2,000,000.00 aggregate

**The TOWN OF CHARLEMONT shall be named as additional insured under the general liability and automobile insurance.** The general liability insurance policy should contain a broad form general liability endorsement.

### 8.00 BASIS OF PAYMENT

The Town shall pay the Contractor for the Contractor's performance of the Contract the price of \$\_\_\_\_\_ which contract price includes completion of the entire project subject to additions and deductions by an amendment to the Contract Documents or an approved change order.

PREVAILING WAGES as determined by the Massachusetts Dept of Labor must be paid. Wage Schedule is attached.

The FRCOG has no liability for any costs incurred by the Town under this contract, and all scheduling, acceptance of products/services and invoicing shall be done directly between the Contractor and the Town.

# TOWN OF CHARLEMONT

## Request for Quotes – Conduit Installation Project 2019

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### **9.00 TERM**

Work to be completed by October 31, 2019 unless extended by permission of Board of Selectmen.

### **10.00 TRANSFERABILITY OF CONTRACT**

No assignment of the Contract or any right accruing under this Contract shall be made in whole or in part by the Contractor without the express written consent of the TOWN, which consent shall not be unreasonably withheld; in the event of any assignment, the assignee shall assume the liability and duties of the Contractor, but said assignment shall in no way relieve the Contractor of his liabilities or duties pursuant to the Contract.

### **11.00 MODIFICATIONS**

No modification, waiver or change shall be made in the terms and conditions of this Contract, except as may be mutually agreed upon in writing by all parties hereto. Mutually acceptable changes may be processed through the Change Order procedure acceptable and as may be permitted by MGL c.30,39M.

### **12.00 TERMINATION**

The Town may terminate this Contract by providing the Contractor with written notice if the Contractor violates any of the terms of this Contract.

In the event of suspension, the Town will set forth the specific grounds for the suspension, any actions the Contractor could take to correct the problems or situations, and a stated period of time for the Contractor to comply with the corrections required. Failure to correct the problems or situations that necessitated the suspension within the stated period of time shall be grounds for termination.

The Town shall have the right to terminate this Contract without cause upon five (5) days notice to the Contractor and all preceding paragraphs herein shall be applicable to this termination.

### **13.00 AVAILABILITY OF FUNDS**

This contract is contingent upon the availability of funds. This Contract shall be canceled by the Town if funds are not appropriated or otherwise made available to support continuation of performance.

### **14.00 NOTICES**

Any and all notices or other communications required or permitted by this Contract or by law to be served or given to either the Town or the Contractor by the other party shall be in writing and shall be deemed duly served and given when personally delivered to the party to whom it is directed, or in lieu of such personal services when sent by U.S. mail, first-class, postage prepaid, addressed to the TOWN OF CHARLEMONT, 321 ZOAR ROAD, CHARLEMONT, MA 01367 or the Contractor AT

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### **15.00 BOND**

15.01 Performance Bond- not required for this contract

15.02 Payment Bond –50% (IF CONTRACT PRICE IS \$25,000 OR MORE)

The Contractor shall be obligated to provide the Town with a payment bond in the amount of 50% of the bid amount. The Bonds shall be submitted to the Town prior to Contract execution. Premium for the bonds shall be paid for by the Contractor.

# TOWN OF CHARLEMONT

## Request for Quotes – Conduit Installation Project 2019

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### **16.00 CONFLICT OF INTEREST**

Each party shall adhere to the provisions of Massachusetts General Laws, Chapter 268A, with respect to the Conduct of Public Employees. In addition, no member, officer, or employee of either party, or its designees, or agents, no member of the governing body of the locality in which the program is situated, and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the program during his tenure or for one (1) year thereafter (or such longer period as may be provided in Chapter 268A of the Massachusetts General Laws), shall have any interest in any contract or subcontract, or the proceeds thereof, for work to be performed in connection with the program assisted under this Agreement. Each party shall incorporate, or cause to be incorporated, in all such contracts or subcontracts a provision prohibiting such interest, pursuant to the purposes of this subsection.

### **17.00 RECORDS AND CHOICE OF LAW**

The Contractor shall make and keep for at least six years after final payment, books, records, and accounts, which in reasonable detail accurately and fairly reflect the transactions and dispositions of the Contractor. (MGL c 30, §29R(b)(1)-(2)).

This Contract shall be construed and governed by the laws of the Commonwealth of Massachusetts. The Contractor, and the agents thereof, agree to bring any federal or state legal proceedings arising under this Contract to a court of competent jurisdiction in Franklin County, Massachusetts. This section shall not be construed to limit any rights a party may have to intervene in any action, in any court or wherever, pending, in which the other is a party.

### **18.00 MATERIALS AND EQUIPMENT WARRANTY**

Materials and equipment to be installed as part of the Work (both or either of which are hereinafter referred to as “materials”) shall be as specified and approved by the Town DESIGNEE and used in accordance with the best construction practices.

The Town may reject unsuitable work, notwithstanding that such work and materials may have previously been accepted for payment. If any part of the Work shall be found defective at any time before the final acceptance of the whole Work, the Contractor shall promptly correct such defect in a manner satisfactory to the Town. If any material brought upon the site for use in the Work shall be deemed as not in conformity with the Contract Documents, the Contractor shall promptly remove such materials from the site.

### **19.00 RISK OF LOSS**

The Contractor shall bear the risk of loss with respect to any of its or its agents' employees or subcontractors' vehicles, equipment or tools brought onto or left at the worksite and for any materials stored at the worksite.

### **20.00 ENTIRE UNDERSTANDING**

This Contract, together with all documents included by reference pursuant to Clause 1.02 of this Contract, represents the entire understanding of the parties, and neither party is relying upon any representation not contained herein.

# TOWN OF CHARLEMONT

## Request for Quotes – Conduit Installation Project 2019

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### Sample Change Order Form

Amendment to Contract for the PROJECT NAME

between XXXXXXXXXX and the XXXXXXXXXXXXX

Change Order Number:	
Date:	
Contract date:	
Contractor:	

PROPOSED ADJUSTMENTS:

Description	Add	Deduct
1		
2		
3		
4		
5		
6		
Total Net Adjustment	0	0
	0	

Original Contract Price	#####
Adjustments from Previous Change Orders	
Adjustments from This Change Order	0
REVISED CONTRACT PRICE	#####

The Contract Time will remain unchanged. Signatures indicate agreement with the proposed adjustments:

\_\_\_\_\_

for CONTRACTOR

\_\_\_\_\_

Date

\_\_\_\_\_

for TOWN

\_\_\_\_\_

Date

I certify funds are available for this change order and recommend the proposed changes

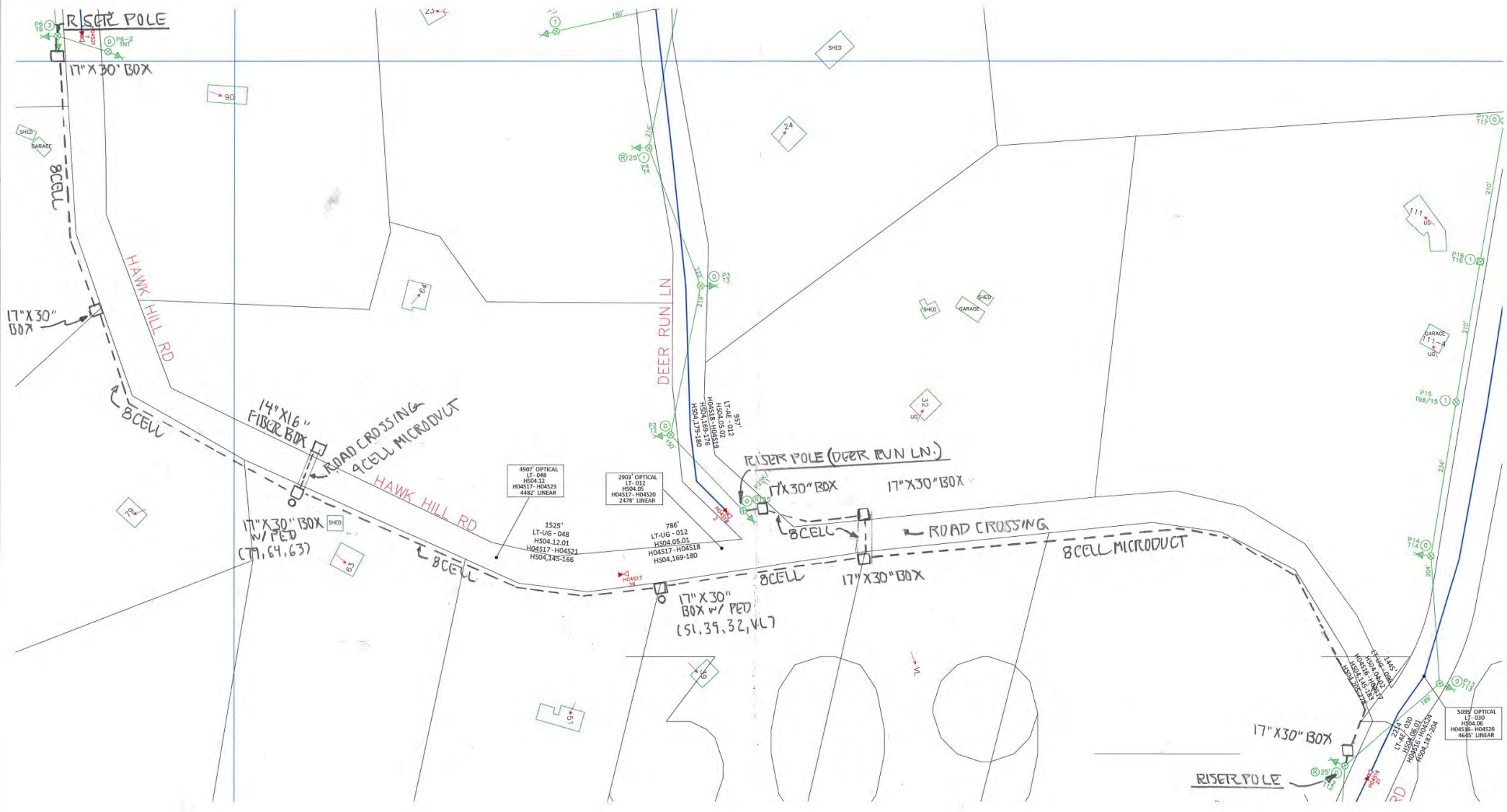
TOWN OF CHARLEMONT  
Request for Quotes – Conduit Installation Project 2019

