

Town of Swampscott



Invitation for Bids

18-03

Provision and Installation of Salt Shed and Associated Improvements

November 15, 2017

BIDS DUE:

Wednesday, November 29, 2017, 11:00 AM

*Late bids will be rejected

Yeimi Colon
Acting Designated Purchasing Agent
93 Washington Street, 2nd Floor
Salem, MA 01970
yclon@salem.com
(978) 619-5696

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INVITATION FOR BIDS
18-03
SALT SHED
COVER SHEET

PLEASE PRINT OR TYPE:

| | |
|-----------------------------|--|
| Name of Bidder: | Contact Individual: |
| Address: | |
| # | Street |
| City/Town | State Zip Code |
| Phone: | Alternate Phone: |
| Email Address: | Social Security/Federal Tax Identification Number: |
| Authorized Signature: _____ | |

| |
|--|
| <p style="text-align: center;">INVITATION FOR BIDS 18-03 SALT SHED BIDDER'S CHECKLIST</p> |
|--|

Submissions:

Please Check:

- ☐ Completed Cover Sheet
- ☐ Bidder's Checklist (this sheet)
- ☐ Bid Form
- ☐ Signed Certificate of Non-Collusion
- ☐ Signed Tax Compliance Certification
- ☐ Certificate as to Corporate Bidder
- ☐ Reference Form
- ☐ 5% Bid Deposit
- ☐ Prevailing Wage Certification
- ☐ Debarment Certification
- ☐ Labor Harmony and OSHA Certification
- ☐ List of Similar Project/References
- ☐ Acknowledgement of Addenda: _____ (if applicable)

(#s)

Minimum Requirements:

| | Yes | No |
|--|-----|----|
| 1. Bidder must possess the skill and capacity to perform the scope of services contained herein. | | |
| 2. Bidder must submit at least three (3) references for similar work performed. | | |
| 3. Bidder must submit a list of all municipal contracts held within the last five (5) years. | | |

INVITATION FOR BIDS
18-03
SALT SHED
BID FORM

A. The Undersigned proposes to furnish all labor and materials required to complete this project, in accordance with accompanying plans and specifications, for the contract price specified below, subject to the additions and deductions according to the terms of the specifications.

B. This bid includes addenda numbered: _____

C. The proposed contract price is: _____ Dollars \$ _____

For Alternate No. 1 Add \$ _____ Subtract \$ _____

Signature of Authorized Representative

Name (Printed)

Company/Organization (if applicable)

Date

INVITATION FOR BIDS
18-03
SALT SHED
REQUIRED CERTIFICATIONS

1. NON-COLLUSION:

The undersigned certifies under penalties of perjury that this bid or proposal 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.

2. TAX COMPLIANCE:

Pursuant to M.G.L. c. 62C, §49A, I certify under the penalties of perjury that, to the best of my 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.

3. CORPORATE BIDDER (*if applicable*):

I, _____ certify that I am the _____ of the corporation named as Bidder in the Bid included herein, that _____, who signed said Bid on behalf of the Bidder was then _____ of said corporation, that I know his signature, that his signature thereon is genuine and that said Bid was duly signed, sealed and executed for and in behalf of said corporation by authority of its governing body.

(Corporate Seal)

(Secretary-Clerk)

4. PREVAILING WAGES:

The undersigned bidder or quoter hereby certifies, under the pains and penalties of perjury, that the foregoing bid or quote is based upon the payment to laborers 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 Workforce Development. The undersigned bidder or quoter agrees to indemnify the awarding authority for, from and against any loss, expenses, damages, action 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 or quote to be based upon the payment of the said applicable prevailing wage rates, or (2) the failure of the

bidder or quoter, if selected as the Contractor, to pay laborers employed on the project the said applicable prevailing wages.

5. DEBARMENT

The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

6. LABOR HARMONY AND OSHA TRAINING

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards made subject to section 44A.

(Signature of authorized individual submitting proposal)

(Printed Name)

(Name of Bidder (if different than name))

(Federal Tax Identification or Social Security Number)

(Date)

| |
|--|
| <p style="text-align: center;">INVITATION FOR BIDS 18-03 SALT SHED EXPERIENCE AND QUALIFICATIONS</p> |
|--|

A. REFERENCES:

Please provide the name, email address, telephone number, and point of contact for at least three references, for work performed within the past two years, of a similar scope.
Municipal/Governmental references are preferred.

1. Organization/Company:

Contact Name: _____

Contact Title: _____

Email Address: _____

Street Address: _____

City, State, Zip Code: _____

Telephone Number: () _____

2. Organization/Company:

Contact Name: _____

Contact Title: _____

Email Address: _____

Street Address: _____

City, State, Zip Code: _____

Telephone Number: () _____

3. Organization/Company:

Contact Name: _____

Contact Title: _____

Email Address:

Street Address:

City, State, Zip Code:

Telephone Number: ()

B. CONTRACTS

Please provide a list of all municipal contract performed within the past five years:

| | |
|-----------------------|--|
| Community: | |
| Contact Name: | |
| Address: | |
| Phone: | |
| Contract Description: | |
| Dates: | |

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|-----------------------|--|
| Community: | |
| Contact Name: | |
| Address: | |
| Phone: | |
| Contract Description: | |
| Dates: | |

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| Community: | |
| Contact Name: | |
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| Address: | |
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| Contract Description: | |
| Dates: | |

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|--------------------------|--|
| Community: | |
| Contact Name: | |
| Address: | |
| Phone: | |
| Contract Description: | |
| Dates: | |

PART 1. GENERAL INFORMATION

1.1 PROCUREMENT SUMMARY

The Town of Swampscott ('Town') seeks bids from qualified contractors to furnish and install a salt shed enclosure, in accordance with these specifications.

The bid will also include three alternates: 1) Construction of a concrete loading ramp, 2) Demolition of the existing salt shed, and 3) Associated site work and installation of an asphalt bad.

Any contract that results from this procurement, shall commence upon issuance of the 'Notice to Proceed' and the work must be complete by June 30, 2018.

The selected contractor will be required to obtain a Payment Bond in the amount of fifty percent (50%) of the contract price.

1.2 APPLICABLE LAW

This procurement will be conducted pursuant to Massachusetts General Laws Chapter 30, Section 39M.

1.3 APPROVAL

Any contract that may result from the procurement shall be subject to the approval of the Town of Swampscott

1.4 INCORPORATION BY REFERENCE

All requirements, specifications, terms and conditions described in this Invitation for Bids shall be incorporated by reference into any contract that may result.

1.5 TIME FOR AWARD

Any contract that may result from the procurement shall be awarded within thirty (30) days after the bid opening. The Contractor must agree to hold its bid prices firm for that period.

1.6 RIGHT TO CANCEL/REJECT

The Town reserves the right to cancel this Invitation for Bids or reject in whole or in part any and all bids if the Town determines that cancellation or rejection serves the best interests of the Town.

1.7 TAXATION

Purchases made by the Town are exempt from the payment of Federal excise tax and the payment of Commonwealth of Massachusetts sales tax and any such taxes must not be included in the bid pricing.

Copies of the Town's tax exempt paperwork shall be available upon request of the selected contractor.

1.8 OBTAINING THE INVITATION FOR BIDS

The Invitation for Bids shall be available beginning, Wednesday, November 15, 2017.

The Invitation for Bids and related documents shall be available for free download from the City of Salem's Purchasing Department website at <http://www.salem.com/purchasing> under the link titled "Open Procurements."

Hardcopies of the Invitation for Bids and related documents may be obtained at the Office of the Designated Purchasing Agent, 93 Washington Street, 2nd Floor, Salem, MA 01970, between the hours of 8:00 AM-4:00 PM on Monday-Wednesday, 8:00-7:00 PM on Thursday, and 8:00 AM-12:00 PM on Friday.

1.9 PRE-BID SITE VISIT

There is no formal pre-bid site visit scheduled for this project. Contractors may inspect the site at their convenience between 7 AM and 3:30 PM Monday through Friday.

PART 2. INSTRUCTIONS TO BIDDERS

2.1 REQUIREMENTS AND SUBMISSIONS

Below please find a description of the requirements and submissions that must be included as part of a bid. Bids must be sealed and marked as noted.

2.1.1 BID FORM

Every bid must include a completed 'Bid Form'. See attached. All material, equipment and labor is F.O.B. Town of Swampscott.

2.1.2 NON-COLLUSION

Every bid must include a certification of good faith, certifying that the bid was made in good faith and without collusion or fraud. See 'Non-Collusion Form' attached.

2.1.3 TAX COMPLIANCE

Every bid must include a written certification that the bidder has complied with all state laws relating to taxes, reporting of employees and contractors, and child support. See 'Tax Compliance Form' attached.

2.1.4 CORPORATE BIDDER

If the bid is being submitted by a corporation, the bid must include a certification that the individual submitting the bid has been authorized to bind the corporation. See 'Certificate of Corporate Authority' attached.

2.1.5 REFERENCE FORM

Every bid must be accompanied by at least three (3) professional references.

2.1.6 BID DEPOSIT

Each bid must be accompanied by a deposit equal to five percent (5%) of the amount of the bid. The bid deposit may be in the form of a certified treasurer's or cashier's check payable to the Town of Swampscott from a responsible bank or trust company; cash; or a bid bond.

2.1.7 PREVAILING WAGE

Wages for this project are subject to the prevailing wage rates as set by the Department of Labor Standards. A copy of the prevailing wage rates for this project is included in the Invitation for Bids, along with a Payroll Record Form and Statement of Compliance.

In the event that the option to renew is exercised, an updated prevailing wage rate sheet will be sent to the Contractor along with the contract amendment letter.

Certified Weekly Payroll documents shall be sent to the Office of the Purchasing Agent, 120 Washington Street, 3rd Floor, Salem, MA 01970. Payroll records must be sent three (3) business

days after the close of the previous work week. See 'Certification Regarding Payment of Prevailing Wage Rates' attached.

2.1.8 DEBARMENT

Every bid must include a certification regarding the contractor's debarment status. A debarred contractor is not eligible for the award of public contracts during the period of its debarment. See 'Certification Regarding Debarment' attached.

2.1.9 LABOR HARMONY AND OSHA CERTIFICATION

Every bid must include a certification regarding labor harmony training approved by the U.S. Occupation Safety and Health Administration completed by all employees to be employed at the worksite. See 'Labor Harmony and OSHA Certification' attached.

2.2 BID DELIVERY

Below please find a description of the manner in which sealed bids must be submitted.

2.2.1 DUE DATE AND TIME

Bids shall be received by the Office of the Purchasing Agent on or before **11:00 AM, on Wednesday, November 29, 2017.**

Any bid received after that time shall be rejected as non-responsive.

2.2.2 ADDRESS

Sealed bids shall be delivered to the Office of the Designated Purchasing Agent, 93 Washington Street, 2nd Floor, Salem MA 01970.

2.2.3 HOURS OF OPERATION

Bids must be delivered during the normal hours of operation of the City of Salem:

| | |
|-------------------|------------------|
| Monday-Wednesday: | 8:00 AM-4:00 PM |
| Thursday: | 8:00 AM-7:00 PM |
| Friday: | 8:00 AM-12:00 PM |

2.2.4 COPIES

Bidders must submit one (1) original and one (1) copy of the bid.

2.2.5 LABELING

The outside of the envelope containing the sealed bid must be labeled with 1) the bid number 2) the bid opening date and time and 3) the name of the bidder.

2.3 SIGNATURES

A bid must be signed as follows: 1) if the bidder is an individual, by her/him personally; 2) if the bidder is a partnership, by the name of the partnership, followed by the signature of each general partner; and 3) if the bidder is a corporation, by the authorized officer, whose signature must be attested to by the clerk/secretary of the corporation, and with the corporate seal affixed.

2.4 QUESTIONS, CHANGES, MODIFICATIONS AND WITHDRAWALS

2.4.1 QUESTIONS/REQUESTS FOR CLARIFICATION

Questions concerning this Invitation for Bids must be submitted in writing to: Yeimi Colon at ycolon@salem.com at least five (5) days prior to the bid opening date. Written responses will be mailed to all bidders on record as having picked up the Invitation for Bids.

