



Franklin Regional Council of Governments

REQUEST FOR QUOTES

FRCOG Bid No. 20190709

Ramp Replacement

Rowe Town Library

The Franklin Regional Council of Governments will accept Price Quotes on behalf of the Rowe Town Library, Rowe, MA for the removal of old ramp and installation of new concrete access ramp at the Library in the Town of Rowe per the specifications. Library is located at 318 Zoar Road in Rowe, MA. The project is designed by Jablonski-DeVriese Architects.

The quote, plainly marked "**Rowe Library Ramp Bid 20190709**" in the Email Submission Subject Line or on the lower left corner of the envelope, if mailed or delivered, will be received by Andrea Woods at email address bids@frcog.org or at Franklin Regional Council of Governments, 12 Olive Street, Suite 2, Greenfield, MA 01301, until **July 9, 2019 2pm**. Bid specifications are available for download from <https://frcog.org/bids>.

Bidders must attend or send a representative to a prebid meeting on June 26, 2019 at 10am. Attendance is mandatory in order to have an opportunity to discuss the project with the library director and see existing conditions.

Price quotes that are incomplete, not properly endorsed or signed, or otherwise contrary to instructions may be rejected as non-responsive by the Chief Procurement Officer.

Wage rates for this bid are subject to prevailing wage rates as per MGL Chapter 149, Section 26 - 27f inclusive. Wage Rates are provided in Attachment B.

The Town of Rowe, who is the awarding authority, is seeking price quotes from no less than three known qualified contractors per MGL Ch 149 §44A (2) (b). Other submissions may be accepted at the Town's discretion. The Town reserves the right to accept or reject any bid submission as they deem in the public's best interest.

Franklin Regional Council of Governments

Andrea Woods, Chief Procurement Officer

Date: June 19, 2019

The Franklin Regional Council of Governments (FRCOG) and the Town of Rowe do not discriminate on the basis of race, color, national origin, sex, age, disability, or gender with respect to admission to, access to, or operation of its programs, services or activities. If you would like accessibility or language accommodation, please contact the Title VI Coordinator at 413-774-3167 (voice) (MA Relay System: 800-439-2370), 413-774-3169 (fax), or civilrights@frcog.org (e-mail).

General Information and Instructions

1. The quote, plainly marked " **Rowe Library Ramp Bid 20190709**" in the Email Submission Subject Line or on the lower left corner of the envelope, if mailed or delivered, will be received by Andrea Woods at email address bids@frcog.org or at Franklin Regional Council of Governments, 12 Olive Street, Suite 2, Greenfield, MA 01301, until **July 9, 2019 at 2pm.** Bid specifications are also available for download from <http://frcog.org/bids>.
2. All Bids must contain a filled out Bid Form and signed Tax Compliance/Non-Collusion Form and OSHA form provided.
3. If there are questions about the bid, they must be submitted IN WRITING by email on or before **JULY 1, 2019 at 4pm.** An addendum will be issued to all who have been provided the bid if one is necessary.
4. As the Rowe Town Library is exempt from the payment of Federal Excise Taxes and Massachusetts Sales Tax, prices quoted herein are not to include these taxes. A tax exempt form will be provided by the Town to purchase materials.
5. A Bidder will be held to the terms and the prices on the Bid Form for the duration of the contract period if a contract is signed by both parties within 30 days from the Bid Opening. The Rowe Town Library reserve the right to reject any and all bids, in total or in part.
6. The Vendor will be bound by all applicable statutory provisions of law of the Federal Government and the Commonwealth of Massachusetts. Vendor shall be responsible for pulling a Building Permit, if required; however, the fee is waived by the Town. Bidder shall be subject to the MA Prevailing Wage Law. Pertinent wage schedule is attached. Certified payroll to be submitted to the Rowe Town Library Director, Molly Lane.
7. The Vendor will be required to indemnify and hold harmless the Rowe Town Library and Town of Rowe for all damages to life and property that may occur due to vendor's negligence or that of his/her employees, subcontractors, etc., during the contract period.
8. If in the judgment of the Rowe Town Library Trustees or the Rowe Board of Selectmen, any property is needlessly damaged by an act or omission of the vendor, the amount of damages will be deducted from money due the vendor or may be recovered from said vendor in legal action.
9. Any inferior or damaged product, as determined by the Rowe Town Library Trustees, will be replaced at the total expense of the Vendor.
10. Any restrictions, qualifications, or deviations from specifications must appear either on the Bid Form or an Attachment thereto.

11. Bidder Minimum Qualifications: Bidder must have been in business for at least FIVE YEARS providing similar services. All workers on site must have completed minimum 10 hr OSHA training and be certified. Bidder must guarantee workmanship for a minimum of ten years.

12. RULE FOR AWARD: A purchase order/contract will be issued by the Rowe Town Library to the responsible and responsive bidder based upon bid price taking into consideration past performance and reliability of the bidder, quality of product and/or service, and degree of exclusion, exemption, or restrictions on the Bid Form. The contract will include but not be limited to all general and specific conditions contained in the Invitation For Price Quote and the Quote submitted by the awarded bidder. Payment will be made within 30 days of satisfactory acceptance of the work.

Contact Person for Bid Information:

Andrea Woods, Chief Procurement Officer
Franklin Regional Council of Governments
bids@frcog.org
413-774-3167 x104

PLEASE NOTE THERE WILL BE A MANDATORY ONSITE PRE BID MEETING AT THE ROWE TOWN LIBRARY, 318 ZOAR RD. ROWE, MA ON JUNE 26, 2019, 2019 AT 10AM.

Labor must be per MA Prevailing Wage, see schedule attached. Owner/Operators who are exempt from Prevailing Wage shall return with the bid a written statement attesting that they qualify for exemption. An employee who owns a bona fide 20% equity interest in the company and is actively engaged in its management may not be subject to the prevailing wage law.

The Rowe Town Library, who is the awarding authority, is seeking price quotes from no less than three known qualified contractors per MGL Ch 149 §44A (2) (b). Other submissions may be accepted at the Town's discretion if they meet the qualifications and three quotes are not received from the three known qualified contractors.

TECHNICAL SPECIFICATIONS

See Attachment A Sheet A.1 5

GENERAL CONDITIONS:

- Legally dispose of all waste. Contractor to provide their own dumpster.
- Areas to be left clean and safe at all times
- Contractor may use onsite water and bathroom facilities

Project should be completed within 60 days of award of contract.

Price Quote Form
Rowe Town Library
Ramp Replacement
FRCOG Bid No. 20190709

Pricing is per bid specifications provided within this Invitation for Price Quotes. All activities not expressly mentioned in these specifications, but involved in carrying out their intent are required and the contractor shall perform the same as though they were specifically mentioned, described, and delineated.

Total Lump Sum Price Quote \$ _____

In words: _____

The Bidder certifies that all materials meet or exceed all the requirements of the bid specifications, that they have been in business for at least five years, and a representative of their company attended the mandatory prebid meeting.

Signature  _____ **Printed Name** _____

Title _____ **Company Name** _____

Company Address _____

Phone _____ **Fax** _____ **Email** _____

Date _____

Please initial if you have received any Addenda:

#1 _____ #2 _____

Bid Signature Authorization Form

Rowe Library Ramp Replacement



Signature of Contractor

Title of Contractor

Printed Name of Above

Company Name

Company complete address

Telephone Number

Fax Number

Email Address

Date

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

_____ Federal Tax ID Number (this number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941

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

*IF A PARTNERSHIP, INCLUDE A LIST OF NAMES/ADDRESSES OF ALL PARTNERS AND CHECK HERE

*IF A PROPRIETORSHIP, COMPLETELY FILL OUT INFORMATION ABOVE ONLY AND CHECK HERE

Tax Compliance and Non-Collusion Statements

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

Tax Compliance

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

Authorized Official's Signature

Title of Person Signing

Typed or Printed Name of Person Signing

Company or Corporation

Telephone Number

Address

Fax Number

Address

Date

Certificate of Non-Collusion

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

Date: _____

Typed or Printed Name of Person Signing

Authorized Official's Signature

Company or Corporation Name

OSHA CERTIFICATION

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

Date _____



Authorized Official's Signature

Typed or Printed Name of Person Signing

Company or Corporation

REFERENCES

Please list AT LEAST THREE references, preferably for projects of similar and size and scope. Please make sure contact information is CURRENT. Inability to check references may affect the eligibility of your bid. YOU MAY USE YOUR OWN FORM IF ALL THE INFORMATION HERE IS INCLUDED. The Town may seek additional references as they deem in the best interest of the Town.

