

**Solicitation for:
On-Call HVAC Preventative Maintenance & Repair
Services
IFB 19-18
City of Woburn, Massachusetts**

Posted: April 17, 2019
Due: May 8, 2019 at 11:00AM EST
Questions by: May 1, 2019 @ 12:00 NOON
To: odeluca@cityofwoburn.com

Deliver to:
City of Woburn
Purchasing Department
ATTN: Orazio DeLuca, MCPPO
odeluca@cityofwoburn.com
Chief Procurement Officer
10 Common Street
Woburn, MA 01801



SECTION 1.0 INSTRUCTIONS TO BIDDER

1.1 General

- When submitting bid, please identify the solicitation title and number clearly on the submitted envelope. All responses must be sealed and delivered to: Purchasing Department, City of Woburn, 10 Common St. Woburn, MA 01801
- Bid submitted must be an original
- The completion of the following forms and documentation is necessary for consideration of a potential contract award. When submitting documents, please retain the order of documents as originally provided:
 - a. Bid Bond
 - b. Completed Quality Requirements
 - c. Signed Terms, Conditions and Certifications
 - d. Completed Bid Pricing Page
 - e. Completed Appendix A - Past Performance
 - f. Completed Appendix B – Contractor’s Questionnaire
 - Proof of Licensure for all personnel proposed on contract
 - Proof of OSHA Training for all personnel proposed on contract

NOTE: If Vendor is incorporated, an updated “CERTIFICATE OF GOOD STANDING” from the Commonwealth of Massachusetts may be required for the awarded vendor only. Please review and return with your sealed bids as sent. Also, insure that all forms are completed and your bid response is submitted as requested.

1.2 General Information & Submission Instructions

1.2.1 Bid Delivery

Responses must be delivered by **05/08/2019 @ 11:00 AM EST** to City of Woburn, Purchasing Department, Attn: Orazio DeLuca, MCPPO @ 10 Common St. Woburn, MA 01801. One (1) original of the response should be submitted. Response must be sealed and marked with the solicitation tile and number. All bids must include a forms items listed in Section 1.1.

1.2.2 Bid Signature

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

1.2.3 Time for Bid Acceptance

The contract will be awarded within 30 days after the bid opening. The time for award may be extended for up to 30 additional days by mutual agreement between the City of Woburn and the

apparent lowest responsive and responsible bidder (or, for a contract requiring payment, the apparent highest responsive and responsible bidder.)

1.2.4 Bonding Requirements

- 5% Bid Bond (Bidder to Submit Bid Bond in Amount of \$5,000)
- 50% Payment Bond (Required for Awarded Contractor Only) provided within 10 days of award notice. Labor and Materials Bond from a surety company qualified to do business under the Laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority in the amount stated. Amount of Payment bond is \$50,000

1.2.5 Changes & Addenda

If any changes are made to this solicitation, an addendum will be issued. Addenda will be emailed to all bidders on record as having picked up the solicitation. No changes may be made to the solicitation documents by the Bidders without written authorization and/or an addendum from the Purchasing Department. It is also the responsibility of the vendor to monitor the City's website for addenda. The web address is: www.cityofwoburn.com

1.2.6 Modification or Withdrawal of Bids, Mistakes, and Minor Informalities

A bidder may correct, modify, or withdraw a bid by written notice received by the City of Woburn prior to the time and date set for the bid opening. Bid modifications must be submitted in a sealed envelope clearly labeled "Modification No. ___" to the address listed in part one of this section. Each modification must be numbered in sequence, and must reference the original solicitation.

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

1.2.7 Right to Cancel/Reject Bids

The City of Woburn may cancel this solicitation, or reject in whole or in part any and all bids, if the City determines that cancellation or rejection serves the best interests of the City.

1.2.8 Bid Prices to Remain Firm

All bid prices submitted in response to this solicitation must remain firm for 60 days following the bid opening.

1.2.9 Unbalanced Bids

The City reserves the right to reject unbalanced, front-loaded and conditional bids.

1.2.10 Unforeseen Office Closure

If, at the time of the scheduled bid opening, Purchasing Department is closed due to uncontrolled events such as fire, snow, ice, wind, or building evacuation, the bid opening will be postponed until 2:00 p.m. on the next normal business day. Bids will be accepted until that date and time.