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EXHIBIT A

PROJECT DETAIL PLANS





4907 OPTICAL  
LT-048  
H504.12  
H04517-H04523  
4482' LINEAR

2907 OPTICAL  
LT-012  
H504.02  
H04517-H04520  
2478' LINEAR

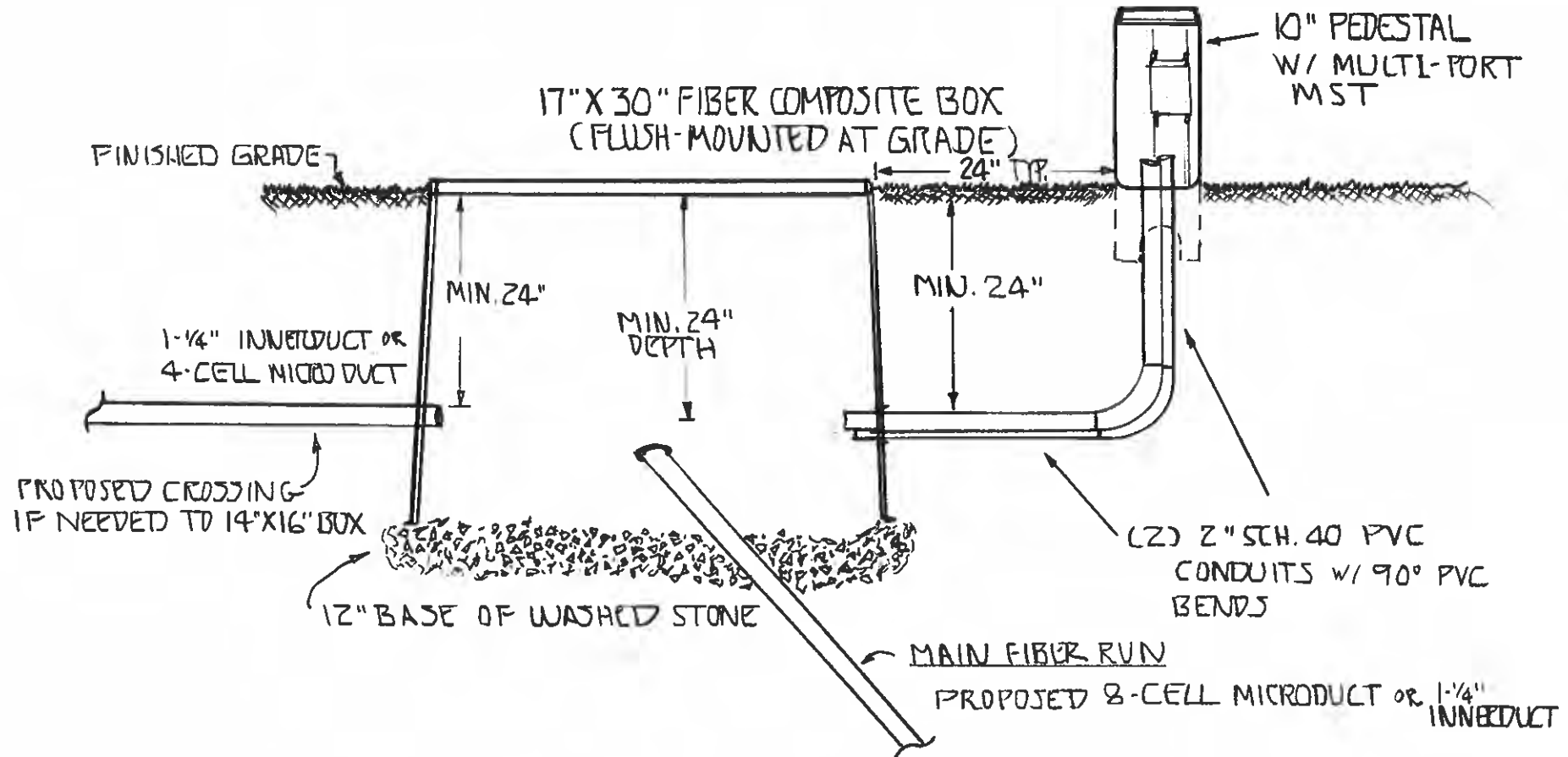
1525'  
LT-UG-048  
H504.12.01  
H04517-H04521  
H504.145-166

786'  
LT-UG-012  
H504.05.01  
H04517-H04518  
H504.169-180

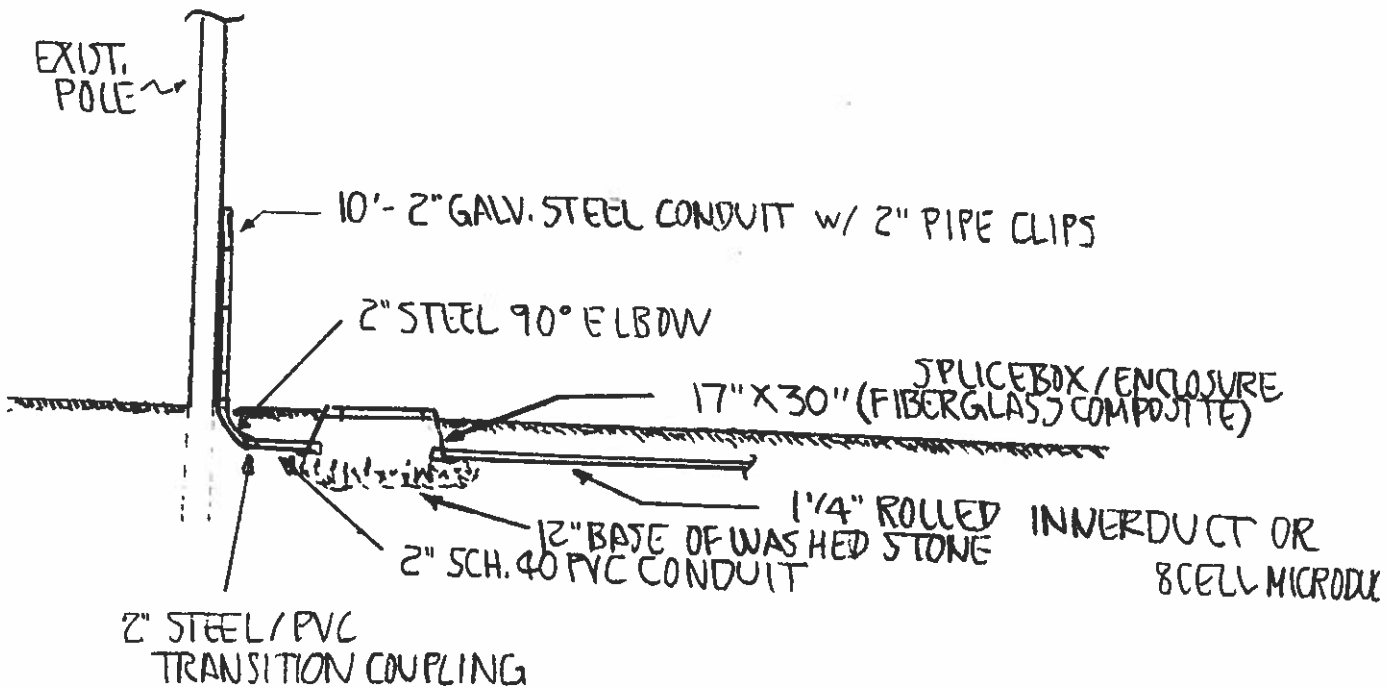
5097 OPTICAL  
LT-030  
H504.06  
H04518-H04526  
4645' LINEAR



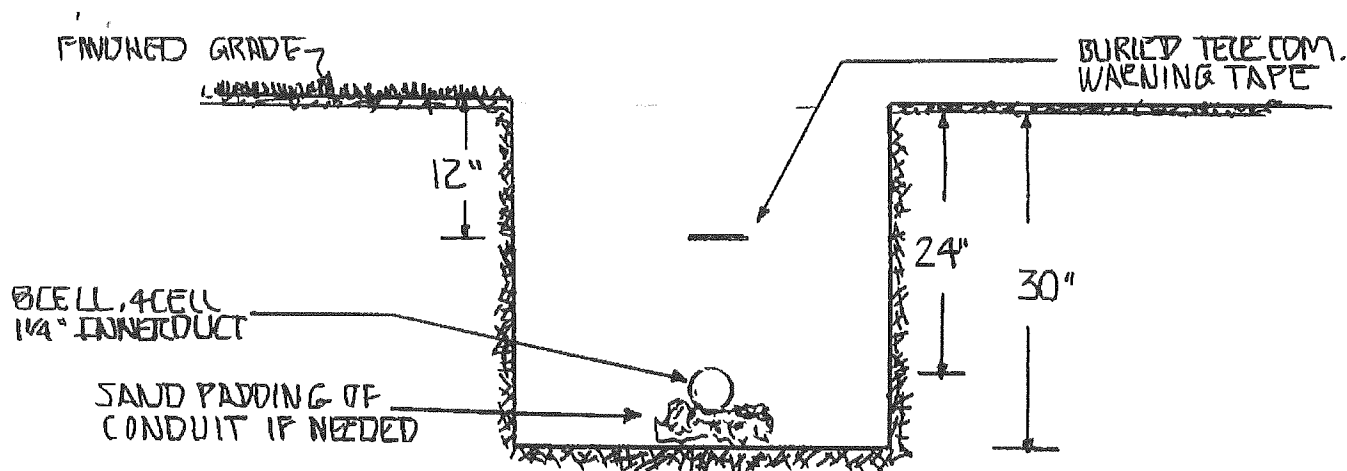
# TYPICAL FIBER INFRASTRUCTURE SPECIFICATION



# RISER POLE DETAIL



## FIBER DUCT INSTALLATION TYPICAL CROSS SECTION VIEW



### NOTES:

CONTRACTOR SHOULD MAINTAIN MIN. 24" COVER IF POSSIBLE.  
WARNING TAPE TO BE INSTALLED AT A 12" DEPTH AS SHOWN.  
TRENCH DEPTHS MAY VARY IF EXISTING SITE CONDITIONS EXIST THAT DO NOT ALLOW MIN. COVER REQUIREMENTS.  
IF MIN. OF 12" DEPTH CAN NOT BE MAINTAINED THEN A CONCRETE CAP MAY NEED TO BE POURED TO PROVIDE ADEQUATE COVER AND PROTECTION.