1 _____
Name of Project _____ **Contract Dates** _____

Name of Contact Person _____ **Title of Contact Person** _____

Phone Number _____ **Scope of Work** _____

Project Owner/Awarding Authority _____

Scope of Work, Cont. _____

2 _____
Name of Project _____ **Contract Dates** _____

Name of Contact Person _____ **Title of Contact Person** _____

Phone Number _____ **Scope of Work** _____

Scope of Work, Cont. _____

Project Owner/Awarding Authority _____

3 _____
Name of Project _____ **Contract Dates** _____

Name of Contact Person _____ **Title of Contact Person** _____

Phone Number _____ **Scope of Work** _____

Scope of Work, Cont. _____

Project Owner/Awarding Authority _____

CHECK LIST FOR REQUIRED SUBMITTALS

- Completed and Signed Price Quote Form and Bid Signature Authorization Form (with required additional information if Corporation or Partnership)
- Signed Tax Compliance and Signed Non-Collusion Statements
- Signed OSHA Certification Form
- References - 3 public entity customers where similar work has been provided, include phone number and person to contact

YOU MAY SCAN AND SEND YOUR BID VIA EMAIL TO bids@frcog.org OR mail or hand deliver it to ANDREA WOODS, FRANKLIN REGIONAL COUNCIL OF GOVERNMENTS, 12 OLIVE ST., #2, GREENFIELD, MA 01301.