2.4.2 CHANGES

If any changes are made to this Invitation for Bids, addenda will be issued. Addenda will be posted in the Office of the Purchasing Agent, on the website and e-mailed to all bidders on record as having picked up the Invitation for Bids.

2.4.3 MODIFICATIONS AND WITHDRAWALS

A bidder may correct, modify, or withdraw a bid by written notice received by the City of Salem prior to the time and date set for bid opening.

Modifications must be submitted in a sealed envelope clearly labeled "Modification No. __" to the address listed in part one of this section. Each modification must be numbered in sequence, and must reference the Invitation for Bids.

After the bid opening a bidder may not change any provision of the bid in a manner prejudicial to the interests of the Town or fair competition. Minor informalities will be waived or the bidder will be allowed to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, the mistake will be corrected to reflect the intended correct bid, and the bidder will be notified in writing; the bidder may not withdraw the bid. A bidder may withdraw a bid if a mistake is clearly evident on the face of the bid document, but the intended correct bid is not similarly evident.

2.5 UNFORESEEN OFFICE CLOSURES

If, at the time of the scheduled bid opening, 93 Washington Street, 2nd Floor, Salem, MA 01970, is closed due to uncontrolled events such as fire, snow, ice, wind, or building evacuation, the bid opening will be postponed until 2:00 PM on the next normal business day. Bids will be accepted until that date and time.

2.6 BID OPENING PROCEDURE

At the time and place fixed for opening of bids, the Town will cause to be opened and publicly read aloud every bid received within the time set for receiving bids, irrespective of any irregularities therein. Bidders and other persons properly interested may be present, in person or by representative.

PART 3. SPECIFICATIONS, EVALUATION AND SELECTION

3.1 MINIMUM REQUIREMENTS

1. Bidder must possess the skill and capacity to perform the scope of services contained herein.
2. Bidder must submit at least three (3) references for similar work performed.
3. Bidder must submit a list of all municipal contracts held within the last five (5) years.

3.2 SPECIFICATIONS

Base Bid

The Town of Swampscott intends to award a contract for the purchase and installation of a salt shed enclosure, 40' wide x 42' long, with a round-arch galvanized tubing frame and fabric covering that is closed and vented at one end. The building will be a Calhoun Superstructures 42CC series building or approved equal. The front wall will have a framed opening of 20' x 20'. The steel trusses will be placed 10' on center and the building will have an 8' leg. The building must be certified by a registered Professional Engineer to meet 40 lb ground snow load and 105 mph wind requirements.

The frame will sit on a 6' high concrete block foundation, consisting of 3,000+ psi concrete blocks. Block dimensions will be 2' x 2' x 4'. The foundation must be designed and stamped by a registered Professional Engineer.

Contractor will remove existing asphalt, level an area to accommodate the minimum required clearance on all sides for installation of the proposed building, and install an asphalt pad to receive the salt shed structure. Proposed grading is shown on the attached plan entitled "Partial Site Plan, Paradise Road" dated November 11, 2017.

The salt shed is to be sited at the Town of Swampscott Department of Public Works Highway Yard, 200 Paradise Rd. in Swampscott MA.

Alternate: Demolition

Contractor will demolish the existing salt shed structure and adjacent concrete loading ramp. Contractor is responsible for removal of all demolition material. Existing calcium chloride tank feed system is to be disconnected from the existing salt shed wall and the calcium chloride tank left in-place for future recommissioning by the Town. This item is to include grading and paving of the area after demolition.

Continuity of Operation

The site is an active yard for all Swampscott Public Works activities. Access to, from, and within the site must be maintained throughout the construction period. The contractor shall coordinate daily operations with the Director of Public Works or his designee before undertaking and phase of the work.

Zoning Approval

This project was approved by the Swampscott Zoning Board of Appeals (ZBA) on August 22, 2017.

3.3 RULE FOR AWARD

Any contract that results from this procurement will be awarded to "the lowest responsible and eligible bidder" pursuant to General Laws Chapter 30, Section 39M, as amended. Such a bidder shall possess the skill, ability, and integrity necessary for the faithful performance of the work, shall be able to furnish labor that can work in harmony with all other elements of labor employed, or to be employed, in the work, and shall otherwise comply with all applicable provisions of law.

PART 4. TERMS AND CONDITIONS

4.1 TERM OF CONTRACT

Any contract that results from this procurement, shall commence upon issuance of the 'Notice to Proceed' and the work must be complete by June 30, 2018.

4.2 PAYMENT BOND

The selected contractor shall be required to furnish a Payment Bond in the amount of fifty percent (50%) of the contract price, within ten days of the date of notification of the contract award.

4.3 ASSIGNMENTS AND SUBCONTRACTING

The selected vendor shall not assign, sell, subcontract or otherwise transfer any interest in this contract without the prior written consent of the Town. The successful bidder shall be fully responsible to the Town for the acts and omissions of his subcontractor, and of persons either directly or indirectly employed by them, as he is for the acts and omissions of persons directly employed by him.

4.4 PAYMENT

The Town shall make every effort to furnish payment within thirty (30) days of receipt of a reasonably detailed invoice. Any invoice received must reference the contract number. Nothing contained in the contract shall create any contractual relation between any subcontractor and the Town. The Successful Bidder shall cause appropriate provision to be inserted in all subcontracts relative to the work to require compliance by each subcontractor with the application provisions of the Contract for the improvements embraced in the site preparation.

Invoicing for all work must be done weekly and must be accompanied by copies of original bills for material used. Billing must separate labor and itemize materials

Weekly payroll record forms and signed statement of compliance must be submitted with all billing.

4.5 INSURANCE REQUIREMENTS

General - The Vendor shall before commencing performance of the Contract be responsible for providing and maintaining insurance coverage in force for the life of the Contract of the kind and in adequate amounts to secure all of the obligations under the Contract and with insurance companies licensed to write insurance in the Commonwealth of Massachusetts. All such insurance carried shall not be less than the kinds and amounts designated herein, and the Vendor agrees that the stipulation herein of the kinds and limits of coverage shall in no way limit the liability of the Vendor to any such kinds and amounts of insurance coverage. All policies issued shall indemnify and save harmless the Town of Swampscott, its agents and employees from any and all claims for damages to persons or property as may rise out of the performance of this Contract.

Vendor's Comprehensive General Public Liability and Property Damage Liability Insurance - The Vendor shall carry Comprehensive General Liability Insurance providing for a limit of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out of bodily injury to or

death of one person, and subject to that limit for each person, a total limit of not less than One Million Dollars (\$1,000,000.00) for all damages arising out of bodily injuries or death of two or more persons in any one accident; and Vendor's Comprehensive Property Damage Liability Insurance providing for a limit of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out of injury to or destruction of property in any one accident, and subject to that limit per accident, a total (or aggregate) limit of not less than One Million Dollars (\$1,000,000.00) for all damages arising out of injury to or destruction of property during the policy period.

Comprehensive Automotive and Property Damage Insurance - The Vendor shall carry Automobile Insurance covering all owned vehicles, hired vehicles or non-owned vehicles under the control of the Vendor while performing work under the Contract in the amount of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out of bodily injuries to or death of one person and subject to that limit for each person, a total of not less than One Million Dollars (\$1,000,000.00) for all damages arising out of bodily injuries to or death of two or more persons in any one accident; and Property Damage coverage in the amount of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages to or destruction of property.

The Vendor must carry Workman's Compensation Insurance in the amounts prescribed under Massachusetts State Law and meet all other Town and State Laws and Regulations.

No cancellation(s) of such insurance, whether by the insurer or by the insured party shall be valid unless written notice thereof is given by the parties proposing cancellation to the other party and to the Town of Swampscott at least fifteen (15) days prior to the intended effective date thereof, which date shall be expressed in said notice, which shall be sent by registered mail, return receipt requested. These provisions shall apply to the legal representative(s), trustee in bankruptcy, receiver, assignee, trustee, and successor(s) in interest of the Vendor.

All insurance coverage shall be at the sole expense of the Vendor and shall be placed with such company as may be acceptable to the Town of Swampscott and shall constitute a material part of the contract documents.

Failure to provide written proof to Town and continue in force such insurance as aforesaid shall be deemed a material breach of the contract, and may constitute sufficient grounds for immediate termination of the same.

4.6 CHANGE ORDERS AND ADJUSTMENTS

Any request for a change order or adjustment must be submitted in writing and contain, an explanation of the need for the change order, a statement of work including a cost breakdown of each addition, and a statement that the change order is in the best interest of the awarding authority. The Town is not obligated to pay for change orders that are not approved in writing, by the original contract signatories. Three (3) copies of the change order shall be required.

4.7 INDEMNIFICATION

Unless otherwise provided by law, the Vendor will indemnify and hold harmless the Town against any and all liability, loss, damages, costs or expenses for personal injury or damage to real or tangible personal property which the Town may sustain, incur or be required to pay, arising out of or in connection with the performance of the Contract by reason of any negligent action/inaction or willful misconduct by the Contractor, its agents, servants or employees.

4.8 FEDERAL AND STATE LAW

The selected contractor shall comply with all applicable Federal, State and Local laws and ordinances.

4.9 STATEMENT OF WORK

Except as otherwise specifically stated in the bid and contract documents the selected contractor shall secure, at its own expense, all necessary permits and licenses and comply with all city and state codes and regulations. The selected contractor shall provide and pay for all materials, equipment, labor, tools, temporary construction of every nature, charges, levies, fees, or other expenses incurred and all other services and facilities of every nature whatsoever for his performance of the Contract within the specified time, and required for this project. The selected contractor must provide all materials and equipment free of any lien, claim or encumbrance.

4.10 SAMPLE CONTRACT

See 'Sample Contract' attached.

SAMPLE CONTRACT

**TOWN OF SWAMPSCOTT
DEPARTMENT OF PUBLIC SERVICES
SALT SHED AND ASSOCIATED IMPROVEMENTS
CONTRACT NO. 18-03**

This Contract is made this _____ day of _____, 2008, by and between the Town of Swampscott, a municipal corporation located within the Commonwealth of Massachusetts, acting through its Board of Selectmen (hereinafter, the "Town"), and XX, a corporation with a business address at XX (hereinafter, the "Contractor").

ARTICLE I SCOPE OF SERVICES

The Contractor shall furnish the Town with the Annual Three (3) Year Street Light Maintenance Services/Repairs and Occasional Replacement Poles as indicated in Attachment A, as may be required on orders furnished by the Town or its agent, at a cost of XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX (\$XXXXXXXXXX) and other costs as indicated, in accordance with the bid specifications attached hereto. Contract documents shall include, in addition to said bid, bonds and insurance certificates, all of which are incorporated in full herein by reference.

ARTICLE II TERM OF CONTRACT

This contract shall be effective as of the first day of January, 2012 and terminate December 31, 2014.

ARTICLE III COMPENSATION

1. Contract Sum. The Town shall pay the Contractor in current funds for the performance of the work described in the Invitation to Bid and at the unit prices submitted, for a Contract Sum of \$XXXXXXXXXXXXXXXXXX and other costs as indicated in the Invitation to Bid, subject to appropriation.

2. Payment Schedule. Compensation for work performed pursuant to this Contract shall be monthly invoices in compliance with submitted bid prices.

ARTICLE IV AFFIRMATIVE ACTION/PREVAILING WAGES

1. The parties hereto agree that it shall be a material breach of this contract for the contractor to engage in any practice which shall violate any provision of Massachusetts General Laws, Chapter 151B, relative to discrimination or privileges of employment because of race, color, religion, sex, national origin, ancestry, age, sexual orientation or disability.

2. This Contract shall be subject to the Minimum Wage Schedule, as determined by the Commission of Labor and Industries pursuant to the provisions of Chapter 149, Section 26 to 27D inclusive, of the General Laws concerning wages.

ARTICLE V COMPLIANCE WITH LAWS

The Contractor shall comply with all Federal, State and local laws, rules, regulations and orders applicable to the work provided pursuant to this Contract, and shall be responsible for obtaining all necessary licenses, permits, and approvals.

ARTICLE VI INCORPORATION OF G.L.