TOWN OF CHARLEMONT  
Request for Quotes – Conduit Installation Project 2019

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EXHIBIT B

PREVAILING WAGE SCHEDULE  
AND CERTIFIED PAYROLL REPORTING FORMS



THE COMMONWEALTH OF MASSACHUSETTS  
DEPARTMENT OF LABOR  
**DIVISION OF OCCUPATIONAL SAFETY**  
PREVAILING WAGE PROGRAM  
[www.mass.gov/dos/pw](http://www.mass.gov/dos/pw)

**The Massachusetts Prevailing Wage Law**  
**M.G.L. c. 149, §§26-27**

**NOTICE TO AWARDING AUTHORITIES**

The enclosed wage schedule applies only to the specific project listed at the top of the schedule, and these rates will remain in effect for the duration of the project.

You should request an updated wage schedule from the Division of Occupational Safety if you have not opened bids or selected a contractor within 90 days of the date of issuance of the enclosed wage schedule.

The wage schedule shall be incorporated in any advertisement or call for bids for the project for which it has been issued.

Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project.

**NOTICE TO CONTRACTORS**

The enclosed wage schedule must be posted in a conspicuous place at the work site during the life of the project.

The wages listed on the enclosed wage schedule must be paid to employees on public works projects regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.

The enclosed wage schedule applies to all phases of the project, including the final clean-up. Contractors whose only role is to perform final clean-up must pay their employees according to this wage schedule.

All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAT, they must be paid the "total rate" listed on the wage schedule regardless of experience or skill level. For further information, please call 617-626-5409, or write to DAT, 19 Staniford Street, Floor 1, P.O. Box 146759, Boston, MA 02114.

**WEEKLY PAYROLL RECORDS REPORT  
& STATEMENT OF COMPLIANCE**

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years from the date of completion of the project.

Each such contractor or subcontractor shall furnish to the awarding authority directly within 15 days after completion of its portion of the work, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form.

**STATEMENT OF COMPLIANCE**

\_\_\_\_\_, 20\_\_\_\_\_

I, \_\_\_\_\_, \_\_\_\_\_  
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

\_\_\_\_\_ on the \_\_\_\_\_  
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature \_\_\_\_\_  
Title \_\_\_\_\_



# MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



Company's Name:			Address:					Phone No.:			Payroll No.:								
Employer's Signature:			Title:					Contract No.:		Tax Payer ID No.:		Work Week Ending:							
Awarding Authority's Name:			Public Works Project Name:					Public Works Project Location:			Min. Wage Rate Sheet No.:								
General / Prime Contractor's Name:			Subcontractor's Name:					"Employer" Hourly Fringe Benefit Contributions											
Employee Name & Complete Address			Employee is OSHA 10 Certified (?)	Work Classification:	Appr. Rate (%)	Hours Worked						Project Hours (A) All Other Hours	Hourly Base Wage (B)	Health & Welfare Insurance (C')	ERISA Pension Plan (D)	Supp. Unemp. (E)	(B+C+D+E) Total Hourly Prev. Wage (F)	(A x F) Project Gross Wages (G) Total Gross Wages	Check No. (H)
						Su.	Mo.	Tu.	We.	Th.	Fr.								

**NOTE:** Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Date recieved by awarding authority / /
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**THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DEPARTMENT OF LABOR STANDARDS**

**Prevailing Wage Rates**

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

CHARLES D. BAKER  
Governor

ROSALIN ACOSTA  
Secretary

KARYN E. POLITO  
Lt. Governor

WILLIAM D MCKINNEY  
Director

**Awarding Authority:** Town of Charlemont  
**Contract Number:** **City/Town:** CHARLEMONT  
**Description of Work:** Excavation work to lay conduit in for broadband project  
**Job Location:** Various locations in Charlemont

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.25	\$12.41	\$12.70	\$0.00	\$59.36
	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$59.43
	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.44	\$12.41	\$12.70	\$0.00	\$59.55
	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.98	\$7.85	\$12.87	\$0.00	\$48.70
	12/01/2019	\$28.73	\$7.85	\$12.87	\$0.00	\$49.45
	06/01/2020	\$29.38	\$7.85	\$12.87	\$0.00	\$50.10
	12/01/2020	\$30.03	\$7.85	\$12.87	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$29.16	\$7.85	\$13.92	\$0.00	\$50.93
	12/01/2019	\$29.93	\$7.85	\$13.92	\$0.00	\$51.70
	06/01/2020	\$30.72	\$7.85	\$13.92	\$0.00	\$52.49
	12/01/2020	\$31.51	\$7.85	\$13.92	\$0.00	\$53.28
	06/01/2021	\$32.33	\$7.85	\$13.92	\$0.00	\$54.10
	12/01/2021	\$33.14	\$7.85	\$13.92	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	06/01/2019	\$32.76	\$12.50	\$8.00	\$0.00	\$53.26
	12/01/2019	\$33.66	\$12.50	\$8.00	\$0.00	\$54.16
	06/01/2020	\$34.56	\$12.50	\$8.00	\$0.00	\$55.06
	12/01/2020	\$35.46	\$12.50	\$8.00	\$0.00	\$55.96

<b>Classification</b>	<b>Effective Date</b>	<b>Base Wage</b>	<b>Health</b>	<b>Pension</b>	<b>Supplemental Unemployment</b>	<b>Total Rate</b>
ASPHALT RAKER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$28.66	\$7.85	\$13.92	\$0.00	\$50.43
	12/01/2019	\$29.43	\$7.85	\$13.92	\$0.00	\$51.20
	06/01/2020	\$30.22	\$7.85	\$13.92	\$0.00	\$51.99
	12/01/2020	\$31.01	\$7.85	\$13.92	\$0.00	\$52.78
	06/01/2021	\$31.83	\$7.85	\$13.92	\$0.00	\$53.60
	12/01/2021	\$32.64	\$7.85	\$13.92	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.98	\$7.85	\$12.87	\$0.00	\$48.70
	12/01/2019	\$28.73	\$7.85	\$12.87	\$0.00	\$49.45
	06/01/2020	\$29.38	\$7.85	\$12.87	\$0.00	\$50.10
	12/01/2020	\$30.03	\$7.85	\$12.87	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$29.16	\$7.85	\$13.92	\$0.00	\$50.93
	12/01/2019	\$29.93	\$7.85	\$13.92	\$0.00	\$51.70
	06/01/2020	\$30.72	\$7.85	\$13.92	\$0.00	\$52.49
	12/01/2020	\$31.51	\$7.85	\$13.92	\$0.00	\$53.28
	06/01/2021	\$32.33	\$7.85	\$13.92	\$0.00	\$54.10
	12/01/2021	\$33.14	\$7.85	\$13.92	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
2	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
3	70	\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75	\$33.53	\$7.07	\$13.30	\$0.00	\$53.90
5	80	\$35.77	\$7.07	\$14.18	\$0.00	\$57.02
6	85	\$38.00	\$7.07	\$15.07	\$0.00	\$60.14
7	90	\$40.24	\$7.07	\$15.95	\$0.00	\$63.26
8	95	\$42.47	\$7.07	\$16.84	\$0.00	\$66.38

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

**Notes:**

**Apprentice to Journeyworker Ratio:1:4**

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2019	\$42.81	\$10.75	\$19.41	\$0.00	\$72.97
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	02/01/2020	\$43.36	\$10.75	\$19.41	\$0.00	\$73.52
	08/01/2020	\$44.71	\$10.75	\$19.56	\$0.00	\$75.02
	02/01/2021	\$45.26	\$10.75	\$19.56	\$0.00	\$75.57
	08/01/2021	\$46.66	\$10.75	\$19.72	\$0.00	\$77.13
	02/01/2022	\$47.19	\$10.75	\$19.72	\$0.00	\$77.66

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield**

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.41	\$10.75	\$19.41	\$0.00	\$51.57
2	60	\$25.69	\$10.75	\$19.41	\$0.00	\$55.85
3	70	\$29.97	\$10.75	\$19.41	\$0.00	\$60.13
4	80	\$34.25	\$10.75	\$19.41	\$0.00	\$64.41
5	90	\$38.53	\$10.75	\$19.41	\$0.00	\$68.69

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.68	\$10.75	\$19.41	\$0.00	\$51.84
2	60	\$26.02	\$10.75	\$19.41	\$0.00	\$56.18
3	70	\$30.35	\$10.75	\$19.41	\$0.00	\$60.51
4	80	\$34.69	\$10.75	\$19.41	\$0.00	\$64.85
5	90	\$39.02	\$10.75	\$19.41	\$0.00	\$69.18