don't forget to include authorized signature where indicated

ATTACHMENT A

ARCHITECTS DRAWING AND SPECIFICATIONS

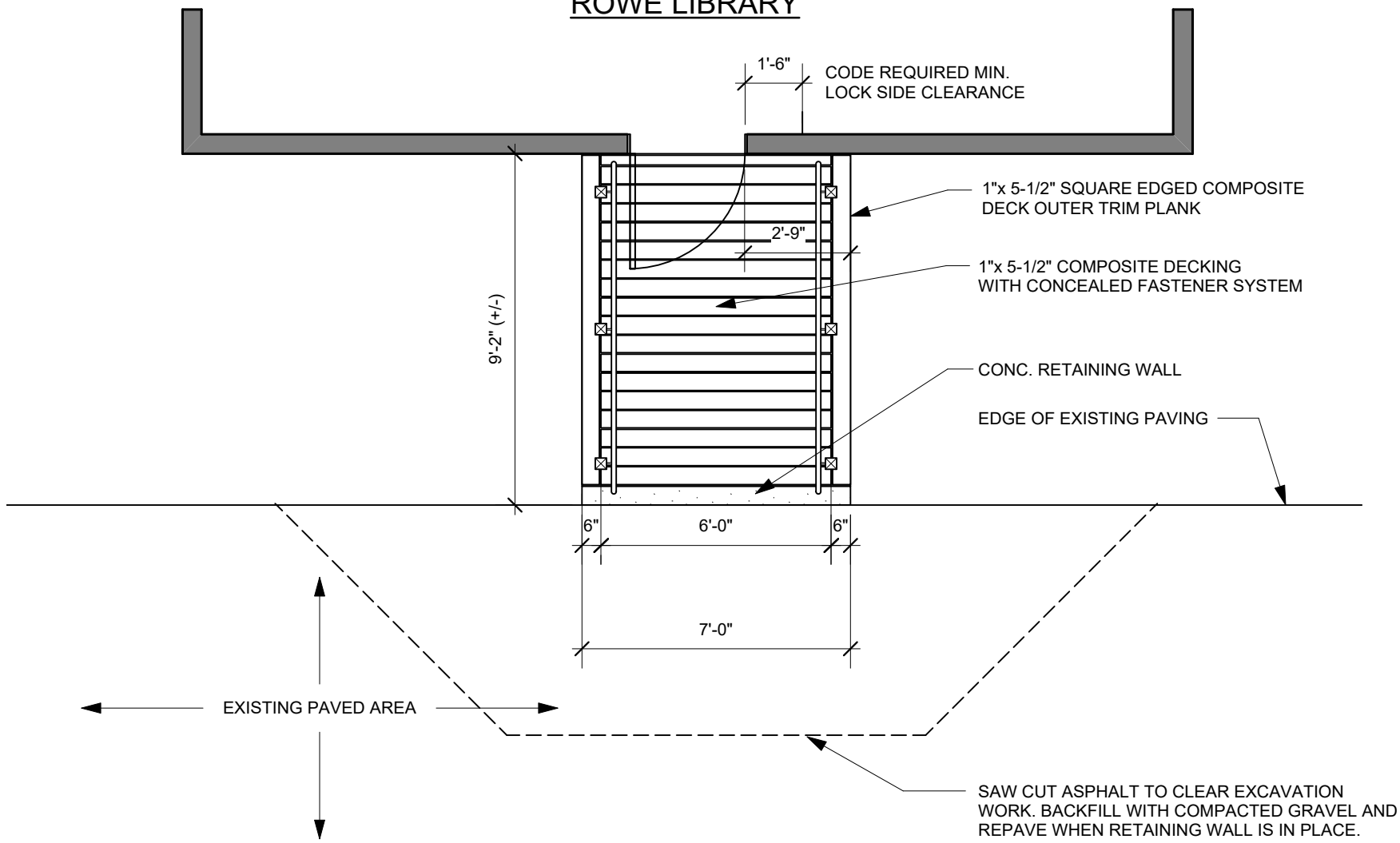
ATTACHMENT B

SAMPLE CONTRACT FORM

ATTACHMENT C

PREVAILING WAGE SCHEDULE AND REPORTING DOCUMENTS

ROWE LIBRARY



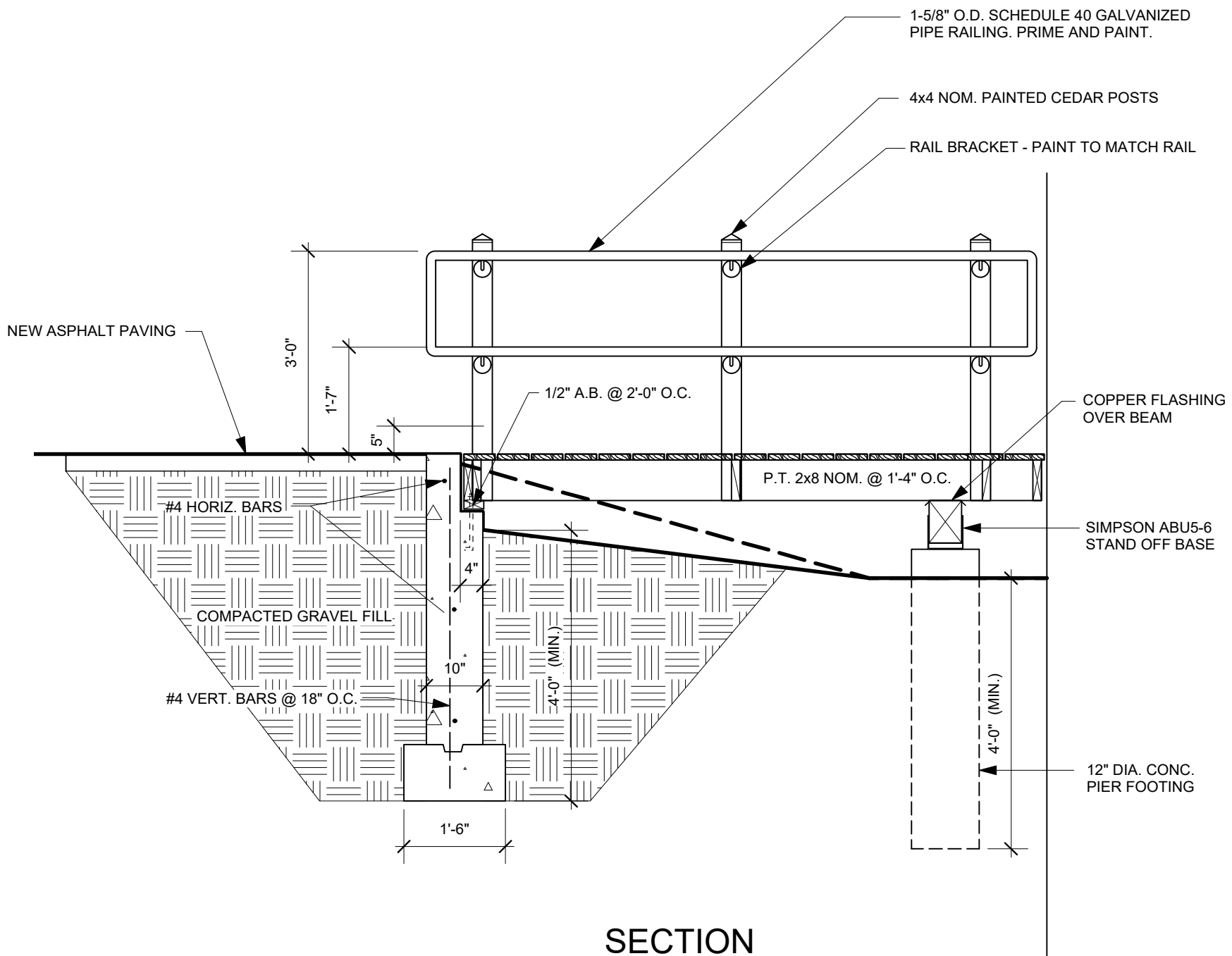
PLAN

1/4" = 1'-0"

A1.1

JABLONSKI | DEVRIESE
ARCHITECTS
 www.jdarchitects.com
 29 Elliot Street | Springfield, MA 01105 | T: 413.747.5285

Project		Rowe Library - Ramp Replacement	
Drawing Title	Drawn By	Date	04.15.19
New Ramp Plan		CAD File Name	



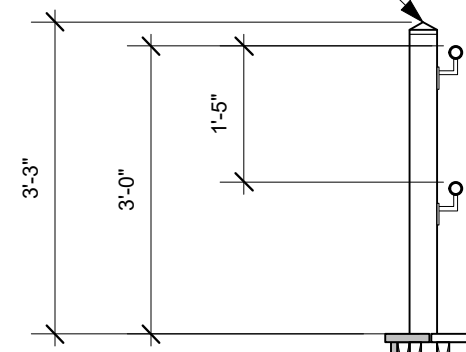
SECTION

1/2" = 1'-0"

A1.2

Project		Rowe Library - Ramp Replacement	
Drawing Title	Drawn By	Date	04.15.19
New Ramp Section			
ID File Name			

PRE-FORMED
COPPER POST CAP



1-1/4" SCHED. 40 PIPE RAIL - GALVANIZED AND PAINTED
ATTACHED TO POST WITH PAINTED STEEL RAIL BRACKETS

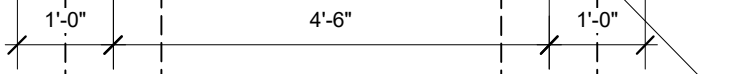
3/4"x 2-1/2" PVC TRIM W/ 16 OZ. COPPER DRIP
FLASHING ON TOP

16 OZ. COPPER CAP

P.T. 6x8 NOM.

3/4"x 9-1/4" MATCHING FASCIA TRIM

16 OZ. COPPER DRIP
FLASHING ON TOP
OF BEAM



SIMPSON ABU5-6 STAND OFF BASE

12" DIA. CONC. PIER
BEYOND

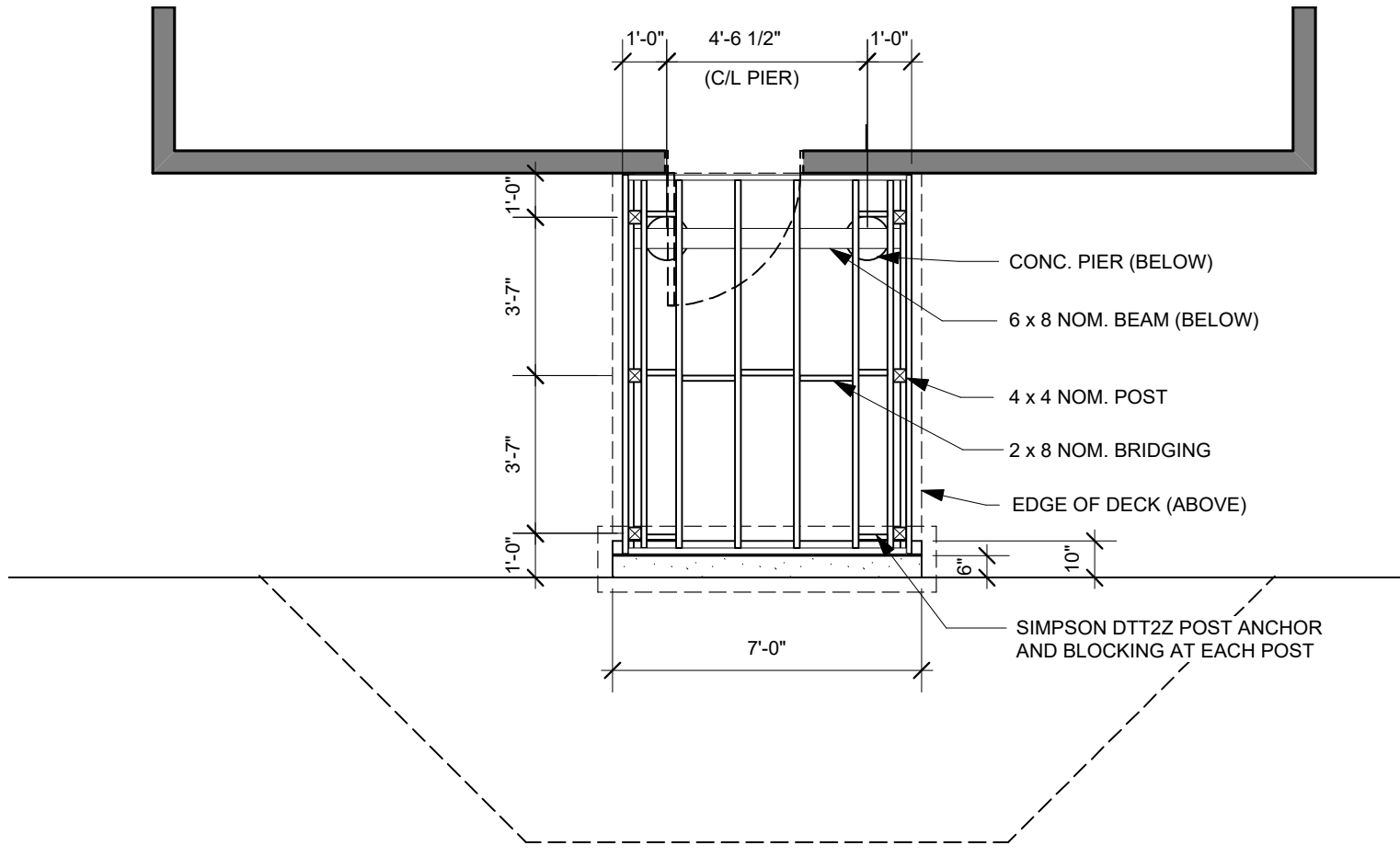


SECTION

1/2" = 1'-0"