This Contract shall be considered to include all terms required to be included by the General Laws of the Commonwealth of Massachusetts, as amended, and any other laws as though such terms were set forth in full herein, to the extent that the same are applicable to this contract and the Contractor.

ARTICLE VII INDEPENDENT CONTRACTOR

The Contractor acknowledges and agrees that it is acting as an independent contractor for all work and services rendered pursuant to this Contract, and shall not be considered an employee or agent of the Town for any purpose.

ARTICLE VIII

TOWN'S LIABILITY

The Town's liability under this Contract shall be to make all payments when they shall become due, and the Town shall be under no further obligation or other liability. Nothing in this Contract shall be construed to render the Board of Selectmen, or any other officer of the Town, or their successors in office, personally liable for any obligation under this contract.

ARTICLE IX

INDEMNIFICATION

The Contractor shall indemnify and hold harmless the Town, its officers, boards, agents and employees from any loss, damage, cost, charge, expense or claim for injury to person or property, which may be made as a result of any act, omission or default on the part of the Contractor, or any of its agents or employees, and will pay promptly on demand all costs and expenses of the investigation thereof, including attorney's fees and expenses. If any such claim is made, the Town may retain out of any payments, then or thereafter due to the Contractor, a sufficient amount to protect the Town against such claims, costs and expenses.

ARTICLE X

INSURANCE

1. The Contractor shall obtain and maintain during the term of this Contract the insurance coverage in companies licensed to do business in the Commonwealth of Massachusetts and acceptable to the Town.

2. All policies shall identify the Town as an additional insured (except Workers' Compensation) and shall provide that the Town shall receive written notification at least 30 days prior to the effective date of any amendment or cancellation. Certificates evidencing all such coverage shall be provided to the Town at the execution of this contract. Each such certificate shall specifically refer to the Contract and shall state that such insurance is as required by the Contract. Failure to provide or to continue in force such insurance shall be deemed a material breach of the Contract and shall be grounds for immediate termination.

ARTICLE XI

PAYMENT BOND

The Contractor shall furnish a bond in a form and with a surety company approved by the Town and authorized to do business in the Commonwealth of Massachusetts, conditioned upon the Contractor making full payment for all labor performed or materials furnished in the work. The penal sum of the bonds shall be fifty percent (50%) of the full amount of the Contract price, including all services of whatever kind required thereby. Failure to provide such performance bond shall be grounds for termination.

ARTICLE XII

ASSIGNMENT

The Contractor shall not assign, sublet or otherwise transfer this Contract, in whole or in part, without the prior written consent of the Town, and shall not assign any of the moneys payable under this Contract, except by and with the written consent of the Town.

ARTICLE XIII INSPECTION AND REPORTS

The Town shall have the right at any time to inspect the work of the Contractor, including the right to enter upon any property owned or occupied by the Contractor, whether situated within or beyond the limits of the Town. Whenever requested, the Contractor shall immediately furnish to the Town full and complete written reports of his operation under this Contract in such detail and with such information as the Town may request.

ARTICLE XIV TERMINATION FOR CAUSE

If at any time during the term of this contract the Town determines that the Contractor has breached the terms of this Contract by negligently or incompetently performing the work, or any part thereof, or by failing to perform the same, to the satisfaction of the Town, or by not complying with the direction of the Town or its agents, or by otherwise failing to perform this Contract in accordance with all of its terms and provisions, the Town shall notify the Contractor in writing stating therein the nature of the alleged breach and directing the contractor to cure such breach within ten (10) days. The Contractor specifically agrees that it shall indemnify and hold harmless the Town as provided in Article IX from any loss, damage, cost, charge, expense or claim arising out of or resulting from such breach regardless of its knowledge or authorization of the actions resulting in the breach. If the Contractor fails to cure said breach within ten (10) days, the Town may, at its election at any time after the expiration of said ten (10) days, terminate this Contract by giving written notice thereof to the Contractor specifying the effective date of the termination. Upon the date so specified, this contract shall terminate. Such termination shall not prejudice or waive any rights or action which the Town may have against the Contractor up to the date of such termination, and the Contractor shall be liable to the Town for any amount which it may be required to pay in excess of the Contract Sum provided herein in order to complete the work specified herein in a timely manner.

ARTICLE XV NOTICE

Any and all notices, or other communications required or permitted under this contract, shall be in writing and delivered by hand or mailed postage prepaid, return receipt requested, by registered or certified mail or by other reputable delivery service, to the parties at the addresses set forth on Page 1 or furnished from time to time in writing hereafter by one party to the other party.

Any such notice or correspondence shall be deemed given when so delivered by hand, if so mailed, when deposited with the U.S. Postal Service or, if sent by private overnight or other delivery service, when deposited with such delivery service.

ARTICLE XVI
SEVERABILITY

If any term or condition of this contract or any application thereof shall to any extent be held invalid, illegal or unenforceable by the court of competent jurisdiction, the validity, legality, and enforceability of the remaining terms and conditions of this contract shall not be deemed affected thereby unless one or both parties would be substantially or materially prejudiced.

ARTICLE XVII
GOVERNING LAW

This contract shall be governed by, construed and enforced in accordance with the laws of the Commonwealth of Massachusetts, except for provisions with regard to conflicts of laws, and the Contractor submits to the jurisdiction of any of the appropriate Massachusetts courts for the adjudication of disputes arising out of this Contract.

ARTICLE XVIII
ENTIRE AGREEMENT

This contract, including all documents incorporated herein by reference, constitutes the entire integrated agreement between the parties with respect to the matters described. This agreement supersedes all prior agreements, negotiations and representations, either written or oral, and it shall not be modified or amended except by a written document executed by the parties hereto.

IN WITNESS WHEREOF the parties have hereto and to three other identical instruments set forth their hands the day and year first above written.

CONTRACTOR:

TOWN OF SWAMPSCOTT:

Authorized Signature

Town Administrator

Printed Name

Town Accountant

Title

Director of Public Services

Acting Purchasing Agent

ATTACHMENT A

INSTRUCTIONS FOR DEPARTMENT AND CONTRACTOR: Please attach for reference purposes a copy of all bid/proposal documents, including but not limited to (i)

invitations/instructions for bidders (ii) invitation/instructions for proposers, (iii) general and specific conditions, and please provide a detailed description of all types of goods and/or services that will be provided pursuant to this CONTRACT, not otherwise provided in any bid/proposal instructions, specifications, conditions or other documents.

ATTACHMENT B
ADDITIONAL CONTRACT TERMS AND CONDITIONS

INSTRUCTIONS FOR DEPARTMENTS: Please specify any additions or modifications to the terms and conditions (not to conflict with the public procurement laws or City ordinances or regulations):

ATTACHMENT C

CERTIFICATE OF CORPORATE AUTHORITY

If the Contractor is a corporation, complete the following certification:

At a duly authorized meeting of the Board of Directors of the _____ (Name of the Corporation) held on _____ (Date), at which all the Directors were present or waived notice, it was voted that, _____ (Name), _____ (Officer) of this company, is authorized to execute Contracts and bonds in the name and behalf of said company, and affix its corporate seal thereto, and such execution of any Contract or obligation in this company's name on its behalf by such _____ (Officer) of the company, shall be valid and binding upon this company.

I hereby certify that I am the Clerk of the _____ (Name of the Corporation), that _____ (Name) is the duly elected _____ (Officer) of said company, and that the above vote has not been amended or rescinded and remains in full force and effect as of the date of the Contract.

A true copy,

Attest: _____
(Clerk)

Place of Business: _____

Corporate Seal:

| |
|------------------------------|
| PREVAILING WAGE RATES |
|------------------------------|



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

ROSALIN ACOSTA
Secretary
WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Swampscott
Contract Number: 18-03 **City/Town:** SWAMPSCOTT
Description of Work: Construction of Salt Shed and Associated Improvements
Job Location: 93 Washington Street

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 |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.15 | \$10.91 | \$10.89 | \$0.00 | \$53.95 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.22 | \$10.91 | \$10.89 | \$0.00 | \$54.02 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.34 | \$10.91 | \$10.89 | \$0.00 | \$54.14 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$88.29 | \$9.80 | \$19.23 | \$0.00 | \$117.32 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$33.15 | \$7.60 | \$13.50 | \$0.00 | \$54.25 |
| | 12/01/2017 | \$33.78 | \$7.60 | \$13.50 | \$0.00 | \$54.88 |
| | 06/01/2018 | \$34.62 | \$7.60 | \$13.50 | \$0.00 | \$55.72 |
| | 12/01/2018 | \$35.46 | \$7.60 | \$13.50 | \$0.00 | \$56.56 |
| | 06/01/2019 | \$36.33 | \$7.60 | \$13.50 | \$0.00 | \$57.43 |
| | 12/01/2019 | \$37.19 | \$7.60 | \$13.50 | \$0.00 | \$58.29 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 06/01/2017 | \$34.90 | \$11.50 | \$7.10 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$35.90 | \$11.50 | \$7.10 | \$0.00 | \$54.50 |
| | 06/01/2018 | \$36.90 | \$11.50 | \$7.10 | \$0.00 | \$55.50 |
| | 12/01/2018 | \$37.90 | \$11.50 | \$7.10 | \$0.00 | \$56.50 |
| | 06/01/2019 | \$38.90 | \$11.50 | \$7.10 | \$0.00 | \$57.50 |
| | 12/01/2019 | \$39.90 | \$11.50 | \$7.10 | \$0.00 | \$58.50 |
| | 06/01/2020 | \$40.90 | \$11.50 | \$7.10 | \$0.00 | \$59.50 |
| | 12/01/2020 | \$41.90 | \$11.50 | \$7.10 | \$0.00 | \$60.50 |
| ASPHALT RAKER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|------------------------------|------------|
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$33.15 | \$7.60 | \$13.50 | \$0.00 | \$54.25 |
| | 12/01/2017 | \$33.78 | \$7.60 | \$13.50 | \$0.00 | \$54.88 |
| | 06/01/2018 | \$34.62 | \$7.60 | \$13.50 | \$0.00 | \$55.72 |
| | 12/01/2018 | \$35.46 | \$7.60 | \$13.50 | \$0.00 | \$56.56 |
| | 06/01/2019 | \$36.33 | \$7.60 | \$13.50 | \$0.00 | \$57.43 |
| | 12/01/2019 | \$37.19 | \$7.60 | \$13.50 | \$0.00 | \$58.29 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2017 | \$42.92 | \$6.97 | \$16.21 | \$0.00 | \$66.10 |
|--|------------|---------|--------|---------|--------|---------|

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 2 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 3 | 70 | \$30.04 | \$6.97 | \$11.35 | \$0.00 | \$48.36 |
| 4 | 75 | \$32.19 | \$6.97 | \$12.16 | \$0.00 | \$51.32 |
| 5 | 80 | \$34.34 | \$6.97 | \$12.97 | \$0.00 | \$54.28 |
| 6 | 85 | \$36.48 | \$6.97 | \$13.78 | \$0.00 | \$57.23 |
| 7 | 90 | \$38.63 | \$6.97 | \$14.59 | \$0.00 | \$60.19 |
| 8 | 95 | \$40.77 | \$6.97 | \$15.40 | \$0.00 | \$63.14 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (LYNN)</i> | 08/01/2017 | \$52.06 | \$10.75 | \$19.35 | \$0.00 | \$82.16 |
| | 02/01/2018 | \$52.74 | \$10.75 | \$19.35 | \$0.00 | \$82.84 |
| | 08/01/2018 | \$54.09 | \$10.75 | \$19.48 | \$0.00 | \$84.32 |
| | 02/01/2019 | \$54.73 | \$10.75 | \$19.48 | \$0.00 | \$84.96 |
| | 08/01/2019 | \$56.08 | \$10.75 | \$19.62 | \$0.00 | \$86.45 |
| | 02/01/2020 | \$56.72 | \$10.75 | \$19.62 | \$0.00 | \$87.09 |
| | 08/01/2020 | \$58.07 | \$10.75 | \$19.77 | \$0.00 | \$88.59 |
| | 02/01/2021 | \$58.71 | \$10.75 | \$19.77 | \$0.00 | \$89.23 |
| | 08/01/2021 | \$60.11 | \$10.75 | \$19.93 | \$0.00 | \$90.79 |
| | 02/01/2022 | \$60.70 | \$10.75 | \$19.93 | \$0.00 | \$91.38 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
|----------------|----------------|-----------|--------|---------|------------------------------|------------|