1.2.11 Price Submission

All prices must contain the unit rate as requested on the bid price form in this solicitation. All prices are to include delivery, the cost of fuel, the cost of labor and all other charges related to the products or services listed. Prices are to remain fixed for the contract period of performance.

1.2.12 Estimated Quantities

The City of Woburn has provided estimated quantities for services over the course of the contract period. These estimates are estimates only and not guaranteed.

1.2.13 Brand Name “or Equal”

Any references to any brand name or proprietary product in the specifications shall require the acceptance of an equal or better brand. The City has the right to make the final determination as to whether an alternate brand is equal to the brand specified.

1.2.14 Warranty

The Bidder warrants that (1) the Supplies sold are merchantable, (2) that they are fit for the purpose for which they are being purchased, (3) that they are absent any latent defects and (4) that they are in conformity with any sample which may have been presented to the City. The bidder guarantees that upon inspection, any defective or inferior Supplies shall be replaced without additional cost to the City. The Vendor will assume any additional cost accrued by the City due to the defective or inferior Supplies. The bidder guarantees all Supplies for a period of one (1) year, or as otherwise specified herein.

1.3 Questions About the Solicitation

Questions concerning this solicitation must be submitted in writing to: Orazio DeLuca City of Woburn, Purchasing Department, 10 Common St. Woburn, MA 01801 **before @ 12:00 PM on 05/01/2018**. Questions may be e-mailed to odeluca@cityofwoburn.com . Written responses will be mailed or faxed to all bidders on record as having picked up the IFB. If any bidders or proposers contact anyone outside of the Purchasing Department regarding this bid/Bid, that bidder/proposer will be disqualified immediately.

1.4 Quality Requirements

The following quality requirements, or basic business requirements, are the minimum set of standards that an entity must meet and certify to be considered responsible and responsive. The

City of Woburn will disqualify any response that does not meet the minimum quality requirements on items 1-5, or a failure to respond to any of the following minimum standards at all.

QUALITY REQUIREMENTS		YES	NO
1.	Contractor to have at least two (2) licensed HVAC technicians on staff at all times.		
2.	Contractor to have 24/7/365 emergency communication capabilities.		
3.	Contractor to have the ability to respond to an emergency call within two (2) hours		
4	Contractor to have the ability to respond to a standard service call within four (4) hours		
5.	Contractor to be in business for at least five (5) years providing various HVAC related services.		
6.	Optional: Are you a Mass. Supplier Diversity Office MBE/WBE certified business?		

1.5 Rule for Award

One contract will be awarded to the responsible and eligible bidder offering the lowest, total, bid price for preventative maintenance on all of the City's HVAC systems as well as the lowest hourly rate for the estimated normal hours of repair in this bid (150). The contract will be awarded to the responsible and eligible bidder offering the lowest fully burdened total for CLIN 001.

***Note: Bidders who submit emergency hourly rates that are more than 1.5 times higher than normal rate will be disqualified.**

1.6 Tie Breaker Policy

Should there be a tie in submitted prices from two or more low bidders on a sealed bid acquisition, the Purchasing Agent will adhere to the following process. In the physical presence of both/ all tied contractors, the Purchasing Agent will conduct a documented coin toss to determine awardee.

SECTION 2.0 GENERAL TERMS, CONDITIONS, CERTIFICATIONS

2.1 Bid Offers

The right is reserved to reject any and all bids or parts of bids and to make an award as may be determined to be in the best interests of the City of Woburn. Bids not submitted in duplicate may be rejected. Bids with erasures or alterations will be rejected.

2.2 Prices

Must be FOB Destination. No charges will be allowed for packing, crating, freight, handling, or cartage unless specifically stated and included with bid.

2.3 Awards

A bidder may be disqualified if the bidder shall fail to prosecute the work with promptness and diligence.

2.4. Payment

The City of Woburn shall make no payment for a supply or service rendered prior to execution of a written Contract. Bills for services, materials, or supplies furnished by bidders under Contract should be submitted before the first day of the in which payment is to be made to insure payment by twentieth day of that month, except where the allowance for a discount differs from the above. Contractor agrees to submit bills and delivery slips to the City Department in sufficient time for such discounts to be taken advantage of by the City and, in any event, shall not be less than ten (10) days from the submission to the Department of such bills and delivery slips. Time in connection with a discount offered will be computed from the date of delivery to the City, as specified on the order or from the date a correct invoice is received by the using agency of the City, if the latter date is later than the date of delivery.