A1.3

Project		Rowe Library - Ramp Replacement	
Drawing Title	Drawn By	Date	04.15.19
Ramp Cross Section		CAD File Name	



FRAMING PLAN

1/4" = 1'-0"

A1.4

Project: Rowe Library - Ramp Replacement

Drawing Title: Ramp Framing Plan

Drawn By

Date

04.15.19

CAD File Name

JABLONSKI | DEVRIESE ARCHITECTS

www.jdarchitects.com

29 Elliot Street | Springfield, MA 01105 | T: 413.747.5285

Scope of Work

1. Secure all required permits and approvals before commencing work.
2. Coordinate with Library staff to maintain access to Library during construction
3. Provide and maintain construction barriers and signage while work is in progress
4. Verify existing grades and dimensions. Report significant discrepancies to Architect before proceeding with the work
5. Remove existing ramp, footings and railing
6. Saw cut existing bituminous paving to allow for the required extent of excavation
7. Excavate for footings and piers
8. Legally dispose of demolition debris off site.
9. Form and pour new concrete footings, wall and piers
10. Backfill and compact new fill material
11. Construct new ramp with composite deck and metal railings
12. Fill and compact paving subgrade and base layer.
13. Repave excavated paved area with new hot asphalt paving
14. Regrade, loam and seed disturbed lawn areas

Materials Specifications

1. Soil Materials
 - Backfill material: Clean granular structural fill compacted to 95%
 - Paving base: 12" deep crushed stone or gravel to match existing material and depth
 - Loam: 6" deep screened loam compacted and seeded with grass seed. Mulch with straw.
2. Concrete
 - 3000 psi with air entraining agent and a slump of 4".
3. Lumber
 - Pressure treated No.1 Southern Yellow Pine.
 - Provide Simpson, Teco or equal corrosion resistant hardware and fasteners designed for use with P.T. lumber
 - Posts: 4x4 nominal clear red cedar primed and painted with 2 finish coats. Provide copper post caps.
4. Composite Deck
 - Trex, MoistureShield, TimberTech, Fiberon, Veranda or equal 1"x 5-1/2" planks. Install with concealed fastener system.
 - Standard of design: Trex "Tracend".
 - Provide manufacturers' matching Fascia board for installing over rough joists at edge of deck.
 - Follow manufacturers recommended details and installation instructions.
5. Handrails
 - Schedule 40 steel pipe with preformed elbow fittings welded and ground smooth. Galvanize prime and paint 2 finish coats.
6. Painting
 - Wood Posts: Exterior wood primer, 2 coats finish semigloss latex exterior house paint.
 - Steel handrails and brackets: Exterior metal primer, 2 coats gloss alkyd enamel.

ATTACHMENT B

SAMPLE CONTRACT FORM

AGREEMENT FOR SERVICES
by and between

and the

TOWN OF ROWE, MA

FOR LIBRARY RAMP REPLACEMENT

The following provisions, together with the Request for Quotes dated JUNE 19, 2019 plus any Addenda (hereinafter "RFQ") undertaken under MGL Ch. 149 for **LIBRARY RAMP REPLACEMENT** (Attachment A), and the submittals received by XXXXX. in response to the RFQ (Attachment B) on July 9, 2019 are hereby incorporated by reference and made a part of this AGREEMENT. The Agreement is effective as of the _____ day of _____, 2019 between XXXXXXX, a corporation, having a usual place of business at XXXXXXXX (hereinafter referred to as the "Contractor"), and the Town of Rowe, MA having a usual place of business at 321 ZOAR ROAD, ROWE, MA 01367 (hereinafter referred to as the "Town").

Whereas the Town proposes to engage the Contractor to assist in the completion of the tasks outlined in Attachment A, and

Whereas, this Agreement, together with Attachment A and Attachment B represent the entire understanding of the parties, and neither is relying upon any representation not contained herein.

Now therefore, in consideration of the mutual covenants herein contained the parties agree as follows:

ARTICLE 1: ENGAGEMENT OF THE CONTRACTOR

Contractor agrees to perform the work described in the RFQ. In performing the services under this Agreement, the Contractor shall be deemed to be independent and not an employee of the Town. The Town may terminate, in writing, this Agreement for non-performance of services required including the progress of work for services. The Town may terminate the contract for convenience with written notice. Upon receipt of written notification from the Town to the Contractor that the Agreement or any portion thereof is to be terminated, Contractor shall immediately cease operations on the work. Contractor shall be entitled to complete payment for satisfactorily completed uncompensated work performed prior to such notice. In the event that there is a disagreement between Contractor and the Town, the terms of this Agreement shall control.

ARTICLE 2: SERVICES AND RESPONSIBILITIES OF THE CONTRACTOR

Contractor shall serve as the professional representative of the Town during the project and will consult with and advise the Town during performance of services. Contractor shall receive prior approval from the Town for any expenditure not specifically provided for in this Agreement, which is thought to be billable. Contractor is advised that work undertaken within the terms and provisions of this Agreement shall be with the full knowledge and consent of the Town and any work performed outside the Services listed in the RFQ without the prior written agreement of the Town, shall not be considered as work under this Agreement and payment for such work may not be allowed. Contractor shall complete all work specified in the RFQ or any attachment thereto. Records of the Contractor pertinent to this Agreement shall be retained for a period of not less than seven (7) years (MGL c. 4 § 7).

ARTICLE 3: SCHEDULE

Services as required under this Agreement shall be completed by the Contractor within _____ days of contract execution, unless extended by mutual agreement per Article 9.

ARTICLE 4: RESPONSIBILITIES OF THE TOWN

The Town shall make available to the Contractor available information pertinent to the project including background information on file at Library or Town Office.

ARTICLE 5: PAYMENTS TO THE CONTRACTOR

For all services to be performed under this Agreement, Contractor shall be compensated in accordance with invoices submitted by the Contractor to the Town. Invoices shall be mailed or hand delivered to:

Molly Lane, Director
Rowe Library
318 Zoar Road
Rowe, MA 01367

Contractor shall invoice at the completion of the project in a lump sum not to exceed \$ _____ (_____ dollars). The Town shall pay within 30 days of acceptance of the satisfactory, completed project. Contractor will provide their own professional equipment, supplies and materials and all direct cost are included. Supplies or materials purchased as a direct cost outside this agreement will become property of the Town and must have prior approval. Town is not subject to sales tax. Federal tax form W-9 must be submitted with signed contract.

ARTICLE 6: CERTIFIED PAYROLL

The project is subject to MA Prevailing Wage rates per MGL Chapter 149, Section 26-27f inclusive. Certified payroll must be submitted per this statute to the following town personnel.

Molly Lane, Director
Rowe Library
318 Zoar Road
Rowe, MA 01367

Payment for services may be delayed/withheld if the Certified Payroll is not provided.

ARTICLE 7: SEVERABILITY & APPLICABLE LAW

In the event that any provision of this Agreement shall be deemed invalid, unreasonable or unenforceable by any court of relevant jurisdiction, such provision shall be stricken from the Agreement or modified so as to render it reasonable, and the remaining provisions of this Agreement, or the modified provision as provided above, shall continue in full force and effect and be binding upon the parties so long as such remaining or modified provisions reflect the intent of the parties as of the date of this Agreement. Further, should this Agreement omit any statutory or regulatory requirements which would otherwise render this Agreement illegal, then this Agreement shall be deemed amended to the minimum extent necessary to comply with said statutes or regulations. This Agreement shall be construed in accordance with the laws of the Commonwealth of Massachusetts and any suit brought pursuant to this Agreement shall be commenced in the Counties of Franklin or Hampden only therein.

ARTICLE 8: INSURANCE REQUIREMENTS

Contractor shall maintain in full force and effect the following minimum levels of insurance by insurers acceptable to the Town and before commencement of work: Statutory Workers Compensation Insurance, \$1million Auto, and \$1million/\$2million aggregate property, and general liability insurance.