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lynn

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$26.03 | \$10.75 | \$19.35 | \$0.00 | \$56.13 |
| 2 | 60 | \$31.24 | \$10.75 | \$19.35 | \$0.00 | \$61.34 |
| 3 | 70 | \$36.44 | \$10.75 | \$19.35 | \$0.00 | \$66.54 |
| 4 | 80 | \$41.65 | \$10.75 | \$19.35 | \$0.00 | \$71.75 |
| 5 | 90 | \$46.85 | \$10.75 | \$19.35 | \$0.00 | \$76.95 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$26.37 | \$10.75 | \$19.35 | \$0.00 | \$56.47 |
| 2 | 60 | \$31.64 | \$10.75 | \$19.35 | \$0.00 | \$61.74 |
| 3 | 70 | \$36.92 | \$10.75 | \$19.35 | \$0.00 | \$67.02 |
| 4 | 80 | \$42.19 | \$10.75 | \$19.35 | \$0.00 | \$72.29 |
| 5 | 90 | \$47.47 | \$10.75 | \$19.35 | \$0.00 | \$77.57 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$37.45 | \$7.60 | \$14.35 | \$0.00 | \$59.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 09/01/2017 | \$39.28 | \$9.90 | \$17.50 | \$0.00 | \$66.68 |
| | 03/01/2018 | \$40.28 | \$9.90 | \$17.50 | \$0.00 | \$67.68 |
| | 09/01/2018 | \$41.32 | \$9.90 | \$17.50 | \$0.00 | \$68.72 |
| | 03/01/2019 | \$42.35 | \$9.90 | \$17.50 | \$0.00 | \$69.75 |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER - Zone 2 Eastern MA
Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$19.64 | \$9.90 | \$1.73 | \$0.00 | \$31.27 |
| 2 | 60 | \$23.57 | \$9.90 | \$1.73 | \$0.00 | \$35.20 |
| 3 | 70 | \$27.50 | \$9.90 | \$12.31 | \$0.00 | \$49.71 |
| 4 | 75 | \$29.46 | \$9.90 | \$12.31 | \$0.00 | \$51.67 |
| 5 | 80 | \$31.42 | \$9.90 | \$14.04 | \$0.00 | \$55.36 |
| 6 | 80 | \$31.42 | \$9.90 | \$14.04 | \$0.00 | \$55.36 |
| 7 | 90 | \$35.35 | \$9.90 | \$15.77 | \$0.00 | \$61.02 |
| 8 | 90 | \$35.35 | \$9.90 | \$15.77 | \$0.00 | \$61.02 |

Effective Date - 03/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$20.14 | \$9.90 | \$1.73 | \$0.00 | \$31.77 |
| 2 | 60 | \$24.17 | \$9.90 | \$1.73 | \$0.00 | \$35.80 |
| 3 | 70 | \$28.20 | \$9.90 | \$12.31 | \$0.00 | \$50.41 |
| 4 | 75 | \$30.21 | \$9.90 | \$12.31 | \$0.00 | \$52.42 |
| 5 | 80 | \$32.22 | \$9.90 | \$14.04 | \$0.00 | \$56.16 |
| 6 | 80 | \$32.22 | \$9.90 | \$14.04 | \$0.00 | \$56.16 |
| 7 | 90 | \$36.25 | \$9.90 | \$15.77 | \$0.00 | \$61.92 |
| 8 | 90 | \$36.25 | \$9.90 | \$15.77 | \$0.00 | \$61.92 |

Notes:
Apprentice to Journeyworker Ratio:1:5
CEMENT MASONRY/PLASTERING
BRICKLAYERS LOCAL 3 (LYNN)

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 07/01/2017 | \$47.40 | \$12.20 | \$19.41 | \$1.30 | \$80.31 |
| 01/01/2018 | \$48.17 | \$12.20 | \$19.41 | \$1.30 | \$81.08 |
| 07/01/2018 | \$49.56 | \$12.20 | \$19.41 | \$1.30 | \$82.47 |
| 01/01/2019 | \$50.30 | \$12.20 | \$19.41 | \$1.30 | \$83.21 |
| 07/01/2019 | \$51.69 | \$12.20 | \$19.41 | \$1.30 | \$84.60 |
| 01/01/2020 | \$52.44 | \$12.20 | \$19.41 | \$1.30 | \$85.35 |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Lynn)
Effective Date - 07/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$23.70 | \$12.20 | \$12.41 | \$0.00 | \$48.31 |
| 2 | 60 | \$28.44 | \$12.20 | \$14.41 | \$1.30 | \$56.35 |
| 3 | 65 | \$30.81 | \$12.20 | \$15.41 | \$1.30 | \$59.72 |
| 4 | 70 | \$33.18 | \$12.20 | \$16.41 | \$1.30 | \$63.09 |
| 5 | 75 | \$35.55 | \$12.20 | \$17.41 | \$1.30 | \$66.46 |
| 6 | 80 | \$37.92 | \$12.20 | \$18.41 | \$1.30 | \$69.83 |
| 7 | 90 | \$42.66 | \$12.20 | \$19.41 | \$1.30 | \$75.57 |

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$24.09 | \$12.20 | \$12.41 | \$0.00 | \$48.70 |
| 2 | 60 | \$28.90 | \$12.20 | \$14.41 | \$1.30 | \$56.81 |
| 3 | 65 | \$31.31 | \$12.20 | \$15.41 | \$1.30 | \$60.22 |
| 4 | 70 | \$33.72 | \$12.20 | \$16.41 | \$1.30 | \$63.63 |
| 5 | 75 | \$36.13 | \$12.20 | \$17.41 | \$1.30 | \$67.04 |
| 6 | 80 | \$38.54 | \$12.20 | \$18.41 | \$1.30 | \$70.45 |
| 7 | 90 | \$43.35 | \$12.20 | \$19.41 | \$1.30 | \$76.26 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CHAIN SAW OPERATOR | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES | 06/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$48.38 | \$10.00 | \$15.25 | \$0.00 | \$73.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| COMPRESSOR OPERATOR | 06/01/2017 | \$31.86 | \$10.00 | \$15.25 | \$0.00 | \$57.11 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$32.55 | \$10.00 | \$15.25 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |
| PAINTERS LOCAL 35 - ZONE 2 | | | | | | |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$25.71 | \$7.85 | \$0.00 | \$0.00 | \$33.56 |
| 2 | 55 | \$28.28 | \$7.85 | \$3.66 | \$0.00 | \$39.79 |
| 3 | 60 | \$30.85 | \$7.85 | \$3.99 | \$0.00 | \$42.69 |
| 4 | 65 | \$33.42 | \$7.85 | \$4.32 | \$0.00 | \$45.59 |
| 5 | 70 | \$35.99 | \$7.85 | \$14.11 | \$0.00 | \$57.95 |
| 6 | 75 | \$38.56 | \$7.85 | \$14.44 | \$0.00 | \$60.85 |
| 7 | 80 | \$41.13 | \$7.85 | \$14.77 | \$0.00 | \$63.75 |
| 8 | 90 | \$46.27 | \$7.85 | \$15.44 | \$0.00 | \$69.56 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN LABORERS - ZONE 2 | 06/01/2017 | \$37.00 | \$7.60 | \$14.65 | \$0.00 | \$59.25 |
| | 12/01/2017 | \$37.85 | \$7.60 | \$14.65 | \$0.00 | \$60.10 |
| | 06/01/2018 | \$38.80 | \$7.60 | \$14.65 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$39.75 | \$7.60 | \$14.65 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.75 | \$7.60 | \$14.65 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.75 | \$7.60 | \$14.65 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2 | 06/01/2017 | \$38.00 | \$7.60 | \$14.65 | \$0.00 | \$60.25 |
| | 12/01/2017 | \$38.85 | \$7.60 | \$14.65 | \$0.00 | \$61.10 |
| | 06/01/2018 | \$39.80 | \$7.60 | \$14.65 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$40.75 | \$7.60 | \$14.65 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$41.75 | \$7.60 | \$14.65 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$42.75 | \$7.60 | \$14.65 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BURNERS LABORERS - ZONE 2 | 06/01/2017 | \$37.75 | \$7.60 | \$14.65 | \$0.00 | \$60.00 |
| | 12/01/2017 | \$38.60 | \$7.60 | \$14.65 | \$0.00 | \$60.85 |
| | 06/01/2018 | \$39.55 | \$7.60 | \$14.65 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$40.50 | \$7.60 | \$14.65 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$41.50 | \$7.60 | \$14.65 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$42.50 | \$7.60 | \$14.65 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2 | 06/01/2017 | \$38.00 | \$7.60 | \$14.65 | \$0.00 | \$60.25 |
| | 12/01/2017 | \$38.85 | \$7.60 | \$14.65 | \$0.00 | \$61.10 |
| | 06/01/2018 | \$39.80 | \$7.60 | \$14.65 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$40.75 | \$7.60 | \$14.65 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$41.75 | \$7.60 | \$14.65 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$42.75 | \$7.60 | \$14.65 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$37.75 | \$7.60 | \$14.65 | \$0.00 | \$60.00 |
| | 12/01/2017 | \$38.60 | \$7.60 | \$14.65 | \$0.00 | \$60.85 |
| | 06/01/2018 | \$39.55 | \$7.60 | \$14.65 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$40.50 | \$7.60 | \$14.65 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$41.50 | \$7.60 | \$14.65 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$42.50 | \$7.60 | \$14.65 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$37.00 | \$7.60 | \$14.65 | \$0.00 | \$59.25 |
| | 12/01/2017 | \$37.85 | \$7.60 | \$14.65 | \$0.00 | \$60.10 |
| | 06/01/2018 | \$38.80 | \$7.60 | \$14.65 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$39.75 | \$7.60 | \$14.65 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.75 | \$7.60 | \$14.65 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.75 | \$7.60 | \$14.65 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$58.86 | \$9.80 | \$19.23 | \$0.00 | \$87.89 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$63.06 | \$9.80 | \$19.23 | \$0.00 | \$92.09 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$88.23 | \$9.80 | \$19.23 | \$0.00 | \$117.26 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i> | 09/01/2017 | \$49.28 | \$13.00 | \$17.48 | \$0.00 | \$79.76 |
| | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2017 | \$49.28 | \$13.00 | \$17.48 | \$0.00 | \$79.76 |
| | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |

Classification

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

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$19.71 | \$13.00 | \$0.59 | \$0.00 | \$33.30 |
| 2 | 40 | \$19.71 | \$13.00 | \$0.59 | \$0.00 | \$33.30 |
| 3 | 45 | \$22.18 | \$13.00 | \$13.39 | \$0.00 | \$48.57 |
| 4 | 45 | \$22.18 | \$13.00 | \$13.39 | \$0.00 | \$48.57 |
| 5 | 50 | \$24.64 | \$13.00 | \$13.76 | \$0.00 | \$51.40 |
| 6 | 55 | \$27.10 | \$13.00 | \$14.12 | \$0.00 | \$54.22 |
| 7 | 60 | \$29.57 | \$13.00 | \$14.50 | \$0.00 | \$57.07 |
| 8 | 65 | \$32.03 | \$13.00 | \$14.87 | \$0.00 | \$59.90 |
| 9 | 70 | \$34.50 | \$13.00 | \$15.25 | \$0.00 | \$62.75 |
| 10 | 75 | \$36.96 | \$13.00 | \$15.62 | \$0.00 | \$65.58 |