2.5. Guarantees

The successful bidder shall repair, replace, or make good, without cost to the City, any defects or faults arising within one (1) year after the date of acceptance of articles furnished hereunder resulting from imperfect or defective work done or materials furnished by the Seller.

2.6 Patents

The Seller shall indemnify and save harmless the City and all persons acting for or on behalf of it from all suits and claims against them, or any of them, arising from or occasioned by the use of any material, equipment, or apparatus, or any part thereof, which infringes or is alleged to infringe on any patent rights. In case such material, equipment, or apparatus, or any part thereof, in any such suit is held to constitute an infringement, the Seller within a reasonable time, will, at its expense and as the City may elect, replace such material, equipment, or apparatus, or remove the material, equipment, or apparatus and refund the sums paid.

2.7 Legality

The successful bidder shall comply with all applicable United States, Massachusetts, and/or City of Woburn codes, statutes, ordinances, rules, and regulations.

2.8 Taxes

Purchases made by the City are exempt from Massachusetts Sales Tax and Federal Excise Taxes. Bid prices must exclude any such taxes. Exemption certificates will be furnished upon request.

2.9 Bonds

If this Invitation requires bid surety, the surety shall be in the form of bid bond of a MA Licensed Company, certified check, bank check, money order from a responsible bank, made payable to City of Woburn and must be filed with the original bid at the Office of the Purchasing Agent. Failure to submit surety will cause the bid to be rejected. The bid surety will be returned to the successful bidder within seven (7) days after the execution of the awarded contract and approval by the City of the performance bond. In the case of a default, the bid surety shall be forfeited to the City of Woburn. The successful bidder may be required to furnish a performance bond in an amount and with a MA licensed Surety satisfactory to the City. The Contractor will assume all costs for bonds.

2.10 Orders

Verbal Orders are not binding on the City of Woburn, and any delivery made or work performed without written order or written Contract are at the risk of the Seller or Contractor and may result in an unenforceable claim. The actual needs of City Departments shall govern the actual amount delivered under Contract to be drawn and entered into between the successful bidder and the City. Purchase Orders issued by the City to pay for goods or services shall be made part of Contract.

2.11 Indemnity

Contractor shall agree to Indemnify, Defend, and Hold the City Harmless from any and all claims arising out of the performance of this contract from the negligence, willful acts or omissions of the contractor, its employees, agents, or any sub-contractors.

2.12. Equality Where trade names or specific manufacturers are mentioned in the specifications, the City does not intend to limit competition, but merely to indicate the general type of commodity to be supplied. The City invites offers on comparable commodities to those named or described in the specification. Naming of any commercial name, trademark or other identifier shall not be construed to exclude any item or manufacturer not mentioned by name or as limiting competition, but shall establish a standard of equality only. An item shall be considered equal to the item so named or described if:(a) it is at least equal in quality, durability, appearance, strength, and design;(b)it will perform at least equally the function imposed by the general design for the purpose being contracted for or the material being purchased; and(c)it conforms in a substantial way, even with deviations, to the detailed requirements for the item in the specifications. The name and identification of all materials, other than the one named, shall be

submitted to the City in writing for approval, prior to the purchase, use, or fabrication of such items. Subject to the provisions of M.G.L., Ch.30,s.39J, or other applicable statute, approval shall be at the sole discretion of the City, it shall be in writing to be effective, and the decision of the City shall be final. The City may require tests of all materials so submitted to establish quality standards at the vendor's expense. All directions, specifications, and advice by the manufacturer for the proper installation, handling, storage, adjustment, or operation of their equipment shall be complied with and the responsibility for the proper performance shall continue to rest with the vendor. Include a written brochure outlining all features of the product offered whenever possible.

2.13 Minority Business Enterprise Plan

Pursuant to M.G.L. c 7, §40N and M.G.L. c. 7, §61, the Supplier Diversity Office ("SDO") (formerly SOMWBA) and the Division of Capital Asset Management ("DCAM") have set revised participation goals for Minority Business Enterprise ("MBE") and Women Business Enterprise ("WBE") participation for affected state funded building projects and state assisted municipal building projects as defined in the above referenced laws and related Executive Orders, including Executive Orders 524 and 526.