ARTICLE 9: AMENDMENTS/MODIFICATIONS

No amendment or modification to this Agreement shall be effective unless it is in writing, signed by the duly authorized representatives of both parties, complies with the provisions of this Agreement, and all other regulations and requirements of law.

ARTICLE 10: INDEMNITY

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

or in law or equity.

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

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

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

ARTICLE 11: ASSIGNABILITY

The Contractor shall not assign any interest in this Agreement, and shall not transfer any interest in the same, without prior written consent of the Town. No subcontract may be awarded by the Contractor, the purpose of which is to fulfill in whole or in part the services required herein, without said written consent of the Town. Nothing herein shall be construed to prevent an assignor's due performance of its entire obligation.

ARTICLE 12: CONFLICT OF INTEREST

The Town and the Contractor shall take all reasonable actions necessary to ensure that their officers, employees, agents, and members of their governing bodies are aware of the requirements, and comply with the provisions of MGL, Chapter 268A, the so-called Conflict of Interest Law.

ARTICLE 13: INTENTIONALLY LEFT BLANK

ARTICLE 14: NONDISCRIMINATION

Contractor shall not discriminate against any person because of race, color, religious creed, national origin, gender, ancestry, sexual orientation, age, handicap, gender identity, genetic information, military service, or any other protected class under the law.

ARTICLE 15: FORCE MAJEURE

The Contractor shall not be liable for the failure to wholly perform his duties if such failure is caused by catastrophe, riot, war, governmental order or regulation, strike, fire, accident, act of God or other similar or different contingency beyond the reasonable control of the Contractor.

ARTICLE 16: ENTIRE UNDERSTANDING

This Agreement, together with the attachments hereto, represents the entire understanding

of the parties, and neither party is relying upon any representation not contained herein.

IN WITNESS WHEREOF, the parties hereby execute this Agreement this _____ day of _____, 2019.

For the TOWN OF ROWE:

_____	_____
Authorized Signature	Print Name

_____	_____
Authorized Signature	Print Name

_____	_____
Authorized Signature	Print Name

For THE CONTRACTOR

_____	_____
Authorized Signature	Printed Name

Tax ID Number (TIN)



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR
DIVISION OF OCCUPATIONAL SAFETY
PREVAILING WAGE PROGRAM
www.mass.gov/dos/pw

ATTACHMENT C

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

NOTICE TO AWARDING AUTHORITIES

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

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

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

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

NOTICE TO CONTRACTORS

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

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

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

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

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

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

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

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

STATEMENT OF COMPLIANCE

_____, 20_____

I, _____, _____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by
_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

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

Signature _____
Title _____

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



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

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

Date recieved by awarding authority / /
--



**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS**

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

KARYN E. POLITO
Lt. Governor

WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Rowe
Contract Number: **City/Town:** ROWE
Description of Work: 20190709 LIBRARY ROWE RAMP REPLACEMENT - Removal of old and installation of new concrete and composite deck, handrails and ramp at library
Job Location: 318 Zoar Rd, Rowe, MA

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>	06/01/2019	\$34.25	\$11.91	\$12.70	\$0.00	\$58.86
	08/01/2019	\$34.25	\$12.41	\$12.70	\$0.00	\$59.36
	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2019	\$34.32	\$11.91	\$12.70	\$0.00	\$58.93
	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$59.43
	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2019	\$34.44	\$11.91	\$12.70	\$0.00	\$59.05
	08/01/2019	\$34.44	\$12.41	\$12.70	\$0.00	\$59.55
	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	12/01/2019	\$29.10	\$7.85	\$12.50	\$0.00	\$49.45
	06/01/2020	\$29.75	\$7.85	\$12.50	\$0.00	\$50.10
	12/01/2020	\$30.40	\$7.85	\$12.50	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.54	\$7.85	\$13.54	\$0.00	\$50.93
	12/01/2019	\$30.31	\$7.85	\$13.54	\$0.00	\$51.70
	06/01/2020	\$31.10	\$7.85	\$13.54	\$0.00	\$52.49
	12/01/2020	\$31.89	\$7.85	\$13.54	\$0.00	\$53.28
	06/01/2021	\$32.71	\$7.85	\$13.54	\$0.00	\$54.10
	12/01/2021	\$33.52	\$7.85	\$13.54	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	06/01/2019	\$32.76	\$12.50	\$8.00	\$0.00	\$53.26
	12/01/2019	\$33.66	\$12.50	\$8.00	\$0.00	\$54.16
	06/01/2020	\$34.56	\$12.50	\$8.00	\$0.00	\$55.06
	12/01/2020	\$35.46	\$12.50	\$8.00	\$0.00	\$55.96
ASPHALT RAKER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	12/01/2019	\$29.10	\$7.85	\$12.50	\$0.00	\$49.45
	06/01/2020	\$29.75	\$7.85	\$12.50	\$0.00	\$50.10
	12/01/2020	\$30.40	\$7.85	\$12.50	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.54	\$7.85	\$13.54	\$0.00	\$50.93
	12/01/2019	\$30.31	\$7.85	\$13.54	\$0.00	\$51.70
	06/01/2020	\$31.10	\$7.85	\$13.54	\$0.00	\$52.49
	12/01/2020	\$31.89	\$7.85	\$13.54	\$0.00	\$53.28
	06/01/2021	\$32.71	\$7.85	\$13.54	\$0.00	\$54.10
	12/01/2021	\$33.52	\$7.85	\$13.54	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2019

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

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2019	\$41.96	\$10.75	\$18.77	\$0.00	\$71.48
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	08/01/2019	\$43.31	\$10.75	\$18.91	\$0.00	\$72.97
	02/01/2020	\$43.86	\$10.75	\$18.91	\$0.00	\$73.52
	08/01/2020	\$45.21	\$10.75	\$19.06	\$0.00	\$75.02
	02/01/2021	\$45.76	\$10.75	\$19.06	\$0.00	\$75.57
	08/01/2021	\$47.16	\$10.75	\$19.22	\$0.00	\$77.13
	02/01/2022	\$47.69	\$10.75	\$19.22	\$0.00	\$77.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.98	\$10.75	\$18.77	\$0.00	\$50.50
2	60	\$25.18	\$10.75	\$18.77	\$0.00	\$54.70
3	70	\$29.37	\$10.75	\$18.77	\$0.00	\$58.89
4	80	\$33.57	\$10.75	\$18.77	\$0.00	\$63.09
5	90	\$37.76	\$10.75	\$18.77	\$0.00	\$67.28

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.66	\$10.75	\$18.91	\$0.00	\$51.32
2	60	\$25.99	\$10.75	\$18.91	\$0.00	\$55.65
3	70	\$30.32	\$10.75	\$18.91	\$0.00	\$59.98
4	80	\$34.65	\$10.75	\$18.91	\$0.00	\$64.31
5	90	\$38.98	\$10.75	\$18.91	\$0.00	\$68.64

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2019	\$40.75	\$7.85	\$15.55	\$0.00	\$64.15
	12/01/2019	\$41.75	\$7.85	\$15.55	\$0.00	\$65.15
	06/01/2020	\$42.74	\$7.85	\$15.55	\$0.00	\$66.14
	12/01/2020	\$43.72	\$7.85	\$15.55	\$0.00	\$67.12
	06/01/2021	\$44.74	\$7.85	\$15.55	\$0.00	\$68.14
	12/01/2021	\$45.75	\$7.85	\$15.55	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

Apprentice - CARPENTER - Local 108 Hampden Hampshire Franklin

Effective Date - 03/04/2019

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

Notes:

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

Apprentice to Journeyworker Ratio:1:5

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - 108 Hampden Hampshire

Effective Date - 04/01/2019

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

Effective Date - 10/01/2019

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

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

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2019	\$40.46	\$12.45	\$17.64	\$0.30	\$70.85
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2019	\$41.03	\$12.45	\$17.64	\$0.30	\$71.42
	01/01/2020	\$42.51	\$12.45	\$17.64	\$0.30	\$72.90