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2019	\$40.25	\$7.85	\$16.05	\$0.00	\$64.15
	12/01/2019	\$41.25	\$7.85	\$16.05	\$0.00	\$65.15
	06/01/2020	\$42.24	\$7.85	\$16.05	\$0.00	\$66.14
	12/01/2020	\$43.22	\$7.85	\$16.05	\$0.00	\$67.12
	06/01/2021	\$44.24	\$7.85	\$16.05	\$0.00	\$68.14
	12/01/2021	\$45.25	\$7.85	\$16.05	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$63.00
	12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.00
	06/01/2020	\$41.09	\$7.85	\$16.05	\$0.00	\$64.99
	12/01/2020	\$42.07	\$7.85	\$16.05	\$0.00	\$65.97
	06/01/2021	\$43.09	\$7.85	\$16.05	\$0.00	\$66.99
	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	06/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$63.00
	12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.00
	06/01/2020	\$41.09	\$7.85	\$16.05	\$0.00	\$64.99
	12/01/2020	\$42.07	\$7.85	\$16.05	\$0.00	\$65.97
	06/01/2021	\$43.09	\$7.85	\$16.05	\$0.00	\$66.99
	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

**Apprentice - CARPENTER - Local 108 Hampden Hampshire Franklin**

**Effective Date - 03/04/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.32	\$8.26	\$1.22	\$0.00	\$28.80
2	60	\$23.18	\$8.26	\$1.22	\$0.00	\$32.66
3	70	\$27.05	\$8.26	\$11.34	\$0.00	\$46.65
4	75	\$28.98	\$8.26	\$11.34	\$0.00	\$48.58
5	80	\$30.91	\$8.26	\$12.56	\$0.00	\$51.73
6	80	\$30.91	\$8.26	\$12.56	\$0.00	\$51.73
7	90	\$34.78	\$8.26	\$13.78	\$0.00	\$56.82
8	90	\$34.78	\$8.26	\$13.78	\$0.00	\$56.82

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$25.93/ 3&4 \$30.77/ 5&6 \$46.41/ 7&8 \$51.29

**Apprentice to Journeyworker Ratio:1:5**

CARPENTER WOOD FRAME <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	04/01/2019	\$23.10	\$7.07	\$7.86	\$0.00	\$38.03
	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42
All Aspects of New Wood Frame Work						

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - CARPENTER (Wood Frame) - 108 Hampden Hampshire**

**Effective Date - 04/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.86	\$7.07	\$0.00	\$0.00	\$20.93
2	60	\$13.86	\$7.07	\$0.00	\$0.00	\$20.93
3	65	\$15.02	\$7.07	\$7.86	\$0.00	\$29.95
4	70	\$16.17	\$7.07	\$7.86	\$0.00	\$31.10
5	75	\$17.33	\$7.07	\$7.86	\$0.00	\$32.26
6	80	\$18.48	\$7.07	\$7.86	\$0.00	\$33.41
7	85	\$19.64	\$7.07	\$7.86	\$0.00	\$34.57
8	90	\$20.79	\$7.07	\$7.86	\$0.00	\$35.72

**Effective Date - 10/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.09	\$7.07	\$0.00	\$0.00	\$21.16
2	60	\$14.09	\$7.07	\$0.00	\$0.00	\$21.16
3	65	\$15.27	\$7.07	\$7.86	\$0.00	\$30.20
4	70	\$16.44	\$7.07	\$7.86	\$0.00	\$31.37
5	75	\$17.62	\$7.07	\$7.86	\$0.00	\$32.55
6	80	\$18.79	\$7.07	\$7.86	\$0.00	\$33.72
7	85	\$19.97	\$7.07	\$7.86	\$0.00	\$34.90
8	90	\$21.14	\$7.07	\$7.86	\$0.00	\$36.07

**Notes:**  
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$17.47/ 3&4 \$24.53/ 5&6 \$31.10/ 7&8 \$33.41

**Apprentice to Journeyworker Ratio:1:5**

CEMENT MASONRY/PLASTERING	07/01/2019	\$40.46	\$12.70	\$17.64	\$0.62	\$71.42
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	01/01/2020	\$41.94	\$12.70	\$17.64	\$0.62	\$72.90



**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield**

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$12.70	\$15.41	\$0.00	\$48.34
2	60	\$24.28	\$12.70	\$17.64	\$0.62	\$55.24
3	65	\$26.30	\$12.70	\$17.64	\$0.62	\$57.26
4	70	\$28.32	\$12.70	\$17.64	\$0.62	\$59.28
5	75	\$30.35	\$12.70	\$17.64	\$0.62	\$61.31
6	80	\$32.37	\$12.70	\$17.64	\$0.62	\$63.33
7	90	\$36.41	\$12.70	\$17.64	\$0.62	\$67.37

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.08
2	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.12
3	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.42
6	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.51
7	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.71

**Notes:**

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

**Apprentice to Journeyworker Ratio:1:3**

<b>CHAIN SAW OPERATOR</b>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
<i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

<b>COMPRESSOR OPERATOR</b>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>CRANE OPERATOR</b>	06/01/2019	\$38.55	\$11.69	\$14.08	\$0.00	\$64.32
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$39.15	\$11.69	\$14.35	\$0.00	\$65.19

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>DELEADER (BRIDGE)</b>	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
<i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.33	\$8.20	\$0.00	\$0.00	\$33.53
2	55	\$27.86	\$8.20	\$5.78	\$0.00	\$41.84
3	60	\$30.40	\$8.20	\$6.30	\$0.00	\$44.90
4	65	\$32.93	\$8.20	\$6.83	\$0.00	\$47.96
5	70	\$35.46	\$8.20	\$18.30	\$0.00	\$61.96
6	75	\$38.00	\$8.20	\$18.83	\$0.00	\$65.03
7	80	\$40.53	\$8.20	\$19.35	\$0.00	\$68.08
8	90	\$45.59	\$8.20	\$20.40	\$0.00	\$74.19

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.51	\$0.00	\$62.38
6	75	\$38.22	\$8.20	\$19.05	\$0.00	\$65.47
7	80	\$40.77	\$8.20	\$19.59	\$0.00	\$68.56
8	90	\$45.86	\$8.20	\$20.67	\$0.00	\$74.73

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

DEMO: ADZEMAN LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$39.30	\$7.85	\$15.85	\$0.00	\$63.00
	12/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
	12/01/2019	\$41.30	\$7.85	\$15.85	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.05	\$7.85	\$15.85	\$0.00	\$63.75
	12/01/2019	\$41.05	\$7.85	\$15.85	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
	12/01/2019	\$41.30	\$7.85	\$15.85	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.05	\$7.85	\$15.85	\$0.00	\$63.75
	12/01/2019	\$41.05	\$7.85	\$15.85	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$39.30	\$7.85	\$15.85	\$0.00	\$63.00
	12/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

**Apprentice - ELECTRICIAN - Local 7**

**Effective Date - 06/30/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.06	\$5.85	\$0.51	\$0.00	\$23.42
2	45	\$19.20	\$5.85	\$0.58	\$0.00	\$25.63
3	50	\$21.33	\$10.75	\$6.94	\$0.00	\$39.02
4	55	\$23.46	\$10.75	\$7.00	\$0.00	\$41.21
5	65	\$27.73	\$10.75	\$8.13	\$0.00	\$46.61
6	70	\$29.86	\$10.75	\$9.20	\$0.00	\$49.81

**Notes:**

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

**Apprentice to Journeyworker Ratio:2:3\*\*\*\***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2019	\$53.11	\$15.58	\$17.51	\$0.00	\$86.20
	01/01/2020	\$54.85	\$15.73	\$18.41	\$0.00	\$88.99
	01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - ELEVATOR CONSTRUCTOR - Local 41**

**Effective Date - 01/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.56	\$15.58	\$0.00	\$0.00	\$42.14
2	55	\$29.21	\$15.58	\$17.51	\$0.00	\$62.30
3	65	\$34.52	\$15.58	\$17.51	\$0.00	\$67.61
4	70	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
5	80	\$42.49	\$15.58	\$17.51	\$0.00	\$75.58

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$15.73	\$0.00	\$0.00	\$43.16
2	55	\$30.17	\$15.73	\$18.41	\$0.00	\$64.31
3	65	\$35.65	\$15.73	\$18.41	\$0.00	\$69.79
4	70	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
5	80	\$43.88	\$15.73	\$18.41	\$0.00	\$78.02

**Notes:**

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

**Apprentice to Journeyworker Ratio:1:1**

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2019	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & BEAM RAIL ERECTOR <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$28.66	\$7.85	\$13.92	\$0.00	\$50.43
	12/01/2019	\$29.43	\$7.85	\$13.92	\$0.00	\$51.20
	06/01/2020	\$30.22	\$7.85	\$13.92	\$0.00	\$51.99
	12/01/2020	\$31.01	\$7.85	\$13.92	\$0.00	\$52.78
	06/01/2021	\$31.83	\$7.85	\$13.92	\$0.00	\$53.60
	12/01/2021	\$32.64	\$7.85	\$13.92	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
LOCAL 7 / COMMISSIONING <i>ELECTRICIANS</i>	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16

**Apprentice - OPERATING ENGINEERS - Local 98 Class 3**

**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.71	\$11.69	\$14.08	\$0.00	\$46.48
2	70	\$24.16	\$11.69	\$14.08	\$0.00	\$49.93
3	80	\$27.62	\$11.69	\$14.08	\$0.00	\$53.39
4	90	\$31.07	\$11.69	\$14.08	\$0.00	\$56.84

**Effective Date - 12/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.07	\$11.69	\$14.35	\$0.00	\$47.11
2	70	\$24.58	\$11.69	\$14.35	\$0.00	\$50.62
3	80	\$28.10	\$11.69	\$14.35	\$0.00	\$54.14
4	90	\$31.61	\$11.69	\$14.35	\$0.00	\$57.65