Effective January 1, 2012, and until such time as the goals may be revised, the MBE and WBE participation goals for building construction and design awards and expenditures on new projects advertised on or after the effective date will be a combined MBE/WBE goal as follows:

10.4% combined MBE/WBE participation on construction contract awards; and,
17.9% combined MBE/WBE participation on design contract awards.

Overall annual designations by awarding authorities, as well as MBE/WBE participation on individual projects with a combined MBE/WBE participation goal, must include a reasonable representation of both MBE and WBE firms that meets or exceeds the combined goal. Proposed MBE/WBE participation plans that include solely MBE or solely WBE participation, or do not include a reasonable amount of participation by both MBE and WBE firms to meet the combined goal, will not be considered responsive. Where the prime contractor or designer is an SDO certified MBE or WBE, the prime must bring a reasonable amount of participation by a firm or firms that hold the certification which is not held by the prime contractor or designer on the project. Proposed participation on construction projects or design projects which consists solely of either an MBE or WBE representing 100% of the overall combined goal will not be considered reasonable participation.

The SDO and DCAM will determine whether there is reasonable participation by both MBE and WBE firms on individual projects under their respective oversight. Firms submitting MBE/WBE participation plans which do not provide reasonable participation by both MBE/WBE firms shall be provided an opportunity to revise and resubmit their plans within the time frame set by the awarding authority; however no price adjustments shall be permitted as a result of the revised plan. Firms failing to submit an MBE/WBE participation plan deemed reasonable and accepted by the awarding authority shall not be awarded the contract.

Participation by MBE and WBE firms must be documented, tracked and reported on separately as MBE participation and WBE participation by prime vendors, subcontractors and awarding authorities.

2.14 Right to Know Legislation

M.G.L., Ch.111F and 454 CMR 21.06 All vendors furnishing substances or mixtures which may be classified as toxic or hazardous, pursuant to MGL,Ch.111F , are cautioned to obtain and read the Law and the Regulations referred to above. Copies may be obtained from the State House Bookstore, State House, Room 117, Boston, MA 02133 for a fee.

2.15 Non-Collusion Affidavit

M.G.L., Ch.30, s.39M and/or Ch.30B, s. 10 Any person submitting a bid or Bid for the procurement or disposal of supplies or services to any governmental body shall certify in writing on the bid or Bid, as follows: the undersigned certifies under penalties of perjury that this bid or Bid has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word “person” shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

2.16 State Taxes Paid

Pursuant to M.G. L. Ch.62C, s.49A, the undersigned certifies that, to the best of their knowledge and belief, they have complied with all the laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting of child support.

2.17 Bid Offers

Bid offers will be reviewed and awards made as soon as is possible. Awards will be made within 30 business days from Bid Opening. Offers must be signed to be valid.

2.18 Unit Price

The case of arithmetical error in any offer involving extension of prices quoted herein, the unit price will govern the final price of quantities offered.

2.19 Insurance

Contractor shall purchase and maintain coverage for Workers' Compensation, Comprehensive General Liability, including products, completed operations, and contractual liability;

Automobile Liability to protect their employees and others from bodily injury and damages to property which may arise out of or result from the Contractor's operations under this agreement, whether such operations be the Contractor's, any subcontractor, or anyone directly or indirectly employed by any of them. This insurance shall be in limits specified by Law, or as specified in the specifications. In no case shall the limits be less than \$ 1,000,000 in Bodily Injury and in Property Damages. A certificate of insurance naming the City of Woburn as Additional Named

Insured shall be filed with the City prior to the commencement of any contract's operations. All policies and certificates shall contain an endorsement requiring at least thirty (30) days written notice, non-renewal or cancellation of coverage to City of Woburn. Compliance by the Contractor with the insurance requirements shall not relieve the Contractor from liability under the full indemnity provisions contained herein (see 11).

2.20 Independent Contractor

The contractor is neither an agent nor an employee of the City of Woburn and is not authorized to act in behalf of the City of Woburn.