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$12.45	\$15.41	\$0.00	\$48.09
2	60	\$24.28	\$12.45	\$17.64	\$0.30	\$54.67
3	65	\$26.30	\$12.45	\$17.64	\$0.30	\$56.69
4	70	\$28.32	\$12.45	\$17.64	\$0.30	\$58.71
5	75	\$30.35	\$12.45	\$17.64	\$0.30	\$60.74
6	80	\$32.37	\$12.45	\$17.64	\$0.30	\$62.76
7	90	\$36.41	\$12.45	\$17.64	\$0.30	\$66.80

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.52	\$12.45	\$15.41	\$0.00	\$48.38
2	60	\$24.62	\$12.45	\$17.64	\$0.30	\$55.01
3	65	\$26.67	\$12.45	\$17.64	\$0.30	\$57.06
4	70	\$28.72	\$12.45	\$17.64	\$0.30	\$59.11
5	75	\$30.77	\$12.45	\$17.64	\$0.30	\$61.16
6	80	\$32.82	\$12.45	\$17.64	\$0.30	\$63.21
7	90	\$36.93	\$12.45	\$17.64	\$0.30	\$67.32

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Effective Date - 07/01/2019

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
	12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.55	\$7.85	\$15.35	\$0.00	\$63.75
	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
	12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.55	\$7.85	\$15.35	\$0.00	\$63.75
	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Apprentice - ELECTRICIAN - Local 7

Effective Date - 12/30/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.76	\$5.70	\$0.50	\$0.00	\$22.96
2	45	\$18.86	\$5.70	\$0.57	\$0.00	\$25.13
3	50	\$20.96	\$10.50	\$6.93	\$0.00	\$38.39
4	55	\$23.05	\$10.50	\$6.99	\$0.00	\$40.54
5	65	\$27.24	\$10.50	\$8.12	\$0.00	\$45.86
6	70	\$29.34	\$10.50	\$9.18	\$0.00	\$49.02

Effective Date - 06/30/2019

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

Notes:

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

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

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2019

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

Effective Date - 01/01/2020

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

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2019	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & BEAM RAIL ERECTOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41

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

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
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FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
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FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 7</i>	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2019

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

Effective Date - 12/01/2019

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

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$22.50	\$7.85	\$13.54	\$0.00	\$43.89
	12/01/2019	\$23.50	\$7.85	\$13.54	\$0.00	\$44.89
	06/01/2020	\$23.50	\$7.85	\$13.54	\$0.00	\$44.89
	12/01/2020	\$24.50	\$7.85	\$13.54	\$0.00	\$45.89
	06/01/2021	\$24.50	\$7.85	\$13.54	\$0.00	\$45.89
	12/01/2021	\$24.50	\$7.85	\$13.54	\$0.00	\$45.89
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

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

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2016

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

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

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2019

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

Effective Date - 06/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.54	\$7.85	\$13.54	\$0.00	\$50.93
	12/01/2019	\$30.31	\$7.85	\$13.54	\$0.00	\$51.70
	06/01/2020	\$31.10	\$7.85	\$13.54	\$0.00	\$52.49
	12/01/2020	\$31.89	\$7.85	\$13.54	\$0.00	\$53.28
	06/01/2021	\$32.71	\$7.85	\$13.54	\$0.00	\$54.10
	12/01/2021	\$33.52	\$7.85	\$13.54	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2018	\$37.67	\$12.50	\$15.60	\$0.00	\$65.77
	09/01/2019	\$39.67	\$12.50	\$15.60	\$0.00	\$67.77

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

Effective Date - 09/01/2018

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

Effective Date - 09/01/2019

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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2019

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

Effective Date - 09/16/2019

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

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.60	\$7.85	\$12.50	\$0.00	\$47.95
	12/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	06/01/2020	\$29.00	\$7.85	\$12.50	\$0.00	\$49.35
	12/01/2020	\$29.65	\$7.85	\$12.50	\$0.00	\$50.00

Apprentice - LABORER - Zone 4 Building and Site

Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.56	\$7.85	\$12.50	\$0.00	\$36.91
2	70	\$19.32	\$7.85	\$12.50	\$0.00	\$39.67
3	80	\$22.08	\$7.85	\$12.50	\$0.00	\$42.43
4	90	\$24.84	\$7.85	\$12.50	\$0.00	\$45.19

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.01	\$7.85	\$12.50	\$0.00	\$37.36
2	70	\$19.85	\$7.85	\$12.50	\$0.00	\$40.20
3	80	\$22.68	\$7.85	\$12.50	\$0.00	\$43.03
4	90	\$25.52	\$7.85	\$12.50	\$0.00	\$45.87

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2019	\$28.79	\$7.85	\$13.54	\$0.00	\$50.18
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2019	\$29.56	\$7.85	\$13.54	\$0.00	\$50.95
	06/01/2020	\$30.35	\$7.85	\$13.54	\$0.00	\$51.74
	12/01/2020	\$31.14	\$7.85	\$13.54	\$0.00	\$52.53
	06/01/2021	\$31.96	\$7.85	\$13.54	\$0.00	\$53.35
	12/01/2021	\$32.77	\$7.85	\$13.54	\$0.00	\$54.16

Apprentice - LABORER (Heavy and Highway) - Zone 4

Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.27	\$7.85	\$13.54	\$0.00	\$38.66
2	70	\$20.15	\$7.85	\$13.54	\$0.00	\$41.54
3	80	\$23.03	\$7.85	\$13.54	\$0.00	\$44.42
4	90	\$25.91	\$7.85	\$13.54	\$0.00	\$47.30

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.74	\$7.85	\$13.54	\$0.00	\$39.13
2	70	\$20.69	\$7.85	\$13.54	\$0.00	\$42.08
3	80	\$23.65	\$7.85	\$13.54	\$0.00	\$45.04
4	90	\$26.60	\$7.85	\$13.54	\$0.00	\$47.99

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.60	\$7.85	\$12.50	\$0.00	\$47.95
	12/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	06/01/2020	\$29.00	\$7.85	\$12.50	\$0.00	\$49.35
	12/01/2020	\$29.65	\$7.85	\$12.50	\$0.00	\$50.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.60	\$7.85	\$12.50	\$0.00	\$47.95
	12/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	06/01/2020	\$29.00	\$7.85	\$12.50	\$0.00	\$49.35
	12/01/2020	\$29.65	\$7.85	\$12.50	\$0.00	\$50.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.70	\$7.85	\$12.50	\$0.00	\$48.05
	12/01/2019	\$28.45	\$7.85	\$12.50	\$0.00	\$48.80
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$29.60	\$7.85	\$12.50	\$0.00	\$49.95
	12/01/2019	\$30.35	\$7.85	\$12.50	\$0.00	\$50.70
	06/01/2020	\$31.00	\$7.85	\$12.50	\$0.00	\$51.35
	12/01/2020	\$31.65	\$7.85	\$12.50	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.60	\$7.85	\$12.50	\$0.00	\$47.95
	12/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	06/01/2020	\$29.00	\$7.85	\$12.50	\$0.00	\$49.35
	12/01/2020	\$29.65	\$7.85	\$12.50	\$0.00	\$50.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.60	\$7.85	\$12.50	\$0.00	\$47.95
	12/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	06/01/2020	\$29.00	\$7.85	\$12.50	\$0.00	\$49.35
	12/01/2020	\$29.65	\$7.85	\$12.50	\$0.00	\$50.00
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	02/01/2019	\$34.67	\$10.75	\$18.26	\$0.00	\$63.68
	08/01/2019	\$35.67	\$10.75	\$18.37	\$0.00	\$64.79
	02/01/2020	\$36.17	\$10.75	\$18.37	\$0.00	\$65.29
	08/01/2020	\$37.17	\$10.75	\$18.49	\$0.00	\$66.41
	02/01/2021	\$37.67	\$10.75	\$18.49	\$0.00	\$66.91
	08/01/2021	\$38.67	\$10.75	\$18.62	\$0.00	\$68.04
	02/01/2022	\$39.12	\$10.75	\$18.62	\$0.00	\$68.49