Effective Date - 03/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$20.06 | \$13.00 | \$0.60 | \$0.00 | \$33.66 |
| 2 | 40 | \$20.06 | \$13.00 | \$0.60 | \$0.00 | \$33.66 |
| 3 | 45 | \$22.57 | \$13.00 | \$13.61 | \$0.00 | \$49.18 |
| 4 | 45 | \$22.57 | \$13.00 | \$13.61 | \$0.00 | \$49.18 |
| 5 | 50 | \$25.08 | \$13.00 | \$13.99 | \$0.00 | \$52.07 |
| 6 | 55 | \$27.58 | \$13.00 | \$14.38 | \$0.00 | \$54.96 |
| 7 | 60 | \$30.09 | \$13.00 | \$14.76 | \$0.00 | \$57.85 |
| 8 | 65 | \$32.60 | \$13.00 | \$15.15 | \$0.00 | \$60.75 |
| 9 | 70 | \$35.11 | \$13.00 | \$15.53 | \$0.00 | \$63.64 |
| 10 | 75 | \$37.61 | \$13.00 | \$15.93 | \$0.00 | \$66.54 |

Notes: :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|--------------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR | 01/01/2017 | \$55.86 | \$15.28 | \$15.71 | \$0.00 | \$86.85 |
| <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | | | | | | |

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$27.93 | \$15.28 | \$0.00 | \$0.00 | \$43.21 |
| 2 | 55 | \$30.72 | \$15.28 | \$15.71 | \$0.00 | \$61.71 |
| 3 | 65 | \$36.31 | \$15.28 | \$15.71 | \$0.00 | \$67.30 |
| 4 | 70 | \$39.10 | \$15.28 | \$15.71 | \$0.00 | \$70.09 |
| 5 | 80 | \$44.69 | \$15.28 | \$15.71 | \$0.00 | \$75.68 |

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 4</i> | 01/01/2017 | \$39.10 | \$15.28 | \$15.71 | \$0.00 | \$70.09 |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" | | | | | | |
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2017 | \$42.88 | \$10.00 | \$15.25 | \$0.00 | \$68.13 |
| | 05/01/2018 | \$43.59 | \$10.00 | \$15.25 | \$0.00 | \$68.84 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2017 | \$44.34 | \$10.00 | \$15.25 | \$0.00 | \$69.59 |
| | 05/01/2018 | \$45.06 | \$10.00 | \$15.25 | \$0.00 | \$70.31 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2017 | \$22.83 | \$10.00 | \$15.25 | \$0.00 | \$48.08 |
| | 05/01/2018 | \$23.26 | \$10.00 | \$15.25 | \$0.00 | \$48.51 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i> | 09/01/2017 | \$49.28 | \$13.00 | \$17.48 | \$0.00 | \$79.76 |
| | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> / COMMISSIONING <i>ELECTRICIANS</i> | 09/01/2017 | \$36.96 | \$13.00 | \$15.62 | \$0.00 | \$65.58 |
| | 03/01/2018 | \$37.61 | \$13.00 | \$15.93 | \$0.00 | \$66.54 |
| | 09/01/2018 | \$38.51 | \$13.00 | \$15.96 | \$0.00 | \$67.47 |
| | 03/01/2019 | \$39.40 | \$13.00 | \$15.98 | \$0.00 | \$68.38 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$38.49 | \$10.00 | \$15.25 | \$0.00 | \$63.74 |
| | 12/01/2017 | \$39.32 | \$10.00 | \$15.25 | \$0.00 | \$64.57 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|------------------------------|------------|
| FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$20.50 | \$7.60 | \$13.50 | \$0.00 | \$41.60 |
| | 12/01/2017 | \$21.50 | \$7.60 | \$13.50 | \$0.00 | \$42.60 |
| | 06/01/2018 | \$21.50 | \$7.60 | \$13.50 | \$0.00 | \$42.60 |
| | 12/01/2018 | \$22.50 | \$7.60 | \$13.50 | \$0.00 | \$43.60 |
| | 06/01/2019 | \$22.50 | \$7.60 | \$13.50 | \$0.00 | \$43.60 |
| | 12/01/2019 | \$23.50 | \$7.60 | \$13.50 | \$0.00 | \$44.60 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i> | 03/01/2016 | \$42.13 | \$9.80 | \$17.62 | \$0.00 | \$69.55 |
|--|------------|---------|--------|---------|--------|---------|

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$21.07 | \$9.80 | \$1.79 | \$0.00 | \$32.66 |
| 2 | 55 | \$23.17 | \$9.80 | \$1.79 | \$0.00 | \$34.76 |
| 3 | 60 | \$25.28 | \$9.80 | \$12.25 | \$0.00 | \$47.33 |
| 4 | 65 | \$27.38 | \$9.80 | \$12.25 | \$0.00 | \$49.43 |
| 5 | 70 | \$29.49 | \$9.80 | \$14.04 | \$0.00 | \$53.33 |
| 6 | 75 | \$31.60 | \$9.80 | \$14.04 | \$0.00 | \$55.44 |
| 7 | 80 | \$33.70 | \$9.80 | \$15.83 | \$0.00 | \$59.33 |
| 8 | 85 | \$35.81 | \$9.80 | \$15.83 | \$0.00 | \$61.44 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$31.86 | \$10.00 | \$15.25 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.55 | \$10.00 | \$15.25 | \$0.00 | \$57.80 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |
|--|------------|---------|--------|---------|--------|---------|

Apprentice - GLAZIER - Local 35 Zone 2
Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$20.46 | \$7.85 | \$0.00 | \$0.00 | \$28.31 |
| 2 | 55 | \$22.50 | \$7.85 | \$3.66 | \$0.00 | \$34.01 |
| 3 | 60 | \$24.55 | \$7.85 | \$3.99 | \$0.00 | \$36.39 |
| 4 | 65 | \$26.59 | \$7.85 | \$4.32 | \$0.00 | \$38.76 |
| 5 | 70 | \$28.64 | \$7.85 | \$14.11 | \$0.00 | \$50.60 |
| 6 | 75 | \$30.68 | \$7.85 | \$14.44 | \$0.00 | \$52.97 |
| 7 | 80 | \$32.73 | \$7.85 | \$14.77 | \$0.00 | \$55.35 |
| 8 | 90 | \$36.82 | \$7.85 | \$15.44 | \$0.00 | \$60.11 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - OPERATING ENGINEERS - Local 4
Effective Date - 06/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 55 | \$25.51 | \$10.00 | \$0.00 | \$0.00 | \$35.51 |
| 2 | 60 | \$27.83 | \$10.00 | \$15.25 | \$0.00 | \$53.08 |
| 3 | 65 | \$30.15 | \$10.00 | \$15.25 | \$0.00 | \$55.40 |
| 4 | 70 | \$32.47 | \$10.00 | \$15.25 | \$0.00 | \$57.72 |
| 5 | 75 | \$34.79 | \$10.00 | \$15.25 | \$0.00 | \$60.04 |
| 6 | 80 | \$37.10 | \$10.00 | \$15.25 | \$0.00 | \$62.35 |
| 7 | 85 | \$39.42 | \$10.00 | \$15.25 | \$0.00 | \$64.67 |
| 8 | 90 | \$41.74 | \$10.00 | \$15.25 | \$0.00 | \$66.99 |

Effective Date - 12/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 55 | \$26.06 | \$10.00 | \$0.00 | \$0.00 | \$36.06 |
| 2 | 60 | \$28.43 | \$10.00 | \$15.25 | \$0.00 | \$53.68 |
| 3 | 65 | \$30.80 | \$10.00 | \$15.25 | \$0.00 | \$56.05 |
| 4 | 70 | \$33.17 | \$10.00 | \$15.25 | \$0.00 | \$58.42 |
| 5 | 75 | \$35.54 | \$10.00 | \$15.25 | \$0.00 | \$60.79 |
| 6 | 80 | \$37.90 | \$10.00 | \$15.25 | \$0.00 | \$63.15 |
| 7 | 85 | \$40.27 | \$10.00 | \$15.25 | \$0.00 | \$65.52 |
| 8 | 90 | \$42.64 | \$10.00 | \$15.25 | \$0.00 | \$67.89 |

Notes:
Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 08/01/2017 | \$43.83 | \$11.45 | \$24.03 | \$2.38 | \$81.69 |
| | 02/01/2018 | \$44.98 | \$11.45 | \$24.03 | \$2.38 | \$82.84 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i> | 09/01/2017 | \$49.28 | \$13.00 | \$17.48 | \$0.00 | \$79.76 |
| | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 08/01/2017 | \$43.83 | \$11.45 | \$24.03 | \$2.38 | \$81.69 |
| | 02/01/2018 | \$44.98 | \$11.45 | \$24.03 | \$2.38 | \$82.84 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i> | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i> | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$33.15 | \$7.60 | \$13.50 | \$0.00 | \$54.25 |
| | 12/01/2017 | \$33.78 | \$7.60 | \$13.50 | \$0.00 | \$54.88 |
| | 06/01/2018 | \$34.62 | \$7.60 | \$13.50 | \$0.00 | \$55.72 |
| | 12/01/2018 | \$35.46 | \$7.60 | \$13.50 | \$0.00 | \$56.56 |
| | 06/01/2019 | \$36.33 | \$7.60 | \$13.50 | \$0.00 | \$57.43 |
| | 12/01/2019 | \$37.19 | \$7.60 | \$13.50 | \$0.00 | \$58.29 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2017 | \$47.09 | \$11.75 | \$14.20 | \$0.00 | \$73.04 |
| | 09/01/2018 | \$49.34 | \$11.75 | \$14.20 | \$0.00 | \$75.29 |
| | 09/01/2019 | \$51.84 | \$11.75 | \$14.20 | \$0.00 | \$77.79 |

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.55 | \$11.75 | \$10.45 | \$0.00 | \$45.75 |
| 2 | 60 | \$28.25 | \$11.75 | \$11.20 | \$0.00 | \$51.20 |
| 3 | 70 | \$32.96 | \$11.75 | \$11.95 | \$0.00 | \$56.66 |
| 4 | 80 | \$37.67 | \$11.75 | \$12.70 | \$0.00 | \$62.12 |

Effective Date - 09/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.67 | \$11.75 | \$10.45 | \$0.00 | \$46.87 |
| 2 | 60 | \$29.60 | \$11.75 | \$11.20 | \$0.00 | \$52.55 |
| 3 | 70 | \$34.54 | \$11.75 | \$11.95 | \$0.00 | \$58.24 |
| 4 | 80 | \$39.47 | \$11.75 | \$12.70 | \$0.00 | \$63.92 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i> | 03/16/2017 | \$44.65 | \$7.80 | \$20.85 | \$0.00 | \$73.30 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$26.79 | \$7.80 | \$20.85 | \$0.00 | \$55.44 |
| 2 | 70 | \$31.26 | \$7.80 | \$20.85 | \$0.00 | \$59.91 |
| 3 | 75 | \$33.49 | \$7.80 | \$20.85 | \$0.00 | \$62.14 |
| 4 | 80 | \$35.72 | \$7.80 | \$20.85 | \$0.00 | \$64.37 |
| 5 | 85 | \$37.95 | \$7.80 | \$20.85 | \$0.00 | \$66.60 |
| 6 | 90 | \$40.19 | \$7.80 | \$20.85 | \$0.00 | \$68.84 |

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--------------------------------------|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|-------------------|------------|---------|--------|---------|--------|---------|
| LABORER | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
|----------------|----------------|-----------|--------|---------|------------------------------|------------|

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$19.44 | \$7.60 | \$13.50 | \$0.00 | \$40.54 |
| 2 | 70 | \$22.68 | \$7.60 | \$13.50 | \$0.00 | \$43.78 |
| 3 | 80 | \$25.92 | \$7.60 | \$13.50 | \$0.00 | \$47.02 |
| 4 | 90 | \$29.16 | \$7.60 | \$13.50 | \$0.00 | \$50.26 |