2.21 Complete Agreement

The written contract supersedes all prior agreements or understandings between the parties and shall not be changed unless mutually agreed by both parties in writing.

2.22 Assignment / Sub-Contracting

The Contractor shall not assign any interest in a contract nor engage any other entity, company, subcontractor or individual to perform any obligation to the City without prior written consent of the City of Woburn.

2.23 Conflict of Interest

The bidder certifies that no official or employee of the City of Woburn has a financial interest in this offer or in the contract which the bidder offers to execute or in the expected profit to arise there from, unless there has been compliance with the provisions of M.G.L.,Ch.43, s.27 (Interest in Public Contracts by Public Employees) and of provisions of M.G.L.,Ch.268A,s.20 (Conflict of Interest Law) and that this offer is made in good faith without fraud or collusion or connection with any other person submitting an offer to the City of Woburn.

2.24 Termination

The City of Woburn shall have the Right to terminate this Agreement, if:(A) the Contractor neglects or fails to perform or observe any of its obligations hereunder and cure is not affected by the Contractor within Fifteen (15) Days next following its receipt of a termination notice issued by the City of Woburn, or,(B)a judgment or decree is entered against the Contractor approving a petition for arrangement, liquidation, dissolution or similar relief relating to any bankruptcy or insolvency and such judgment or decree remains unvacated for Thirty (30) Days; or Immediately, if Contractor shall file a voluntary petition in bankruptcy or any petition or answer seeking any arrangement, liquidation or dissolution relating to bankruptcy, insolvency or other relief of debtors, or shall seek or consent or acquiesce in appointment of any trustee, receiver or liquidation of Contractor's property; or (C) funds are not appropriated or otherwise made available to

support continuation of performance in any Fiscal Year succeeding the first year of this Agreement. City of Woburn shall pay all reasonable and supportable costs incurred prior to termination which payment shall not exceed the value of any services provided. NOTICE: The City of Woburn may terminate this Contract or any Purchase Order issued hereunder without cause at anytime, effective upon the termination date stated in the notice of termination. The Contractor shall cease performance upon the stated termination date. If the Contract or any Purchase Order is terminated under this subsection, the Contractor shall be entitled to be paid for supplies and/or services delivered and accepted prior to the notice of termination. In no event shall the Contractor be entitled to be paid for any supplies or services delivered after the effective date of termination.

2.25 Return of property

Upon termination, the Contractor shall immediately return to the City of Woburn, without limitation, all documents ,plans, drawings, tools, equipment, and items of any nature whatsoever supplied to the Contractor by the City, or items developed by the Contractor in accordance with the terms of a Contract with the City of Woburn.

2.26 Interpretations of Specifications

Any prospective bidder that requests an interpretation of existing specifications' terms or conditions must do so within five (5) working days before the scheduled bid opening or defined question due date located with the instructions to bidder. All requests shall be in writing to the Purchasing Agent.

2.27 Information

The submission of a bid offer authorizes the City to contact any and all parties referenced by the bidder in regard to financial and operational information. The City shall have the right to request verification of any information or qualifications submitted as part of any offer to the City.

2.28 Price Reduction

It is understood and agreed that should any price reductions occur between the opening of the bid offers and the completion of the delivery of goods or services that the benefit of all such reductions will be extended to City.

2.29 Governing Law

The offer and any Contract which may ensue shall be governed by the Laws of the Commonwealth of Massachusetts.

2.30. Enforceability

In the event that any provision of this offer or Contract is found to be legally unenforceable, such legal unenforceability shall not prevent enforcement of any other provisions of a Contract.

2.31 Samples

Any qualified bidder may be required to submit samples of the goods offered at the request of the Purchasing Agent. Evaluation for acceptability will be a determining factor in the selection process.

2.32 Discrimination

It is understood and agreed that it shall be a material breach of Contract resulting from this bid offer for the Contractor to engage in any practice which shall violate any provision of M.G.L., Ch.151B, relative to discrimination in hiring, discharge, or, terms or conditions of employment.

(THIS AREA IS LEFT BLANK INTENTIONALLY)

CERTIFICATIONS

Statements below shall be submitted with each Bid or Bid and shall be duly dated and signed with an **original signature** and all other information, or, the Bid or Bid will be **rejected**.