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

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.34	\$10.75	\$18.26	\$0.00	\$46.35
2	60	\$20.80	\$10.75	\$18.26	\$0.00	\$49.81
3	70	\$24.27	\$10.75	\$18.26	\$0.00	\$53.28
4	80	\$27.74	\$10.75	\$18.26	\$0.00	\$56.75
5	90	\$31.20	\$10.75	\$18.26	\$0.00	\$60.21

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.84	\$10.75	\$18.37	\$0.00	\$46.96
2	60	\$21.40	\$10.75	\$18.37	\$0.00	\$50.52
3	70	\$24.97	\$10.75	\$18.37	\$0.00	\$54.09
4	80	\$28.54	\$10.75	\$18.37	\$0.00	\$57.66
5	90	\$32.10	\$10.75	\$18.37	\$0.00	\$61.22

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

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

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2019

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

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
<i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Effective Date - 07/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2019	\$33.73	\$8.15	\$16.95	\$0.00	\$58.83
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$34.03	\$8.20	\$17.55	\$0.00	\$59.78
	01/01/2020	\$34.33	\$8.20	\$18.20	\$0.00	\$60.73
	07/01/2020	\$35.43	\$8.20	\$18.20	\$0.00	\$61.83
	01/01/2021	\$36.53	\$8.20	\$18.20	\$0.00	\$62.93

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

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.87	\$8.15	\$0.00	\$0.00	\$25.02
2	55	\$18.55	\$8.15	\$3.49	\$0.00	\$30.19
3	60	\$20.24	\$8.15	\$3.81	\$0.00	\$32.20
4	65	\$21.92	\$8.15	\$4.13	\$0.00	\$34.20
5	70	\$23.61	\$8.15	\$15.05	\$0.00	\$46.81
6	75	\$25.30	\$8.15	\$15.36	\$0.00	\$48.81
7	80	\$26.98	\$8.15	\$15.68	\$0.00	\$50.81
8	90	\$30.36	\$8.15	\$16.32	\$0.00	\$54.83

Effective Date - 07/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2019	\$31.05	\$8.15	\$16.95	\$0.00	\$56.15
PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$31.35	\$8.20	\$17.55	\$0.00	\$57.10
	01/01/2020	\$31.65	\$8.20	\$18.20	\$0.00	\$58.05
	07/01/2020	\$32.75	\$8.20	\$18.20	\$0.00	\$59.15
	01/01/2021	\$33.85	\$8.20	\$18.20	\$0.00	\$60.25

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

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.53	\$8.15	\$0.00	\$0.00	\$23.68
2	55	\$17.08	\$8.15	\$3.49	\$0.00	\$28.72
3	60	\$18.63	\$8.15	\$3.81	\$0.00	\$30.59
4	65	\$20.18	\$8.15	\$4.13	\$0.00	\$32.46
5	70	\$21.74	\$8.15	\$15.05	\$0.00	\$44.94
6	75	\$23.29	\$8.15	\$15.36	\$0.00	\$46.80
7	80	\$24.84	\$8.15	\$15.68	\$0.00	\$48.67
8	90	\$27.95	\$8.15	\$16.32	\$0.00	\$52.42

Effective Date - 07/01/2019

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2019	\$32.33	\$8.15	\$16.95	\$0.00	\$57.43
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$32.63	\$8.20	\$17.55	\$0.00	\$58.38
	01/01/2020	\$32.93	\$8.20	\$18.20	\$0.00	\$59.33
	07/01/2020	\$34.03	\$8.20	\$18.20	\$0.00	\$60.43
	01/01/2021	\$35.13	\$8.20	\$18.20	\$0.00	\$61.53

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.17	\$8.15	\$0.00	\$0.00	\$24.32
2	55	\$17.78	\$8.15	\$3.49	\$0.00	\$29.42
3	60	\$19.40	\$8.15	\$3.81	\$0.00	\$31.36
4	65	\$21.01	\$8.15	\$4.13	\$0.00	\$33.29
5	70	\$22.63	\$8.15	\$15.05	\$0.00	\$45.83
6	75	\$24.25	\$8.15	\$15.36	\$0.00	\$47.76
7	80	\$25.86	\$8.15	\$15.68	\$0.00	\$49.69
8	90	\$29.10	\$8.15	\$16.32	\$0.00	\$53.57

Effective Date - 07/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2019	\$29.65	\$8.15	\$16.95	\$0.00	\$54.75
PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$29.95	\$8.20	\$17.55	\$0.00	\$55.70
	01/01/2020	\$30.25	\$8.20	\$18.20	\$0.00	\$56.65
	07/01/2020	\$31.35	\$8.20	\$18.20	\$0.00	\$57.75
	01/01/2021	\$32.45	\$8.20	\$18.20	\$0.00	\$58.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.83	\$8.15	\$0.00	\$0.00	\$22.98
2	55	\$16.31	\$8.15	\$3.49	\$0.00	\$27.95
3	60	\$17.79	\$8.15	\$3.81	\$0.00	\$29.75
4	65	\$19.27	\$8.15	\$4.13	\$0.00	\$31.55
5	70	\$20.76	\$8.15	\$15.05	\$0.00	\$43.96
6	75	\$22.24	\$8.15	\$15.36	\$0.00	\$45.75
7	80	\$23.72	\$8.15	\$15.68	\$0.00	\$47.55
8	90	\$26.69	\$8.15	\$16.32	\$0.00	\$51.16

Effective Date - 07/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2019	\$28.79	\$7.85	\$13.54	\$0.00	\$50.18
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2019	\$29.56	\$7.85	\$13.54	\$0.00	\$50.95
	06/01/2020	\$30.35	\$7.85	\$13.54	\$0.00	\$51.74
	12/01/2020	\$31.14	\$7.85	\$13.54	\$0.00	\$52.53
	06/01/2021	\$31.96	\$7.85	\$13.54	\$0.00	\$53.35
	12/01/2021	\$32.77	\$7.85	\$13.54	\$0.00	\$54.16

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

PANEL & PICKUP TRUCKS DRIVER	06/01/2019	\$34.08	\$11.91	\$12.70	\$0.00	\$58.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2019	\$34.08	\$12.41	\$12.70	\$0.00	\$59.19
	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
	12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
<i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
<i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2018

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

Notes: Apprentice wages shall be no less than the following Steps;
 (Same as set in Zone 1)
 1\$54.34/2\$58.99/3\$63.65/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8\$72.96

Apprentice to Journeyworker Ratio:1:5

PIPELAYER	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
<i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41

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

PLUMBER & PIPEFITTER	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
<i>PLUMBERS & PIPEFITTERS LOCAL 104</i>						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2019

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

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

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	12/01/2019	\$29.35	\$7.85	\$12.50	\$0.00	\$49.70
	06/01/2020	\$30.00	\$7.85	\$12.50	\$0.00	\$50.35
	12/01/2020	\$30.65	\$7.85	\$12.50	\$0.00	\$51.00
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.79	\$7.85	\$13.64	\$0.00	\$51.28
	12/01/2019	\$30.56	\$7.85	\$13.64	\$0.00	\$52.05
	06/01/2020	\$31.35	\$7.85	\$13.64	\$0.00	\$52.84
	12/01/2020	\$32.14	\$7.85	\$13.64	\$0.00	\$53.63
	06/01/2021	\$32.96	\$7.85	\$13.64	\$0.00	\$54.45
	12/01/2021	\$33.77	\$7.85	\$13.64	\$0.00	\$55.26
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2018	\$32.31	\$10.00	\$15.10	\$0.00	\$57.41
	07/16/2019	\$33.96	\$10.00	\$15.20	\$0.00	\$59.16
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 248</i>	07/16/2018	\$31.81	\$10.00	\$14.60	\$0.00	\$56.41
	07/16/2019	\$33.46	\$10.00	\$14.70	\$0.00	\$58.16