**Notes:**

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

**Apprentice to Journeyworker Ratio:1:6**

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2019	\$22.50	\$7.85	\$13.92	\$0.00	\$44.27
<i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	12/01/2019	\$23.50	\$7.85	\$13.92	\$0.00	\$45.27
	06/01/2020	\$23.50	\$7.85	\$13.92	\$0.00	\$45.27
	12/01/2020	\$24.50	\$7.85	\$13.92	\$0.00	\$46.27
	06/01/2021	\$24.50	\$7.85	\$13.92	\$0.00	\$46.27
	12/01/2021	\$24.50	\$7.85	\$13.92	\$0.00	\$46.27

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

FLOORCOVERER	03/01/2016	\$32.60	\$8.55	\$14.42	\$0.00	\$55.57
<i>FLOORCOVERERS LOCAL 2168 ZONE III</i>						

**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - FLOORCOVERER - Local 2168 Zone III**

**Effective Date - 03/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05
2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.68
3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.93
4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.56
5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.39
6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.02
7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.85
8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.48

**Notes:** Steps are 750 hrs.  
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  
 Step 1&2 \$24.42/ 3&4 \$28.84/ 5&6 \$43.39/ 7&8 \$47.85

**Apprentice to Journeyworker Ratio:1:1**

<b>FORK LIFT</b>	06/01/2019	\$34.74	\$11.69	\$14.08	\$0.00	\$60.51
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.34	\$11.69	\$14.35	\$0.00	\$61.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>GENERATORS/LIGHTING PLANTS</b>	06/01/2019	\$31.29	\$11.69	\$14.08	\$0.00	\$57.06
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$31.89	\$11.69	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b>	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
<i>GLAZIERS LOCAL 1333</i>	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - GLAZIER - Local 1333**

**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.09	\$10.60	\$1.80	\$0.00	\$31.49
2	56	\$21.48	\$10.60	\$1.80	\$0.00	\$33.88
3	63	\$23.86	\$10.60	\$2.40	\$0.00	\$36.86
4	69	\$26.25	\$10.60	\$2.40	\$0.00	\$39.25
5	75	\$28.64	\$10.60	\$2.90	\$0.00	\$42.14
6	81	\$31.02	\$10.60	\$2.90	\$0.00	\$44.52
7	88	\$33.41	\$10.60	\$9.90	\$0.00	\$53.91
8	94	\$35.79	\$10.60	\$9.90	\$0.00	\$56.29

**Effective Date - 06/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$29.16	\$7.85	\$13.92	\$0.00	\$50.93
	12/01/2019	\$29.93	\$7.85	\$13.92	\$0.00	\$51.70
	06/01/2020	\$30.72	\$7.85	\$13.92	\$0.00	\$52.49
	12/01/2020	\$31.51	\$7.85	\$13.92	\$0.00	\$53.28
	06/01/2021	\$32.33	\$7.85	\$13.92	\$0.00	\$54.10
	12/01/2021	\$33.14	\$7.85	\$13.92	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2018	\$37.67	\$12.50	\$15.60	\$0.00	\$65.77
	09/01/2019	\$39.67	\$12.50	\$15.60	\$0.00	\$67.77

**Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield**

**Effective Date - 09/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.84	\$12.50	\$11.40	\$0.00	\$42.74
2	60	\$22.60	\$12.50	\$12.24	\$0.00	\$47.34
3	70	\$26.37	\$12.50	\$13.08	\$0.00	\$51.95
4	80	\$30.14	\$12.50	\$13.92	\$0.00	\$56.56

**Effective Date - 09/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.84	\$12.50	\$11.40	\$0.00	\$43.74
2	60	\$23.80	\$12.50	\$12.24	\$0.00	\$48.54
3	70	\$27.77	\$12.50	\$13.08	\$0.00	\$53.35
4	80	\$31.74	\$12.50	\$13.92	\$0.00	\$58.16

**Notes:**

Steps are 1 year

**Apprentice to Journeyworker Ratio:1:4**

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	03/16/2019	\$34.20	\$8.00	\$20.75	\$0.00	\$62.95
	09/16/2019	\$35.10	\$8.00	\$20.75	\$0.00	\$63.85
	03/16/2020	\$35.95	\$8.00	\$20.75	\$0.00	\$64.70
	09/16/2020	\$36.85	\$8.00	\$20.75	\$0.00	\$65.60
	03/16/2021	\$37.70	\$8.00	\$20.75	\$0.00	\$66.45



**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - IRONWORKER - Local 7 Springfield**

**Effective Date - 03/16/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.52	\$8.00	\$20.75	\$0.00	\$49.27
2	70	\$23.94	\$8.00	\$20.75	\$0.00	\$52.69
3	75	\$25.65	\$8.00	\$20.75	\$0.00	\$54.40
4	80	\$27.36	\$8.00	\$20.75	\$0.00	\$56.11
5	85	\$29.07	\$8.00	\$20.75	\$0.00	\$57.82
6	90	\$30.78	\$8.00	\$20.75	\$0.00	\$59.53

**Effective Date - 09/16/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.06	\$8.00	\$20.75	\$0.00	\$49.81
2	70	\$24.57	\$8.00	\$20.75	\$0.00	\$53.32
3	75	\$26.33	\$8.00	\$20.75	\$0.00	\$55.08
4	80	\$28.08	\$8.00	\$20.75	\$0.00	\$56.83
5	85	\$29.84	\$8.00	\$20.75	\$0.00	\$58.59
6	90	\$31.59	\$8.00	\$20.75	\$0.00	\$60.34

**Notes:**

Structural 1:6; Ornamental 1:4

**Apprentice to Journeyworker Ratio:**

<b>JACKHAMMER &amp; PAVING BREAKER OPERATOR</b> <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

<b>LABORER</b> <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.23	\$7.85	\$12.87	\$0.00	\$47.95
	12/01/2019	\$27.98	\$7.85	\$12.87	\$0.00	\$48.70
	06/01/2020	\$28.63	\$7.85	\$12.87	\$0.00	\$49.35
	12/01/2020	\$29.28	\$7.85	\$12.87	\$0.00	\$50.00

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - LABORER - Zone 4 Building and Site**

**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.34	\$7.85	\$12.87	\$0.00	\$37.06
2	70	\$19.06	\$7.85	\$12.87	\$0.00	\$39.78
3	80	\$21.78	\$7.85	\$12.87	\$0.00	\$42.50
4	90	\$24.51	\$7.85	\$12.87	\$0.00	\$45.23

**Effective Date - 12/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.79	\$7.85	\$12.87	\$0.00	\$37.51
2	70	\$19.59	\$7.85	\$12.87	\$0.00	\$40.31
3	80	\$22.38	\$7.85	\$12.87	\$0.00	\$43.10
4	90	\$25.18	\$7.85	\$12.87	\$0.00	\$45.90

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

LABORER (HEAVY & HIGHWAY)	06/01/2019	\$28.41	\$7.85	\$13.92	\$0.00	\$50.18
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2019	\$29.18	\$7.85	\$13.92	\$0.00	\$50.95
	06/01/2020	\$29.97	\$7.85	\$13.92	\$0.00	\$51.74
	12/01/2020	\$30.76	\$7.85	\$13.92	\$0.00	\$52.53
	06/01/2021	\$31.58	\$7.85	\$13.92	\$0.00	\$53.35
	12/01/2021	\$32.39	\$7.85	\$13.92	\$0.00	\$54.16

**Apprentice - LABORER (Heavy and Highway) - Zone 4**

**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.05	\$7.85	\$13.92	\$0.00	\$38.82
2	70	\$19.89	\$7.85	\$13.92	\$0.00	\$41.66
3	80	\$22.73	\$7.85	\$13.92	\$0.00	\$44.50
4	90	\$25.57	\$7.85	\$13.92	\$0.00	\$47.34

**Effective Date - 12/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.51	\$7.85	\$13.92	\$0.00	\$39.28
2	70	\$20.43	\$7.85	\$13.92	\$0.00	\$42.20
3	80	\$23.34	\$7.85	\$13.92	\$0.00	\$45.11
4	90	\$26.26	\$7.85	\$13.92	\$0.00	\$48.03

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.23	\$7.85	\$12.87	\$0.00	\$47.95
	12/01/2019	\$27.98	\$7.85	\$12.87	\$0.00	\$48.70
	06/01/2020	\$28.63	\$7.85	\$12.87	\$0.00	\$49.35
	12/01/2020	\$29.28	\$7.85	\$12.87	\$0.00	\$50.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.23	\$7.85	\$12.87	\$0.00	\$47.95
	12/01/2019	\$27.98	\$7.85	\$12.87	\$0.00	\$48.70
	06/01/2020	\$28.63	\$7.85	\$12.87	\$0.00	\$49.35
	12/01/2020	\$29.28	\$7.85	\$12.87	\$0.00	\$50.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.33	\$7.85	\$12.87	\$0.00	\$48.05
	12/01/2019	\$28.08	\$7.85	\$12.87	\$0.00	\$48.80
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$29.23	\$7.85	\$12.87	\$0.00	\$49.95
	12/01/2019	\$29.98	\$7.85	\$12.87	\$0.00	\$50.70
	06/01/2020	\$30.63	\$7.85	\$12.87	\$0.00	\$51.35
	12/01/2020	\$31.28	\$7.85	\$12.87	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$28.66	\$7.85	\$13.92	\$0.00	\$50.43
	12/01/2019	\$29.43	\$7.85	\$13.92	\$0.00	\$51.20
	06/01/2020	\$30.22	\$7.85	\$13.92	\$0.00	\$51.99
	12/01/2020	\$31.01	\$7.85	\$13.92	\$0.00	\$52.78
	06/01/2021	\$31.83	\$7.85	\$13.92	\$0.00	\$53.60
	12/01/2021	\$32.64	\$7.85	\$13.92	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.23	\$7.85	\$12.87	\$0.00	\$47.95
	12/01/2019	\$27.98	\$7.85	\$12.87	\$0.00	\$48.70
	06/01/2020	\$28.63	\$7.85	\$12.87	\$0.00	\$49.35
	12/01/2020	\$29.28	\$7.85	\$12.87	\$0.00	\$50.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.23	\$7.85	\$12.87	\$0.00	\$47.95
	12/01/2019	\$27.98	\$7.85	\$12.87	\$0.00	\$48.70
	06/01/2020	\$28.63	\$7.85	\$12.87	\$0.00	\$49.35
	12/01/2020	\$29.28	\$7.85	\$12.87	\$0.00	\$50.00
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$28.66	\$7.85	\$13.92	\$0.00	\$50.43
	12/01/2019	\$29.43	\$7.85	\$13.92	\$0.00	\$51.20
	06/01/2020	\$30.22	\$7.85	\$13.92	\$0.00	\$51.99
	12/01/2020	\$31.01	\$7.85	\$13.92	\$0.00	\$52.78
	06/01/2021	\$31.83	\$7.85	\$13.92	\$0.00	\$53.60
	12/01/2021	\$32.64	\$7.85	\$13.92	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	08/01/2019	\$35.17	\$10.75	\$18.87	\$0.00	\$64.79
	02/01/2020	\$35.67	\$10.75	\$18.87	\$0.00	\$65.29
	08/01/2020	\$36.67	\$10.75	\$18.99	\$0.00	\$66.41
	02/01/2021	\$37.17	\$10.75	\$18.99	\$0.00	\$66.91
	08/01/2021	\$38.17	\$10.75	\$19.12	\$0.00	\$68.04
	02/01/2022	\$38.62	\$10.75	\$19.12	\$0.00	\$68.49

**Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)**

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.59	\$10.75	\$18.87	\$0.00	\$47.21
2	60	\$21.10	\$10.75	\$18.87	\$0.00	\$50.72
3	70	\$24.62	\$10.75	\$18.87	\$0.00	\$54.24
4	80	\$28.14	\$10.75	\$18.87	\$0.00	\$57.76
5	90	\$31.65	\$10.75	\$18.87	\$0.00	\$61.27

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.84	\$10.75	\$18.87	\$0.00	\$47.46
2	60	\$21.40	\$10.75	\$18.87	\$0.00	\$51.02
3	70	\$24.97	\$10.75	\$18.87	\$0.00	\$54.59
4	80	\$28.54	\$10.75	\$18.87	\$0.00	\$58.16
5	90	\$32.10	\$10.75	\$18.87	\$0.00	\$61.72

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

**MARBLE MASON/TILE LAYER(SP/PT)SeeBrick**

*BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE*

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51
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**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - MILLWRIGHT - Local 1121 Zone 3**

**Effective Date - 04/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.41	\$9.90	\$5.31	\$0.00	\$35.62
2	65	\$24.12	\$9.90	\$15.13	\$0.00	\$49.15
3	75	\$27.83	\$9.90	\$16.10	\$0.00	\$53.83
4	85	\$31.54	\$9.90	\$17.06	\$0.00	\$58.50

**Notes:**

Steps are 2,000 hours

**Apprentice to Journeyworker Ratio:1:5**

<b>MORTAR MIXER</b>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
<i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

<b>OILER</b>	06/01/2019	\$30.21	\$11.69	\$14.08	\$0.00	\$55.98
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$30.81	\$11.69	\$14.35	\$0.00	\$56.85

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>OTHER POWER DRIVEN EQUIPMENT - CLASS VI</b>	06/01/2019	\$28.23	\$11.69	\$14.08	\$0.00	\$54.00
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$28.83	\$11.69	\$14.35	\$0.00	\$54.87

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>PAINTER (BRIDGES/TANKS)</b>	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
<i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.33	\$8.20	\$0.00	\$0.00	\$33.53
2	55	\$27.86	\$8.20	\$5.78	\$0.00	\$41.84
3	60	\$30.40	\$8.20	\$6.30	\$0.00	\$44.90
4	65	\$32.93	\$8.20	\$6.83	\$0.00	\$47.96
5	70	\$35.46	\$8.20	\$18.30	\$0.00	\$61.96
6	75	\$38.00	\$8.20	\$18.83	\$0.00	\$65.03
7	80	\$40.53	\$8.20	\$19.35	\$0.00	\$68.08
8	90	\$45.59	\$8.20	\$20.40	\$0.00	\$74.19

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.51	\$0.00	\$62.38
6	75	\$38.22	\$8.20	\$19.05	\$0.00	\$65.47
7	80	\$40.77	\$8.20	\$19.59	\$0.00	\$68.56
8	90	\$45.86	\$8.20	\$20.67	\$0.00	\$74.73

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SIGN, PICTORIAL & DISPLAY) PAINTERS LOCAL 35 - ZONE 3	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PAINTER SIGN - Local 35 Zone 3**

**Effective Date - 06/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

**Notes:**  
Steps are 4 mos.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2019	\$34.03	\$8.20	\$17.55	\$0.00	\$59.78
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2020	\$34.33	\$8.20	\$18.20	\$0.00	\$60.73
	07/01/2020	\$35.43	\$8.20	\$18.20	\$0.00	\$61.83
	01/01/2021	\$36.53	\$8.20	\$18.20	\$0.00	\$62.93

**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New**

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.02	\$8.20	\$0.00	\$0.00	\$25.22
2	55	\$18.72	\$8.20	\$3.63	\$0.00	\$30.55
3	60	\$20.42	\$8.20	\$3.96	\$0.00	\$32.58
4	65	\$22.12	\$8.20	\$4.29	\$0.00	\$34.61
5	70	\$23.82	\$8.20	\$15.57	\$0.00	\$47.59
6	75	\$25.52	\$8.20	\$15.90	\$0.00	\$49.62
7	80	\$27.22	\$8.20	\$16.23	\$0.00	\$51.65
8	90	\$30.63	\$8.20	\$16.89	\$0.00	\$55.72

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.17	\$8.20	\$0.00	\$0.00	\$25.37
2	55	\$18.88	\$8.20	\$3.80	\$0.00	\$30.88
3	60	\$20.60	\$8.20	\$4.14	\$0.00	\$32.94
4	65	\$22.31	\$8.20	\$4.49	\$0.00	\$35.00
5	70	\$24.03	\$8.20	\$15.78	\$0.00	\$48.01
6	75	\$25.75	\$8.20	\$16.13	\$0.00	\$50.08
7	80	\$27.46	\$8.20	\$16.47	\$0.00	\$52.13
8	90	\$30.90	\$8.20	\$17.16	\$0.00	\$56.26

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2019	\$31.35	\$8.20	\$17.55	\$0.00	\$57.10
PAINTERS LOCAL 35 - ZONE 3	01/01/2020	\$31.65	\$8.20	\$18.20	\$0.00	\$58.05
	07/01/2020	\$32.75	\$8.20	\$18.20	\$0.00	\$59.15
	01/01/2021	\$33.85	\$8.20	\$18.20	\$0.00	\$60.25



**Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint**

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.68	\$8.20	\$0.00	\$0.00	\$23.88
2	55	\$17.24	\$8.20	\$3.63	\$0.00	\$29.07
3	60	\$18.81	\$8.20	\$3.96	\$0.00	\$30.97
4	65	\$20.38	\$8.20	\$4.29	\$0.00	\$32.87
5	70	\$21.95	\$8.20	\$15.57	\$0.00	\$45.72
6	75	\$23.51	\$8.20	\$15.90	\$0.00	\$47.61
7	80	\$25.08	\$8.20	\$16.23	\$0.00	\$49.51
8	90	\$28.22	\$8.20	\$16.89	\$0.00	\$53.31

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.83	\$8.20	\$0.00	\$0.00	\$24.03
2	55	\$17.41	\$8.20	\$3.80	\$0.00	\$29.41
3	60	\$18.99	\$8.20	\$4.14	\$0.00	\$31.33
4	65	\$20.57	\$8.20	\$4.49	\$0.00	\$33.26
5	70	\$22.16	\$8.20	\$15.78	\$0.00	\$46.14
6	75	\$23.74	\$8.20	\$16.13	\$0.00	\$48.07
7	80	\$25.32	\$8.20	\$16.47	\$0.00	\$49.99
8	90	\$28.49	\$8.20	\$17.16	\$0.00	\$53.85

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER / TAPER (BRUSH, NEW) *	07/01/2019	\$32.63	\$8.20	\$17.55	\$0.00	\$58.38
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2020	\$32.93	\$8.20	\$18.20	\$0.00	\$59.33
	07/01/2020	\$34.03	\$8.20	\$18.20	\$0.00	\$60.43
	01/01/2021	\$35.13	\$8.20	\$18.20	\$0.00	\$61.53

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.32	\$8.20	\$0.00	\$0.00	\$24.52
2	55	\$17.95	\$8.20	\$3.63	\$0.00	\$29.78
3	60	\$19.58	\$8.20	\$3.96	\$0.00	\$31.74
4	65	\$21.21	\$8.20	\$4.29	\$0.00	\$33.70
5	70	\$22.84	\$8.20	\$15.57	\$0.00	\$46.61
6	75	\$24.47	\$8.20	\$15.90	\$0.00	\$48.57
7	80	\$26.10	\$8.20	\$16.23	\$0.00	\$50.53
8	90	\$29.37	\$8.20	\$16.89	\$0.00	\$54.46

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.47	\$8.20	\$0.00	\$0.00	\$24.67
2	55	\$18.11	\$8.20	\$3.80	\$0.00	\$30.11
3	60	\$19.76	\$8.20	\$4.14	\$0.00	\$32.10
4	65	\$21.40	\$8.20	\$4.49	\$0.00	\$34.09
5	70	\$23.05	\$8.20	\$15.78	\$0.00	\$47.03
6	75	\$24.70	\$8.20	\$16.13	\$0.00	\$49.03
7	80	\$26.34	\$8.20	\$16.47	\$0.00	\$51.01
8	90	\$29.64	\$8.20	\$17.16	\$0.00	\$55.00