Effective Date - 12/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$19.82 | \$7.60 | \$13.50 | \$0.00 | \$40.92 |
| 2 | 70 | \$23.12 | \$7.60 | \$13.50 | \$0.00 | \$44.22 |
| 3 | 80 | \$26.42 | \$7.60 | \$13.50 | \$0.00 | \$47.52 |
| 4 | 90 | \$29.73 | \$7.60 | \$13.50 | \$0.00 | \$50.83 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---------------------------|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER | 06/01/2017 | \$32.60 | \$7.60 | \$13.45 | \$0.00 | \$53.65 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.23 | \$7.60 | \$13.45 | \$0.00 | \$54.28 |
| | 06/01/2018 | \$34.07 | \$7.60 | \$13.45 | \$0.00 | \$55.12 |
| | 12/01/2018 | \$34.91 | \$7.60 | \$13.45 | \$0.00 | \$55.96 |
| | 06/01/2019 | \$35.78 | \$7.60 | \$13.45 | \$0.00 | \$56.83 |
| | 12/01/2019 | \$36.64 | \$7.60 | \$13.45 | \$0.00 | \$57.69 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|-----------|---------|---------|------------------------------|------------|
| LABORER: MASON TENDER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| | For apprentice rates see "Apprentice- LABORER" | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |
| | For apprentice rates see "Apprentice- LABORER" | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| | 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| | 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| | 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| | 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |
| | 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 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| | For apprentice rates see "Apprentice- LABORER" | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2017 | \$39.82 | \$10.75 | \$17.80 | \$0.00 | \$68.37 |
| | 02/01/2018 | \$40.36 | \$10.75 | \$17.80 | \$0.00 | \$68.91 |
| | 08/01/2018 | \$41.44 | \$10.75 | \$17.93 | \$0.00 | \$70.12 |
| | 02/01/2019 | \$41.95 | \$10.75 | \$17.93 | \$0.00 | \$70.63 |
| | 08/01/2019 | \$43.03 | \$10.75 | \$18.07 | \$0.00 | \$71.85 |
| | 02/01/2020 | \$43.54 | \$10.75 | \$18.07 | \$0.00 | \$72.36 |
| | 08/01/2020 | \$44.62 | \$10.75 | \$18.22 | \$0.00 | \$73.59 |
| | 02/01/2021 | \$45.13 | \$10.75 | \$18.22 | \$0.00 | \$74.10 |
| | 08/01/2021 | \$46.25 | \$10.75 | \$18.38 | \$0.00 | \$75.38 |
| | 02/01/2022 | \$46.72 | \$10.75 | \$18.38 | \$0.00 | \$75.85 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.91 | \$10.75 | \$17.80 | \$0.00 | \$48.46 |
| 2 | 60 | \$23.89 | \$10.75 | \$17.80 | \$0.00 | \$52.44 |
| 3 | 70 | \$27.87 | \$10.75 | \$17.80 | \$0.00 | \$56.42 |
| 4 | 80 | \$31.86 | \$10.75 | \$17.80 | \$0.00 | \$60.41 |
| 5 | 90 | \$35.84 | \$10.75 | \$17.80 | \$0.00 | \$64.39 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.18 | \$10.75 | \$17.80 | \$0.00 | \$48.73 |
| 2 | 60 | \$24.22 | \$10.75 | \$17.80 | \$0.00 | \$52.77 |
| 3 | 70 | \$28.25 | \$10.75 | \$17.80 | \$0.00 | \$56.80 |
| 4 | 80 | \$32.29 | \$10.75 | \$17.80 | \$0.00 | \$60.84 |
| 5 | 90 | \$36.32 | \$10.75 | \$17.80 | \$0.00 | \$64.87 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS,TILELAYERS & TERRAZZO MECH | 08/01/2017 | \$52.10 | \$10.75 | \$19.35 | \$0.00 | \$82.20 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2018 | \$52.78 | \$10.75 | \$19.35 | \$0.00 | \$82.88 |
| | 08/01/2018 | \$54.13 | \$10.75 | \$19.48 | \$0.00 | \$84.36 |
| | 02/01/2019 | \$54.75 | \$10.75 | \$19.48 | \$0.00 | \$84.98 |
| | 08/01/2019 | \$56.10 | \$10.75 | \$19.62 | \$0.00 | \$86.47 |
| | 02/01/2020 | \$56.73 | \$10.75 | \$19.62 | \$0.00 | \$87.10 |
| | 08/01/2020 | \$58.08 | \$10.75 | \$19.77 | \$0.00 | \$88.60 |
| | 02/01/2021 | \$58.72 | \$10.75 | \$19.77 | \$0.00 | \$89.24 |
| | 08/01/2021 | \$60.12 | \$10.75 | \$19.93 | \$0.00 | \$90.80 |
| | 02/01/2022 | \$60.69 | \$10.75 | \$19.93 | \$0.00 | \$91.37 |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$26.05 | \$10.75 | \$19.35 | \$0.00 | \$56.15 |
| 2 | 60 | \$31.26 | \$10.75 | \$19.35 | \$0.00 | \$61.36 |
| 3 | 70 | \$36.47 | \$10.75 | \$19.35 | \$0.00 | \$66.57 |
| 4 | 80 | \$41.68 | \$10.75 | \$19.35 | \$0.00 | \$71.78 |
| 5 | 90 | \$46.89 | \$10.75 | \$19.35 | \$0.00 | \$76.99 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$26.39 | \$10.75 | \$19.35 | \$0.00 | \$56.49 |
| 2 | 60 | \$31.67 | \$10.75 | \$19.35 | \$0.00 | \$61.77 |
| 3 | 70 | \$36.95 | \$10.75 | \$19.35 | \$0.00 | \$67.05 |
| 4 | 80 | \$42.22 | \$10.75 | \$19.35 | \$0.00 | \$72.32 |
| 5 | 90 | \$47.50 | \$10.75 | \$19.35 | \$0.00 | \$77.60 |

Notes:
Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MECHANICS MAINTENANCE | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MILLWRIGHT (Zone 1) | 10/01/2017 | \$39.52 | \$9.90 | \$18.50 | \$0.00 | \$67.92 |
| MILLWRIGHTS LOCAL 1121 - Zone 1 | 04/01/2018 | \$40.42 | \$9.90 | \$18.50 | \$0.00 | \$68.82 |
| | 10/01/2018 | \$41.32 | \$9.90 | \$18.50 | \$0.00 | \$69.72 |
| | 04/01/2019 | \$42.22 | \$9.90 | \$18.50 | \$0.00 | \$70.62 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
|----------------|----------------|-----------|--------|---------|------------------------------|------------|

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 10/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 55 | \$21.74 | \$9.90 | \$5.31 | \$0.00 | \$36.95 |
| 2 | 65 | \$25.69 | \$9.90 | \$15.13 | \$0.00 | \$50.72 |
| 3 | 75 | \$29.64 | \$9.90 | \$16.10 | \$0.00 | \$55.64 |
| 4 | 85 | \$33.59 | \$9.90 | \$17.06 | \$0.00 | \$60.55 |

Effective Date - 04/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 55 | \$22.23 | \$9.90 | \$5.31 | \$0.00 | \$37.44 |
| 2 | 65 | \$26.27 | \$9.90 | \$15.13 | \$0.00 | \$51.30 |
| 3 | 75 | \$30.32 | \$9.90 | \$16.10 | \$0.00 | \$56.32 |
| 4 | 85 | \$34.36 | \$9.90 | \$17.06 | \$0.00 | \$61.32 |

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MORTAR MIXER | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) | 06/01/2017 | \$23.47 | \$10.00 | \$15.25 | \$0.00 | \$48.72 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$23.99 | \$10.00 | \$15.25 | \$0.00 | \$49.24 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OILER (TRUCK CRANES, GRADALLS) | 06/01/2017 | \$27.54 | \$10.00 | \$15.25 | \$0.00 | \$52.79 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$28.15 | \$10.00 | \$15.25 | \$0.00 | \$53.40 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - CLASS II | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PAINTER (BRIDGES/TANKS) | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |
| PAINTERS LOCAL 35 - ZONE 2 | | | | | | |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date -** 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$25.71 | \$7.85 | \$0.00 | \$0.00 | \$33.56 |
| 2 | 55 | \$28.28 | \$7.85 | \$3.66 | \$0.00 | \$39.79 |
| 3 | 60 | \$30.85 | \$7.85 | \$3.99 | \$0.00 | \$42.69 |
| 4 | 65 | \$33.42 | \$7.85 | \$4.32 | \$0.00 | \$45.59 |
| 5 | 70 | \$35.99 | \$7.85 | \$14.11 | \$0.00 | \$57.95 |
| 6 | 75 | \$38.56 | \$7.85 | \$14.44 | \$0.00 | \$60.85 |
| 7 | 80 | \$41.13 | \$7.85 | \$14.77 | \$0.00 | \$63.75 |
| 8 | 90 | \$46.27 | \$7.85 | \$15.44 | \$0.00 | \$69.56 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

01/01/2017

\$42.31

\$7.85

\$16.10

\$0.00

\$66.26

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2***Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New****Effective Date -** 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$21.16 | \$7.85 | \$0.00 | \$0.00 | \$29.01 |
| 2 | 55 | \$23.27 | \$7.85 | \$3.66 | \$0.00 | \$34.78 |
| 3 | 60 | \$25.39 | \$7.85 | \$3.99 | \$0.00 | \$37.23 |
| 4 | 65 | \$27.50 | \$7.85 | \$4.32 | \$0.00 | \$39.67 |
| 5 | 70 | \$29.62 | \$7.85 | \$14.11 | \$0.00 | \$51.58 |
| 6 | 75 | \$31.73 | \$7.85 | \$14.44 | \$0.00 | \$54.02 |
| 7 | 80 | \$33.85 | \$7.85 | \$14.77 | \$0.00 | \$56.47 |
| 8 | 90 | \$38.08 | \$7.85 | \$15.44 | \$0.00 | \$61.37 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)

01/01/2017

\$40.37

\$7.85

\$16.10

\$0.00

\$64.32

PAINTERS LOCAL 35 - ZONE 2

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$20.19 | \$7.85 | \$0.00 | \$0.00 | \$28.04 |
| 2 | 55 | \$22.20 | \$7.85 | \$3.66 | \$0.00 | \$33.71 |
| 3 | 60 | \$24.22 | \$7.85 | \$3.99 | \$0.00 | \$36.06 |
| 4 | 65 | \$26.24 | \$7.85 | \$4.32 | \$0.00 | \$38.41 |
| 5 | 70 | \$28.26 | \$7.85 | \$14.11 | \$0.00 | \$50.22 |
| 6 | 75 | \$30.28 | \$7.85 | \$14.44 | \$0.00 | \$52.57 |
| 7 | 80 | \$32.30 | \$7.85 | \$14.77 | \$0.00 | \$54.92 |
| 8 | 90 | \$36.33 | \$7.85 | \$15.44 | \$0.00 | \$59.62 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)

LABORERS - ZONE 2

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 06/01/2017 | \$32.40 | \$7.60 | \$13.50 | \$0.00 | \$53.50 |
| 12/01/2017 | \$33.03 | \$7.60 | \$13.50 | \$0.00 | \$54.13 |
| 06/01/2018 | \$33.87 | \$7.60 | \$13.50 | \$0.00 | \$54.97 |
| 12/01/2018 | \$34.71 | \$7.60 | \$13.50 | \$0.00 | \$55.81 |
| 06/01/2019 | \$35.58 | \$7.60 | \$13.50 | \$0.00 | \$56.68 |
| 12/01/2019 | \$36.44 | \$7.60 | \$13.50 | \$0.00 | \$57.54 |

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |
|------------|---------|--------|---------|--------|---------|

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW
Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$20.46 | \$7.85 | \$0.00 | \$0.00 | \$28.31 |
| 2 | 55 | \$22.50 | \$7.85 | \$3.66 | \$0.00 | \$34.01 |
| 3 | 60 | \$24.55 | \$7.85 | \$3.99 | \$0.00 | \$36.39 |
| 4 | 65 | \$26.59 | \$7.85 | \$4.32 | \$0.00 | \$38.76 |
| 5 | 70 | \$28.64 | \$7.85 | \$14.11 | \$0.00 | \$50.60 |
| 6 | 75 | \$30.68 | \$7.85 | \$14.44 | \$0.00 | \$52.97 |
| 7 | 80 | \$32.73 | \$7.85 | \$14.77 | \$0.00 | \$55.35 |
| 8 | 90 | \$36.82 | \$7.85 | \$15.44 | \$0.00 | \$60.11 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 01/01/2017 | \$38.97 | \$7.85 | \$16.10 | \$0.00 | \$62.92 |
|------------|---------|--------|---------|--------|---------|