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.09	\$10.00	\$0.00	\$0.00	\$29.09
2	65	\$20.68	\$10.00	\$14.60	\$0.00	\$45.28
3	70	\$22.27	\$10.00	\$14.60	\$0.00	\$46.87
4	75	\$23.86	\$10.00	\$14.60	\$0.00	\$48.46
5	80	\$25.45	\$10.00	\$14.60	\$0.00	\$50.05
6	85	\$27.04	\$10.00	\$14.60	\$0.00	\$51.64
7	90	\$28.63	\$10.00	\$14.60	\$0.00	\$53.23
8	95	\$30.22	\$10.00	\$14.60	\$0.00	\$54.82

Notes:

Steps are 750 hrs.Roofers(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2018	\$32.31	\$10.00	\$15.10	\$0.00	\$57.41
	07/16/2019	\$33.96	\$10.00	\$15.20	\$0.00	\$59.16
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$31.29	\$11.69	\$14.08	\$0.00	\$57.06
	12/01/2019	\$31.89	\$11.69	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$15.63	\$6.21	\$4.67	\$0.00	\$26.51
2	50	\$17.37	\$6.55	\$5.19	\$0.00	\$29.11
3	55	\$19.11	\$6.88	\$9.33	\$1.06	\$36.38
4	60	\$20.84	\$7.22	\$9.33	\$1.12	\$38.51
5	65	\$22.58	\$7.55	\$9.33	\$1.18	\$40.64
6	70	\$24.32	\$7.88	\$9.33	\$1.25	\$42.78
7	75	\$26.06	\$8.22	\$9.33	\$1.31	\$44.92
8	80	\$27.79	\$9.30	\$15.18	\$1.57	\$53.84
9	85	\$29.53	\$9.64	\$15.18	\$1.63	\$55.98
10	90	\$31.27	\$9.98	\$15.18	\$1.69	\$58.12

Effective Date - 07/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2019	\$34.83	\$11.91	\$12.70	\$0.00	\$59.44
	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94
	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 01/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 12/30/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.76	\$5.70	\$0.50	\$0.00	\$22.96
2	45	\$18.86	\$5.70	\$0.57	\$0.00	\$25.13
3	50	\$20.96	\$10.50	\$6.93	\$0.00	\$38.39
4	55	\$23.05	\$10.50	\$6.99	\$0.00	\$40.54
5	65	\$27.24	\$10.50	\$8.12	\$0.00	\$45.86
6	70	\$29.34	\$10.50	\$9.18	\$0.00	\$49.02

Effective Date - 06/30/2019

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

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2019	\$53.84	\$10.75	\$20.80	\$0.00	\$85.39
	02/01/2020	\$54.48	\$10.75	\$20.80	\$0.00	\$86.03
	08/01/2020	\$55.83	\$10.75	\$20.95	\$0.00	\$87.53
	02/01/2021	\$56.47	\$10.75	\$20.95	\$0.00	\$88.17
	08/01/2021	\$57.87	\$10.75	\$21.11	\$0.00	\$89.73
	02/01/2022	\$58.46	\$10.75	\$21.11	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.25	\$10.75	\$20.66	\$0.00	\$57.66
2	60	\$31.49	\$10.75	\$20.66	\$0.00	\$62.90
3	70	\$36.74	\$10.75	\$20.66	\$0.00	\$68.15
4	80	\$41.99	\$10.75	\$20.66	\$0.00	\$73.40
5	90	\$47.24	\$10.75	\$20.66	\$0.00	\$78.65

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.92	\$10.75	\$20.80	\$0.00	\$58.47
2	60	\$32.30	\$10.75	\$20.80	\$0.00	\$63.85
3	70	\$37.69	\$10.75	\$20.80	\$0.00	\$69.24
4	80	\$43.07	\$10.75	\$20.80	\$0.00	\$74.62
5	90	\$48.46	\$10.75	\$20.80	\$0.00	\$80.01

Notes:

Apprentice to Journeyworker Ratio:1:5

TERRAZZO MECHANIC	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2019	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
	02/01/2020	\$55.55	\$10.75	\$20.80	\$0.00	\$87.10
	08/01/2020	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
	02/01/2021	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
	08/01/2021	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80
	02/01/2022	\$59.51	\$10.75	\$21.11	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.79	\$10.75	\$20.66	\$0.00	\$58.20
2	60	\$32.14	\$10.75	\$20.66	\$0.00	\$63.55
3	70	\$37.50	\$10.75	\$20.66	\$0.00	\$68.91
4	80	\$42.86	\$10.75	\$20.66	\$0.00	\$74.27
5	90	\$48.21	\$10.75	\$20.66	\$0.00	\$79.62

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.46	\$10.75	\$20.80	\$0.00	\$59.01
2	60	\$32.95	\$10.75	\$20.80	\$0.00	\$64.50
3	70	\$38.44	\$10.75	\$20.80	\$0.00	\$69.99
4	80	\$43.94	\$10.75	\$20.80	\$0.00	\$75.49
5	90	\$49.43	\$10.75	\$20.80	\$0.00	\$80.98

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$41.00	\$7.85	\$15.55	\$0.00	\$64.40
	12/01/2019	\$42.00	\$7.85	\$15.55	\$0.00	\$65.40
	06/01/2020	\$42.99	\$7.85	\$15.55	\$0.00	\$66.39
	12/01/2020	\$43.97	\$7.85	\$15.55	\$0.00	\$67.37
	06/01/2021	\$44.99	\$7.85	\$15.55	\$0.00	\$68.39
	12/01/2021	\$46.00	\$7.85	\$15.55	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$39.72	\$7.85	\$15.55	\$0.00	\$63.12
	12/01/2019	\$40.72	\$7.85	\$15.55	\$0.00	\$64.12
	06/01/2020	\$41.71	\$7.85	\$15.55	\$0.00	\$65.11
	12/01/2020	\$42.69	\$7.85	\$15.55	\$0.00	\$66.09
	06/01/2021	\$43.71	\$7.85	\$15.55	\$0.00	\$67.11
	12/01/2021	\$44.72	\$7.85	\$15.55	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2019	\$35.12	\$11.91	\$12.70	\$0.00	\$59.73
	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2019	\$51.88	\$7.85	\$15.95	\$0.00	\$75.68
	12/01/2019	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
	06/01/2020	\$53.87	\$7.85	\$15.95	\$0.00	\$77.67
	12/01/2020	\$54.85	\$7.85	\$15.95	\$0.00	\$78.65
	06/01/2021	\$55.87	\$7.85	\$15.95	\$0.00	\$79.67
	12/01/2021	\$56.88	\$7.85	\$15.95	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2019	\$53.88	\$7.85	\$15.95	\$0.00	\$77.68
	12/01/2019	\$54.88	\$7.85	\$15.95	\$0.00	\$78.68
	06/01/2020	\$55.87	\$7.85	\$15.95	\$0.00	\$79.67
	12/01/2020	\$56.85	\$7.85	\$15.95	\$0.00	\$80.65
	06/01/2021	\$57.87	\$7.85	\$15.95	\$0.00	\$81.67
	12/01/2021	\$58.88	\$7.85	\$15.95	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2019	\$43.95	\$7.85	\$15.95	\$0.00	\$67.75
	12/01/2019	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	06/01/2020	\$45.94	\$7.85	\$15.95	\$0.00	\$69.74
	12/01/2020	\$46.92	\$7.85	\$15.95	\$0.00	\$70.72
	06/01/2021	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
	12/01/2021	\$48.95	\$7.85	\$15.95	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2019	\$45.95	\$7.85	\$15.95	\$0.00	\$69.75
	12/01/2019	\$46.95	\$7.85	\$15.95	\$0.00	\$70.75
	06/01/2020	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
	12/01/2020	\$48.92	\$7.85	\$15.95	\$0.00	\$72.72
	06/01/2021	\$49.94	\$7.85	\$15.95	\$0.00	\$73.74
	12/01/2021	\$50.95	\$7.85	\$15.95	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2019	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

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.