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2019	\$29.95	\$8.20	\$17.55	\$0.00	\$55.70
PAINTERS LOCAL 35 - ZONE 3	01/01/2020	\$30.25	\$8.20	\$18.20	\$0.00	\$56.65
	07/01/2020	\$31.35	\$8.20	\$18.20	\$0.00	\$57.75
	01/01/2021	\$32.45	\$8.20	\$18.20	\$0.00	\$58.85

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT**

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.98	\$8.20	\$0.00	\$0.00	\$23.18
2	55	\$16.47	\$8.20	\$3.63	\$0.00	\$28.30
3	60	\$17.97	\$8.20	\$3.96	\$0.00	\$30.13
4	65	\$19.47	\$8.20	\$4.29	\$0.00	\$31.96
5	70	\$20.97	\$8.20	\$15.57	\$0.00	\$44.74
6	75	\$22.46	\$8.20	\$15.90	\$0.00	\$46.56
7	80	\$23.96	\$8.20	\$16.23	\$0.00	\$48.39
8	90	\$26.96	\$8.20	\$16.89	\$0.00	\$52.05

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.13	\$8.20	\$0.00	\$0.00	\$23.33
2	55	\$16.64	\$8.20	\$3.80	\$0.00	\$28.64
3	60	\$18.15	\$8.20	\$4.14	\$0.00	\$30.49
4	65	\$19.66	\$8.20	\$4.49	\$0.00	\$32.35
5	70	\$21.18	\$8.20	\$15.78	\$0.00	\$45.16
6	75	\$22.69	\$8.20	\$16.13	\$0.00	\$47.02
7	80	\$24.20	\$8.20	\$16.47	\$0.00	\$48.87
8	90	\$27.23	\$8.20	\$17.16	\$0.00	\$52.59

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2019	\$28.41	\$7.85	\$13.92	\$0.00	\$50.18
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2019	\$29.18	\$7.85	\$13.92	\$0.00	\$50.95
	06/01/2020	\$29.97	\$7.85	\$13.92	\$0.00	\$51.74
	12/01/2020	\$30.76	\$7.85	\$13.92	\$0.00	\$52.53
	06/01/2021	\$31.58	\$7.85	\$13.92	\$0.00	\$53.35
	12/01/2021	\$32.39	\$7.85	\$13.92	\$0.00	\$54.16

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

PANEL & PICKUP TRUCKS DRIVER	08/01/2019	\$34.08	\$12.41	\$12.70	\$0.00	\$59.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
	12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
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PILE DRIVER LOCAL 56 (ZONE 3)

For apprentice rates see "Apprentice- PILE DRIVER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

**Apprentice - PILE DRIVER - Local 56 Zone 3**

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

**Notes:** Apprentice wages shall be no less than the following Steps;  
(Same as set in Zone 1)

1\$54.34/2\$58.99/3\$63.65/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8\$72.96

**Apprentice to Journeyworker Ratio:1:5**

PIPELAYER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$28.66	\$7.85	\$13.92	\$0.00	\$50.43
	12/01/2019	\$29.43	\$7.85	\$13.92	\$0.00	\$51.20
	06/01/2020	\$30.22	\$7.85	\$13.92	\$0.00	\$51.99
	12/01/2020	\$31.01	\$7.85	\$13.92	\$0.00	\$52.78
	06/01/2021	\$31.83	\$7.85	\$13.92	\$0.00	\$53.60
	12/01/2021	\$32.64	\$7.85	\$13.92	\$0.00	\$54.41

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

PLUMBER & PIPEFITTER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
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**Apprentice - PLUMBER/PIPEFITTER - Local 104**

**Effective Date - 03/17/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.09	\$8.75	\$9.60	\$0.00	\$36.44
2	50	\$20.11	\$8.75	\$9.60	\$0.00	\$38.46
3	55	\$22.12	\$8.75	\$9.60	\$0.00	\$40.47
4	60	\$24.13	\$8.75	\$9.60	\$0.00	\$42.48
5	65	\$26.14	\$8.75	\$9.60	\$0.00	\$44.49
6	70	\$28.15	\$8.75	\$9.60	\$0.00	\$46.50
7	75	\$30.16	\$8.75	\$9.60	\$0.00	\$48.51
8	80	\$32.17	\$8.75	\$9.60	\$0.00	\$50.52
9	80	\$32.17	\$8.75	\$16.35	\$0.00	\$57.27
10	80	\$32.17	\$8.75	\$16.35	\$0.00	\$57.27

**Notes:** \*\*1:1,2:5,3:9,4:12

**Apprentice to Journeyworker Ratio:\*\***

<b>Classification</b>	<b>Effective Date</b>	<b>Base Wage</b>	<b>Health</b>	<b>Pension</b>	<b>Supplemental Unemployment</b>	<b>Total Rate</b>
PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$28.66	\$7.85	\$13.92	\$0.00	\$50.43
	12/01/2019	\$29.43	\$7.85	\$13.92	\$0.00	\$51.20
	06/01/2020	\$30.22	\$7.85	\$13.92	\$0.00	\$51.99
	12/01/2020	\$31.01	\$7.85	\$13.92	\$0.00	\$52.78
	06/01/2021	\$31.83	\$7.85	\$13.92	\$0.00	\$53.60
	12/01/2021	\$32.64	\$7.85	\$13.92	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	12/01/2019	\$28.98	\$7.85	\$12.87	\$0.00	\$49.70
	06/01/2020	\$29.63	\$7.85	\$12.87	\$0.00	\$50.35
	12/01/2020	\$30.28	\$7.85	\$12.87	\$0.00	\$51.00
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$29.41	\$7.85	\$13.92	\$0.00	\$51.18
	12/01/2019	\$30.18	\$7.85	\$13.92	\$0.00	\$51.95
	06/01/2020	\$30.97	\$7.85	\$13.92	\$0.00	\$52.74
	12/01/2020	\$31.76	\$7.85	\$13.92	\$0.00	\$53.53
	06/01/2021	\$32.58	\$7.85	\$13.92	\$0.00	\$54.35
	12/01/2021	\$33.39	\$7.85	\$13.92	\$0.00	\$55.16
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2016	\$20.54	\$10.57	\$8.39	\$0.00	\$39.50
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 4 (BUILDING &amp; SITE)</i>	06/01/2019	\$27.48	\$7.85	\$12.87	\$0.00	\$48.20
	12/01/2019	\$28.23	\$7.85	\$12.87	\$0.00	\$48.95
	06/01/2020	\$28.88	\$7.85	\$12.87	\$0.00	\$49.60
	12/01/2020	\$29.53	\$7.85	\$12.87	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 248</i>	07/16/2019	\$32.16	\$10.05	\$15.70	\$0.00	\$57.91

**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - ROOFER - Local 248**

**Effective Date - 07/16/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.30	\$10.05	\$0.00	\$0.00	\$29.35
2	65	\$20.90	\$10.05	\$15.70	\$0.00	\$46.65
3	70	\$22.51	\$10.05	\$15.70	\$0.00	\$48.26
4	75	\$24.12	\$10.05	\$15.70	\$0.00	\$49.87
5	80	\$25.73	\$10.05	\$15.70	\$0.00	\$51.48
6	85	\$27.34	\$10.05	\$15.70	\$0.00	\$53.09
7	90	\$28.94	\$10.05	\$15.70	\$0.00	\$54.69
8	95	\$30.55	\$10.05	\$15.70	\$0.00	\$56.30

**Notes:**  
Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

**Apprentice to Journeyworker Ratio:1:3**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$31.29	\$11.69	\$14.08	\$0.00	\$57.06
	12/01/2019	\$31.89	\$11.69	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

**Apprentice - SHEET METAL WORKER - Local 63**

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.08	\$6.21	\$4.67	\$0.00	\$26.96
2	50	\$17.87	\$6.55	\$5.19	\$0.00	\$29.61
3	55	\$19.66	\$6.88	\$9.33	\$1.08	\$36.95
4	60	\$21.44	\$7.22	\$9.33	\$1.14	\$39.13
5	65	\$23.23	\$7.55	\$9.33	\$1.20	\$41.31
6	70	\$25.02	\$7.88	\$9.33	\$1.27	\$43.50
7	75	\$26.81	\$8.22	\$9.33	\$1.33	\$45.69
8	80	\$28.59	\$9.30	\$15.18	\$1.59	\$54.66
9	85	\$30.38	\$9.64	\$15.18	\$1.66	\$56.86
10	90	\$32.17	\$9.98	\$15.18	\$1.72	\$59.05

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.65	\$6.21	\$4.67	\$0.00	\$27.53
2	50	\$18.50	\$6.55	\$5.19	\$0.00	\$30.24
3	55	\$20.34	\$6.88	\$9.33	\$1.08	\$37.63
4	60	\$22.19	\$7.22	\$9.33	\$1.14	\$39.88
5	65	\$24.04	\$7.55	\$9.33	\$1.20	\$42.12
6	70	\$25.89	\$7.88	\$9.33	\$1.27	\$44.37
7	75	\$27.74	\$8.22	\$9.33	\$1.33	\$46.62
8	80	\$29.59	\$9.30	\$15.18	\$1.59	\$55.66
9	85	\$31.44	\$9.64	\$15.18	\$1.66	\$57.92
10	90	\$33.29	\$9.98	\$15.18	\$1.72	\$60.17

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94
	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