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
|----------------|----------------|-----------|--------|---------|------------------------------|------------|

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$19.49 | \$7.85 | \$0.00 | \$0.00 | \$27.34 |
| 2 | 55 | \$21.43 | \$7.85 | \$3.66 | \$0.00 | \$32.94 |
| 3 | 60 | \$23.38 | \$7.85 | \$3.99 | \$0.00 | \$35.22 |
| 4 | 65 | \$25.33 | \$7.85 | \$4.32 | \$0.00 | \$37.50 |
| 5 | 70 | \$27.28 | \$7.85 | \$14.11 | \$0.00 | \$49.24 |
| 6 | 75 | \$29.23 | \$7.85 | \$14.44 | \$0.00 | \$51.52 |
| 7 | 80 | \$31.18 | \$7.85 | \$14.77 | \$0.00 | \$53.80 |
| 8 | 90 | \$35.07 | \$7.85 | \$15.44 | \$0.00 | \$58.36 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2012 | \$30.28 | \$9.07 | \$8.00 | \$0.00 | \$47.35 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$21.02 | \$9.80 | \$19.23 | \$0.00 | \$50.05 |
| 2 | 60 | \$25.22 | \$9.80 | \$19.23 | \$0.00 | \$54.25 |
| 3 | 70 | \$29.43 | \$9.80 | \$19.23 | \$0.00 | \$58.46 |
| 4 | 75 | \$31.53 | \$9.80 | \$19.23 | \$0.00 | \$60.56 |
| 5 | 80 | \$33.63 | \$9.80 | \$19.23 | \$0.00 | \$62.66 |
| 6 | 80 | \$33.63 | \$9.80 | \$19.23 | \$0.00 | \$62.66 |
| 7 | 90 | \$37.84 | \$9.80 | \$19.23 | \$0.00 | \$66.87 |
| 8 | 90 | \$37.84 | \$9.80 | \$19.23 | \$0.00 | \$66.87 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER <i>PIPEFITTERS LOCAL 537</i> | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |
|--|------------|---------|--------|---------|--------|---------|

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
|----------------|----------------|-----------|--------|---------|------------------------------|------------|

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 40 | \$20.48 | \$9.70 | \$7.50 | \$0.00 | \$37.68 |
| 2 | 45 | \$23.04 | \$9.70 | \$18.14 | \$0.00 | \$50.88 |
| 3 | 60 | \$30.71 | \$9.70 | \$18.14 | \$0.00 | \$58.55 |
| 4 | 70 | \$35.83 | \$9.70 | \$18.14 | \$0.00 | \$63.67 |
| 5 | 80 | \$40.95 | \$9.70 | \$18.14 | \$0.00 | \$68.79 |

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|-------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------------|------------|---------|---------|---------|--------|---------|
| PLUMBERS & GASFITTERS | 03/01/2017 | \$52.69 | \$11.32 | \$15.46 | \$0.00 | \$79.47 |
| PLUMBERS & GASFITTERS LOCAL 12 | | | | | | |

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 35 | \$18.44 | \$11.32 | \$5.74 | \$0.00 | \$35.50 |
| 2 | 40 | \$21.08 | \$11.32 | \$6.49 | \$0.00 | \$38.89 |
| 3 | 55 | \$28.98 | \$11.32 | \$8.73 | \$0.00 | \$49.03 |
| 4 | 65 | \$34.25 | \$11.32 | \$10.23 | \$0.00 | \$55.80 |
| 5 | 75 | \$39.52 | \$11.32 | \$11.72 | \$0.00 | \$62.56 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr

Step4 with lic\$58.50 Step5 with lic\$65.36

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |
| PIPEFITTERS LOCAL 537 | | | | | | |

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| | | | | | | |
|-------------------------------|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| LABORERS - ZONE 2 | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$33.40 | \$7.60 | \$13.50 | \$0.00 | \$54.50 |
| | 12/01/2017 | \$34.03 | \$7.60 | \$13.50 | \$0.00 | \$55.13 |
| | 06/01/2018 | \$34.87 | \$7.60 | \$13.50 | \$0.00 | \$55.97 |
| | 12/01/2018 | \$35.71 | \$7.60 | \$13.50 | \$0.00 | \$56.81 |
| | 06/01/2019 | \$36.58 | \$7.60 | \$13.50 | \$0.00 | \$57.68 |
| | 12/01/2019 | \$37.44 | \$7.60 | \$13.50 | \$0.00 | \$58.54 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$31.86 | \$10.00 | \$15.25 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.55 | \$10.00 | \$15.25 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 42</i> | 05/01/2017 | \$24.21 | \$8.49 | \$11.54 | \$0.00 | \$44.24 |
| | 04/30/2018 | \$24.21 | \$8.49 | \$11.96 | \$0.00 | \$44.66 |
| | 05/01/2018 | \$24.24 | \$8.49 | \$12.46 | \$0.00 | \$45.19 |
| | 04/30/2019 | \$24.24 | \$8.49 | \$12.92 | \$0.00 | \$45.65 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i> | 06/01/2016 | \$25.32 | \$9.80 | \$16.82 | \$0.00 | \$51.94 |
| RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 2 (Residential Wood)</i> | 10/01/2017 | \$26.93 | \$7.07 | \$7.18 | \$0.00 | \$41.18 |
| | 04/01/2018 | \$27.35 | \$7.07 | \$7.18 | \$0.00 | \$41.60 |
| | 10/01/2018 | \$27.77 | \$7.07 | \$7.18 | \$0.00 | \$42.02 |
| | 04/01/2019 | \$28.20 | \$7.07 | \$7.18 | \$0.00 | \$42.45 |
| | 10/01/2019 | \$28.63 | \$7.07 | \$7.18 | \$0.00 | \$42.88 |
| As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate. | | | | | | |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER (Residential Wood Frame) - Zone 2
Effective Date - 10/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$16.16 | \$7.07 | \$0.00 | \$0.00 | \$23.23 |
| 2 | 60 | \$16.16 | \$7.07 | \$0.00 | \$0.00 | \$23.23 |
| 3 | 65 | \$17.50 | \$7.07 | \$7.18 | \$0.00 | \$31.75 |
| 4 | 70 | \$18.85 | \$7.07 | \$7.18 | \$0.00 | \$33.10 |
| 5 | 75 | \$20.20 | \$7.07 | \$7.18 | \$0.00 | \$34.45 |
| 6 | 80 | \$21.54 | \$7.07 | \$7.18 | \$0.00 | \$35.79 |
| 7 | 85 | \$22.89 | \$7.07 | \$7.18 | \$0.00 | \$37.14 |
| 8 | 90 | \$24.24 | \$7.07 | \$7.18 | \$0.00 | \$38.49 |

Effective Date - 04/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$16.41 | \$7.07 | \$0.00 | \$0.00 | \$23.48 |
| 2 | 60 | \$16.41 | \$7.07 | \$0.00 | \$0.00 | \$23.48 |
| 3 | 65 | \$17.78 | \$7.07 | \$7.18 | \$0.00 | \$32.03 |
| 4 | 70 | \$19.15 | \$7.07 | \$7.18 | \$0.00 | \$33.40 |
| 5 | 75 | \$20.51 | \$7.07 | \$7.18 | \$0.00 | \$34.76 |
| 6 | 80 | \$21.88 | \$7.07 | \$7.18 | \$0.00 | \$36.13 |
| 7 | 85 | \$23.25 | \$7.07 | \$7.18 | \$0.00 | \$37.50 |
| 8 | 90 | \$24.62 | \$7.07 | \$7.18 | \$0.00 | \$38.87 |

Notes:
Apprentice to Journeyworker Ratio:1:5
RIDE-ON MOTORIZED BUGGY OPERATOR
LABORERS - ZONE 2

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE
OPERATING ENGINEERS LOCAL 4

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)
ROOFERS LOCAL 33

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 08/01/2017 | \$41.36 | \$11.20 | \$14.80 | \$0.00 | \$67.36 |
| 02/01/2018 | \$42.51 | \$11.20 | \$14.80 | \$0.00 | \$68.51 |
| 08/01/2018 | \$43.61 | \$11.20 | \$14.80 | \$0.00 | \$69.61 |
| 02/01/2019 | \$44.76 | \$11.20 | \$14.80 | \$0.00 | \$70.76 |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ROOFER - Local 33
Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$20.68 | \$11.20 | \$3.44 | \$0.00 | \$35.32 |
| 2 | 60 | \$24.82 | \$11.20 | \$14.80 | \$0.00 | \$50.82 |
| 3 | 65 | \$26.88 | \$11.20 | \$14.80 | \$0.00 | \$52.88 |
| 4 | 75 | \$31.02 | \$11.20 | \$14.80 | \$0.00 | \$57.02 |
| 5 | 85 | \$35.16 | \$11.20 | \$14.80 | \$0.00 | \$61.16 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$21.26 | \$11.20 | \$3.44 | \$0.00 | \$35.90 |
| 2 | 60 | \$25.51 | \$11.20 | \$14.80 | \$0.00 | \$51.51 |
| 3 | 65 | \$27.63 | \$11.20 | \$14.80 | \$0.00 | \$53.63 |
| 4 | 75 | \$31.88 | \$11.20 | \$14.80 | \$0.00 | \$57.88 |
| 5 | 85 | \$36.13 | \$11.20 | \$14.80 | \$0.00 | \$62.13 |

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE

ROOFERS LOCAL 33

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 08/01/2017 | \$41.61 | \$11.20 | \$14.80 | \$0.00 | \$67.61 |
| 02/01/2018 | \$42.76 | \$11.20 | \$14.80 | \$0.00 | \$68.76 |
| 08/01/2018 | \$43.86 | \$11.20 | \$14.80 | \$0.00 | \$69.86 |
| 02/01/2019 | \$45.01 | \$11.20 | \$14.80 | \$0.00 | \$71.01 |

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER

SHEETMETAL WORKERS LOCAL 17 - A

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 08/01/2017 | \$43.83 | \$11.45 | \$24.03 | \$2.38 | \$81.69 |
| 02/01/2018 | \$44.98 | \$11.45 | \$24.03 | \$2.38 | \$82.84 |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SHEET METAL WORKER - Local 17-A
Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$17.53 | \$11.45 | \$5.61 | \$0.00 | \$34.59 |
| 2 | 40 | \$17.53 | \$11.45 | \$5.61 | \$0.00 | \$34.59 |
| 3 | 45 | \$19.72 | \$11.45 | \$10.76 | \$1.26 | \$43.19 |
| 4 | 45 | \$19.72 | \$11.45 | \$10.76 | \$1.26 | \$43.19 |
| 5 | 50 | \$21.92 | \$11.45 | \$11.71 | \$1.35 | \$46.43 |
| 6 | 50 | \$21.92 | \$11.45 | \$11.96 | \$1.36 | \$46.69 |
| 7 | 60 | \$26.30 | \$11.45 | \$13.61 | \$1.54 | \$52.90 |
| 8 | 65 | \$28.49 | \$11.45 | \$14.56 | \$1.64 | \$56.14 |
| 9 | 75 | \$32.87 | \$11.45 | \$16.47 | \$1.82 | \$62.61 |
| 10 | 85 | \$37.26 | \$11.45 | \$17.87 | \$2.00 | \$68.58 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$17.99 | \$11.45 | \$5.24 | \$0.00 | \$34.68 |
| 2 | 40 | \$17.99 | \$11.45 | \$5.24 | \$0.00 | \$34.68 |
| 3 | 45 | \$20.24 | \$11.45 | \$10.31 | \$1.27 | \$43.27 |
| 4 | 45 | \$20.24 | \$11.45 | \$10.31 | \$1.27 | \$43.27 |
| 5 | 50 | \$22.49 | \$11.45 | \$11.21 | \$1.37 | \$46.52 |
| 6 | 50 | \$22.49 | \$11.45 | \$11.46 | \$1.38 | \$46.78 |
| 7 | 60 | \$26.99 | \$11.45 | \$13.02 | \$1.56 | \$53.02 |
| 8 | 65 | \$29.24 | \$11.45 | \$13.93 | \$1.67 | \$56.29 |
| 9 | 75 | \$33.74 | \$11.45 | \$15.74 | \$1.85 | \$62.78 |
| 10 | 85 | \$38.23 | \$11.45 | \$17.05 | \$2.03 | \$68.76 |

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 2

06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SIGN ERECTOR - Local 35 Zone 2
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

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.44 | \$10.91 | \$10.89 | \$0.00 | \$54.24 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.73 | \$10.91 | \$10.89 | \$0.00 | \$54.53 |
| SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1 | 10/01/2017 | \$57.58 | \$8.77 | \$17.20 | \$0.00 | \$83.55 |
| | 01/01/2018 | \$57.58 | \$9.12 | \$17.40 | \$0.00 | \$84.10 |
| | 03/01/2018 | \$59.08 | \$9.12 | \$17.40 | \$0.00 | \$85.60 |
| | 10/01/2018 | \$60.58 | \$9.12 | \$17.40 | \$0.00 | \$87.10 |
| | 01/01/2019 | \$60.58 | \$9.47 | \$17.60 | \$0.00 | \$87.65 |
| | 03/01/2019 | \$62.08 | \$9.47 | \$17.60 | \$0.00 | \$89.15 |
| | 10/01/2019 | \$63.58 | \$9.47 | \$17.60 | \$0.00 | \$90.65 |
| | 03/01/2020 | \$65.08 | \$9.47 | \$17.60 | \$0.00 | \$92.15 |
| | 10/01/2020 | \$66.58 | \$9.47 | \$17.60 | \$0.00 | \$93.65 |
| | 03/01/2021 | \$68.08 | \$9.47 | \$17.60 | \$0.00 | \$95.15 |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effective Date - 10/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|----------|---------|------------------------------|------------|
| 1 | 35 | \$20.15 | \$8.77 | \$8.70 | \$0.00 | \$37.62 |
| 2 | 40 | \$23.03 | \$8.77 | \$8.70 | \$0.00 | \$40.50 |
| 3 | 45 | \$25.91 | \$8.77 | \$8.70 | \$0.00 | \$43.38 |
| 4 | 50 | \$28.79 | \$8.77 | \$8.70 | \$0.00 | \$46.26 |
| 5 | 55 | \$31.67 | \$8.77 | \$8.70 | \$0.00 | \$49.14 |
| 6 | 60 | \$34.55 | \$8.77 | \$10.20 | \$0.00 | \$53.52 |
| 7 | 65 | \$37.43 | \$8.77 | \$10.20 | \$0.00 | \$56.40 |
| 8 | 70 | \$40.31 | \$8.77 | \$10.20 | \$0.00 | \$59.28 |
| 9 | 75 | \$43.19 | \$8.77 | \$10.20 | \$0.00 | \$62.16 |
| 10 | 80 | \$46.06 | \$877.00 | \$10.20 | \$0.00 | \$933.26 |

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 35 | \$20.15 | \$9.12 | \$8.90 | \$0.00 | \$38.17 |
| 2 | 40 | \$23.03 | \$9.12 | \$8.90 | \$0.00 | \$41.05 |
| 3 | 45 | \$25.91 | \$9.12 | \$8.90 | \$0.00 | \$43.93 |
| 4 | 50 | \$28.79 | \$9.12 | \$8.90 | \$0.00 | \$46.81 |
| 5 | 55 | \$31.67 | \$9.12 | \$8.90 | \$0.00 | \$49.69 |
| 6 | 60 | \$34.55 | \$9.12 | \$10.40 | \$0.00 | \$54.07 |
| 7 | 65 | \$37.43 | \$9.12 | \$10.40 | \$0.00 | \$56.95 |
| 8 | 70 | \$40.31 | \$9.12 | \$10.40 | \$0.00 | \$59.83 |
| 9 | 75 | \$43.19 | \$9.12 | \$10.40 | \$0.00 | \$62.71 |
| 10 | 80 | \$46.06 | \$9.12 | \$10.40 | \$0.00 | \$65.58 |

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2017 | \$36.96 | \$13.00 | \$15.62 | \$0.00 | \$65.58 |
| | 03/01/2018 | \$37.61 | \$13.00 | \$15.93 | \$0.00 | \$66.54 |
| | 09/01/2018 | \$38.51 | \$13.00 | \$15.96 | \$0.00 | \$67.47 |
| | 03/01/2019 | \$39.40 | \$13.00 | \$15.98 | \$0.00 | \$68.38 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103**Effective Date - 09/01/2017**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$14.78 | \$13.00 | \$0.44 | \$0.00 | \$28.22 |
| 2 | 40 | \$14.78 | \$13.00 | \$0.44 | \$0.00 | \$28.22 |
| 3 | 45 | \$16.63 | \$13.00 | \$12.55 | \$0.00 | \$42.18 |
| 4 | 45 | \$16.63 | \$13.00 | \$12.55 | \$0.00 | \$42.18 |
| 5 | 50 | \$18.48 | \$13.00 | \$12.82 | \$0.00 | \$44.30 |
| 6 | 55 | \$20.33 | \$13.00 | \$13.10 | \$0.00 | \$46.43 |
| 7 | 60 | \$22.18 | \$13.00 | \$13.39 | \$0.00 | \$48.57 |
| 8 | 65 | \$24.02 | \$13.00 | \$13.66 | \$0.00 | \$50.68 |
| 9 | 70 | \$25.87 | \$13.00 | \$13.95 | \$0.00 | \$52.82 |
| 10 | 75 | \$27.72 | \$13.00 | \$14.22 | \$0.00 | \$54.94 |

Effective Date - 03/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$15.04 | \$13.00 | \$0.45 | \$0.00 | \$28.49 |
| 2 | 40 | \$15.04 | \$13.00 | \$0.45 | \$0.00 | \$28.49 |
| 3 | 45 | \$16.92 | \$13.00 | \$12.74 | \$0.00 | \$42.66 |
| 4 | 45 | \$16.92 | \$13.00 | \$12.74 | \$0.00 | \$42.66 |
| 5 | 50 | \$18.81 | \$13.00 | \$13.03 | \$0.00 | \$44.84 |
| 6 | 55 | \$20.69 | \$13.00 | \$13.32 | \$0.00 | \$47.01 |
| 7 | 60 | \$22.57 | \$13.00 | \$13.61 | \$0.00 | \$49.18 |
| 8 | 65 | \$24.45 | \$13.00 | \$13.90 | \$0.00 | \$51.35 |
| 9 | 70 | \$26.33 | \$13.00 | \$14.19 | \$0.00 | \$53.52 |
| 10 | 75 | \$28.21 | \$13.00 | \$14.48 | \$0.00 | \$55.69 |

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

TERRAZZO FINISHERS

BRICKLAYERS LOCAL 3 - MARBLE & TILE

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 08/01/2017 | \$51.00 | \$10.75 | \$19.35 | \$0.00 | \$81.10 |
| 02/01/2018 | \$51.68 | \$10.75 | \$19.35 | \$0.00 | \$81.78 |
| 08/01/2018 | \$53.03 | \$10.75 | \$19.48 | \$0.00 | \$83.26 |
| 02/01/2019 | \$53.67 | \$10.75 | \$19.48 | \$0.00 | \$83.90 |
| 08/01/2019 | \$55.02 | \$10.75 | \$19.62 | \$0.00 | \$85.39 |
| 02/01/2020 | \$55.66 | \$10.75 | \$19.62 | \$0.00 | \$86.03 |
| 08/01/2020 | \$57.01 | \$10.75 | \$19.77 | \$0.00 | \$87.53 |
| 02/01/2021 | \$57.65 | \$10.75 | \$19.77 | \$0.00 | \$88.17 |
| 08/01/2021 | \$59.05 | \$10.75 | \$19.93 | \$0.00 | \$89.73 |
| 02/01/2022 | \$59.64 | \$10.75 | \$19.93 | \$0.00 | \$90.32 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.50 | \$10.75 | \$19.35 | \$0.00 | \$55.60 |
| 2 | 60 | \$30.60 | \$10.75 | \$19.35 | \$0.00 | \$60.70 |
| 3 | 70 | \$35.70 | \$10.75 | \$19.35 | \$0.00 | \$65.80 |
| 4 | 80 | \$40.80 | \$10.75 | \$19.35 | \$0.00 | \$70.90 |
| 5 | 90 | \$45.90 | \$10.75 | \$19.35 | \$0.00 | \$76.00 |

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.84 | \$10.75 | \$19.35 | \$0.00 | \$55.94 |
| 2 | 60 | \$31.01 | \$10.75 | \$19.35 | \$0.00 | \$61.11 |
| 3 | 70 | \$36.18 | \$10.75 | \$19.35 | \$0.00 | \$66.28 |
| 4 | 80 | \$41.34 | \$10.75 | \$19.35 | \$0.00 | \$71.44 |
| 5 | 90 | \$46.51 | \$10.75 | \$19.35 | \$0.00 | \$76.61 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$37.70 | \$7.60 | \$14.35 | \$0.00 | \$59.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$36.42 | \$7.60 | \$14.35 | \$0.00 | \$58.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$33.02 | \$10.91 | \$10.89 | \$0.00 | \$54.82 |
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2016 | \$48.58 | \$7.60 | \$14.75 | \$0.00 | \$70.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2016 | \$50.58 | \$7.60 | \$14.75 | \$0.00 | \$72.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2016 | \$40.65 | \$7.60 | \$14.75 | \$0.00 | \$63.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2016 | \$42.65 | \$7.60 | \$14.75 | \$0.00 | \$65.00 |
| 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> | 12/01/2016 | \$32.44 | \$10.91 | \$10.89 | \$0.00 | \$54.24 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2017 | \$32.65 | \$7.60 | \$13.50 | \$0.00 | \$53.75 |
| | 12/01/2017 | \$33.28 | \$7.60 | \$13.50 | \$0.00 | \$54.38 |
| | 06/01/2018 | \$34.12 | \$7.60 | \$13.50 | \$0.00 | \$55.22 |
| | 12/01/2018 | \$34.96 | \$7.60 | \$13.50 | \$0.00 | \$56.06 |
| | 06/01/2019 | \$35.83 | \$7.60 | \$13.50 | \$0.00 | \$56.93 |
| | 12/01/2019 | \$36.69 | \$7.60 | \$13.50 | \$0.00 | \$57.79 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 03/01/2017 | \$52.69 | \$11.32 | \$15.46 | \$0.00 | \$79.47 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |
| Outside Electrical - East | | | | | | |
| CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$27.14 | \$7.75 | \$1.81 | \$0.00 | \$36.70 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$38.45 | \$7.75 | \$9.53 | \$0.00 | \$55.73 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$31.66 | \$7.75 | \$9.44 | \$0.00 | \$48.85 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$38.45 | \$7.75 | \$13.61 | \$0.00 | \$59.81 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$33.92 | \$7.75 | \$10.21 | \$0.00 | \$51.88 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$20.35 | \$7.75 | \$1.61 | \$0.00 | \$29.71 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$45.23 | \$7.75 | \$16.61 | \$0.00 | \$69.59 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/03/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$27.14 | \$7.75 | \$3.31 | \$0.00 | \$38.20 |
| 2 | 65 | \$29.40 | \$7.75 | \$3.38 | \$0.00 | \$40.53 |
| 3 | 70 | \$31.66 | \$7.75 | \$3.45 | \$0.00 | \$42.86 |
| 4 | 75 | \$33.92 | \$7.75 | \$5.02 | \$0.00 | \$46.69 |
| 5 | 80 | \$36.18 | \$7.75 | \$5.09 | \$0.00 | \$49.02 |
| 6 | 85 | \$38.45 | \$7.75 | \$5.15 | \$0.00 | \$51.35 |
| 7 | 90 | \$40.71 | \$7.75 | \$7.22 | \$0.00 | \$55.68 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2016 | \$28.98 | \$4.25 | \$3.12 | \$0.00 | \$36.35 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |
| TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/31/2016 | \$18.51 | \$3.55 | \$0.00 | \$0.00 | \$22.06 |
| 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. | | | | | | |
| TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</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 on the ground. This classification does not apply to wholesale tree removal. | | | | | | |

Additional Apprentice 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. Apprentice 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.