**Apprentice - SPRINKLER FITTER - Local 669**

**Effective Date - 01/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.68	\$7.75	\$0.00	\$0.00	\$26.43
2	50	\$20.76	\$7.75	\$0.00	\$0.00	\$28.51
3	55	\$22.83	\$10.02	\$7.25	\$0.00	\$40.10
4	60	\$24.91	\$10.02	\$7.25	\$0.00	\$42.18
5	65	\$26.98	\$10.02	\$7.50	\$0.00	\$44.50
6	70	\$29.06	\$10.02	\$7.50	\$0.00	\$46.58
7	75	\$31.13	\$10.02	\$7.50	\$0.00	\$48.65
8	80	\$33.21	\$10.02	\$7.50	\$0.00	\$50.73
9	85	\$35.28	\$10.02	\$7.50	\$0.00	\$52.80
10	90	\$37.36	\$10.02	\$7.50	\$0.00	\$54.88

**Notes:**

**Apprentice to Journeyworker Ratio:1:1**

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01



**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7**

**Effective Date - 06/30/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.06	\$5.85	\$0.51	\$0.00	\$23.42
2	45	\$19.20	\$5.85	\$0.58	\$0.00	\$25.63
3	50	\$21.33	\$10.75	\$6.94	\$0.00	\$39.02
4	55	\$23.46	\$10.75	\$7.00	\$0.00	\$41.21
5	65	\$27.73	\$10.75	\$8.13	\$0.00	\$46.61
6	70	\$29.86	\$10.75	\$9.20	\$0.00	\$49.81

**Notes:**

Steps are 800 hours

**Apprentice to Journeyworker Ratio:1:1**

TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2019	\$53.34	\$10.75	\$21.30	\$0.00	\$85.39
	02/01/2020	\$53.98	\$10.75	\$21.30	\$0.00	\$86.03
	08/01/2020	\$55.33	\$10.75	\$21.45	\$0.00	\$87.53
	02/01/2021	\$55.97	\$10.75	\$21.45	\$0.00	\$88.17
	08/01/2021	\$57.37	\$10.75	\$21.61	\$0.00	\$89.73
	02/01/2022	\$57.96	\$10.75	\$21.61	\$0.00	\$90.32

**Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)**

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.67	\$10.75	\$21.30	\$0.00	\$58.72
2	60	\$32.00	\$10.75	\$21.30	\$0.00	\$64.05
3	70	\$37.34	\$10.75	\$21.30	\$0.00	\$69.39
4	80	\$42.67	\$10.75	\$21.30	\$0.00	\$74.72
5	90	\$48.01	\$10.75	\$21.30	\$0.00	\$80.06

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.99	\$10.75	\$21.30	\$0.00	\$59.04
2	60	\$32.39	\$10.75	\$21.30	\$0.00	\$64.44
3	70	\$37.79	\$10.75	\$21.30	\$0.00	\$69.84
4	80	\$43.18	\$10.75	\$21.30	\$0.00	\$75.23
5	90	\$48.58	\$10.75	\$21.30	\$0.00	\$80.63

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO MECHANIC <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	08/01/2019	\$54.42	\$10.75	\$21.30	\$0.00	\$86.47
	02/01/2020	\$55.05	\$10.75	\$21.30	\$0.00	\$87.10
	08/01/2020	\$56.40	\$10.75	\$21.45	\$0.00	\$88.60
	02/01/2021	\$57.04	\$10.75	\$21.45	\$0.00	\$89.24
	08/01/2021	\$58.44	\$10.75	\$21.61	\$0.00	\$90.80
	02/01/2022	\$59.01	\$10.75	\$21.61	\$0.00	\$91.37

**Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)**

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.21	\$10.75	\$21.30	\$0.00	\$59.26
2	60	\$32.65	\$10.75	\$21.30	\$0.00	\$64.70
3	70	\$38.09	\$10.75	\$21.30	\$0.00	\$70.14
4	80	\$43.54	\$10.75	\$21.30	\$0.00	\$75.59
5	90	\$48.98	\$10.75	\$21.30	\$0.00	\$81.03

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.53	\$10.75	\$21.30	\$0.00	\$59.58
2	60	\$33.03	\$10.75	\$21.30	\$0.00	\$65.08
3	70	\$38.54	\$10.75	\$21.30	\$0.00	\$70.59
4	80	\$44.04	\$10.75	\$21.30	\$0.00	\$76.09
5	90	\$49.55	\$10.75	\$21.30	\$0.00	\$81.60

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$40.50	\$7.85	\$16.05	\$0.00	\$64.40
	12/01/2019	\$41.50	\$7.85	\$16.05	\$0.00	\$65.40
	06/01/2020	\$42.49	\$7.85	\$16.05	\$0.00	\$66.39
	12/01/2020	\$43.47	\$7.85	\$16.05	\$0.00	\$67.37
	06/01/2021	\$44.49	\$7.85	\$16.05	\$0.00	\$68.39
	12/01/2021	\$45.50	\$7.85	\$16.05	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$39.22	\$7.85	\$16.05	\$0.00	\$63.12
	12/01/2019	\$40.22	\$7.85	\$16.05	\$0.00	\$64.12
	06/01/2020	\$41.21	\$7.85	\$16.05	\$0.00	\$65.11
	12/01/2020	\$42.19	\$7.85	\$16.05	\$0.00	\$66.09
	06/01/2021	\$43.21	\$7.85	\$16.05	\$0.00	\$67.11
	12/01/2021	\$44.22	\$7.85	\$16.05	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$63.00
	12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.00
	06/01/2020	\$41.09	\$7.85	\$16.05	\$0.00	\$64.99
	12/01/2020	\$42.07	\$7.85	\$16.05	\$0.00	\$65.97
	06/01/2021	\$43.09	\$7.85	\$16.05	\$0.00	\$66.99
	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2019	\$51.38	\$7.85	\$16.45	\$0.00	\$75.68
	12/01/2019	\$52.38	\$7.85	\$16.45	\$0.00	\$76.68
	06/01/2020	\$53.37	\$7.85	\$16.45	\$0.00	\$77.67
	12/01/2020	\$54.35	\$7.85	\$16.45	\$0.00	\$78.65
	06/01/2021	\$55.37	\$7.85	\$16.45	\$0.00	\$79.67
	12/01/2021	\$56.38	\$7.85	\$16.45	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2019	\$53.38	\$7.85	\$16.45	\$0.00	\$77.68
	12/01/2019	\$54.38	\$7.85	\$16.45	\$0.00	\$78.68
	06/01/2020	\$55.37	\$7.85	\$16.45	\$0.00	\$79.67
	12/01/2020	\$56.35	\$7.85	\$16.45	\$0.00	\$80.65
	06/01/2021	\$57.37	\$7.85	\$16.45	\$0.00	\$81.67
	12/01/2021	\$58.38	\$7.85	\$16.45	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2019	\$43.45	\$7.85	\$16.45	\$0.00	\$67.75
	12/01/2019	\$44.45	\$7.85	\$16.45	\$0.00	\$68.75
	06/01/2020	\$45.44	\$7.85	\$16.45	\$0.00	\$69.74
	12/01/2020	\$46.42	\$7.85	\$16.45	\$0.00	\$70.72
	06/01/2021	\$47.44	\$7.85	\$16.45	\$0.00	\$71.74
	12/01/2021	\$48.45	\$7.85	\$16.45	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2019	\$45.45	\$7.85	\$16.45	\$0.00	\$69.75
	12/01/2019	\$46.45	\$7.85	\$16.45	\$0.00	\$70.75
	06/01/2020	\$47.44	\$7.85	\$16.45	\$0.00	\$71.74
	12/01/2020	\$48.42	\$7.85	\$16.45	\$0.00	\$72.72
	06/01/2021	\$49.44	\$7.85	\$16.45	\$0.00	\$73.74
	12/01/2021	\$50.45	\$7.85	\$16.45	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$28.66	\$7.85	\$13.92	\$0.00	\$50.43
	12/01/2019	\$29.43	\$7.85	\$13.92	\$0.00	\$51.20
	06/01/2020	\$30.22	\$7.85	\$13.92	\$0.00	\$51.99
	12/01/2020	\$31.01	\$7.85	\$13.92	\$0.00	\$52.78
	06/01/2021	\$31.83	\$7.85	\$13.92	\$0.00	\$53.60
	12/01/2021	\$32.64	\$7.85	\$13.92	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WATER METER INSTALLER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
<b>Outside Electrical - West</b>						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$28.17	\$8.00	\$5.41	\$0.00	\$41.58
	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$37.56	\$8.00	\$10.89	\$0.00	\$56.45
	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$44.60	\$8.00	\$13.15	\$0.00	\$65.75
	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$49.30	\$8.00	\$15.48	\$0.00	\$72.78
	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - LINEMAN (Outside Electrical) - West Local 42**

**Effective Date - 09/02/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.58	\$8.00	\$3.39	\$0.00	\$40.97
2	65	\$32.05	\$8.00	\$3.46	\$0.00	\$43.51
3	70	\$34.51	\$8.00	\$3.54	\$0.00	\$46.05
4	75	\$36.98	\$8.00	\$5.11	\$0.00	\$50.09
5	80	\$39.44	\$8.00	\$5.18	\$0.00	\$52.62
6	85	\$41.91	\$8.00	\$5.26	\$0.00	\$55.17
7	90	\$44.37	\$8.00	\$7.33	\$0.00	\$59.70

**Effective Date - 09/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$31.03	\$8.00	\$3.43	\$0.00	\$42.46
2	65	\$33.61	\$8.00	\$3.51	\$0.00	\$45.12
3	70	\$36.20	\$8.00	\$3.59	\$0.00	\$47.79
4	75	\$38.78	\$8.00	\$5.16	\$0.00	\$51.94
5	80	\$41.37	\$8.00	\$5.24	\$0.00	\$54.61
6	85	\$43.95	\$8.00	\$5.32	\$0.00	\$57.27
7	90	\$46.54	\$8.00	\$7.40	\$0.00	\$61.94

**Notes:**

**Apprentice to Journeyworker Ratio:1:2**

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

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Additional Apprentices Information:

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

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

All steps are six months (1000 hours.)

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

\*\* Multiple ratios are listed in the comment field.

\*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

\*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.