In witness whereof, the undersigned certifies, under the pains and penalties of perjury that:

1. **STATE TAXES PAID:** Pursuant to M.G.L. Chapter 62C, s. 49A, the undersigned certifies that, to the best of my knowledge and belief, have complied with all the laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting of child support.

2. **CERTIFICATE OF NON-COLLUSION:** M.G.L. C. 30, s. 39M and/or C. 30B, s.10 : Any person submitting a bid or Bid for the procurement or disposal of supplies or services to any governmental body shall certify in writing, on the bid or Bid, as follows: The undersigned certifies under penalties of perjury that this bid or Bid has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

3. **PUBLIC CONTRACTS - DEBARMENT:** M.G.L. C. 550, Acts of 1991: The undersigned certifies that the said "person" is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of C. 29, s. 29F, or any other applicable debarment provision of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder. Additionally, the undersigned is not presently debarred by any Agency of the Federal Government.

4. **HEALTH & SAFETY ON PUBLIC CONSTRUCTION PROJECTS OVER \$ 10000:** Chapter 306 of the Acts of 2004: The undersigned certifies that the firm is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work;(2) that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the U.S. OSHA that is at least 10 hours in duration at the time that the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and(3) that all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the U.S. OSHA that is at least 10 hours in duration.

5. **COMPLIANCE:** The undersigned is in compliance with all of the provisions, and shall remain in full compliance with the provisions for the life of any Contract resulting from this solicitation. That the bidder is qualified to perform any such Contract and possesses, or shall obtain, all requisite licenses and/or permits to complete performance; shall maintain all

unemployment, workers' compensation, professional and personal liability insurance policies sufficient to cover its performance under any such Contract; and shall comply with relevant prevailing wage rates and employment laws. To the best of its knowledge and belief has paid all local taxes, tax titles, utilities, motor vehicle excise taxes, water and wastewater bills in MA as required by Law.

Print Name _____

Circle: Corporation Partnership Individual

Authorized Signature _____

Print Name _____

Title of Person Signing Bid or Bid _____

Date _____

Company Federal ID # or Social Security # _____

State of Incorporation _____

Approval of a Contract, or other Agreement, will not be granted unless this form is signed and fully complete.

SECTION 3.0
INVOICING REQUIREMENTS

3.1 General

Each invoice shall be mailed to the designated billing office and copying the Purchasing Department (10 Common St, Woburn MA 01801 / odeluca@cityofwoburn.com) at the following address after completion of each task order:

Department	Address
Public Works	Woburn Department of Public Works Attn: Teresa Cochran 50 North Warren Street Woburn, MA 01801 tcochran@cityofwoburn.com
Library	Woburn Public Library Attn: Bonnie Roalsen 45 Pleasant St Woburn, MA 01801 broalsen@minlib.net

To ensure a properly submitted invoice, the invoice must include the following information and/or attached documentation:

- 1) Name of the business concern, invoice number and invoice date;
- 2) Contract number, or authorization for delivery of property of performance of services;
- 3) Description, price, and quantity and services actually delivered or rendered;
- 4) Receipts of parts and materials verifying actual costs
- 5) Shipping and payment terms;
- 6) Name (where practicable), title, phone number, and complete mailing address of responsible official to whom payment is to be sent;
- 7) Other substantiating documentation or information as required by the contract.

A Services Activity Report (SAR) shall be submitted to Project Manager and Purchasing Agent that includes: Dates of services, type of service, quantity, personnel, hours and supplies used for standard service, and the dates, type of service, quantity, personnel, hours and supplies used for emergency service. This information should exactly reflect work submitted for payment on invoice.

Per M.G.L. c. 149, §§26-27D, certified payrolls are to be submitted to the Purchasing Agent upon submission of each invoice.

SECTION 4.0 STATEMENT OF WORK (SOW)

4.1 Objective

The City of Woburn is issuing this Invitation for Bid (IFB) for **Heating, Ventilation and Air Conditioning (HVAC) Maintenance & Repairs and Controls for Municipal Buildings** to secure Preventative Maintenance and as-needed, standard, and emergency HVAC repair and maintenance services from a qualified and licensed contractor. The Contractor shall service all City Buildings, Police Department, Library. Contractor will also clean the Oil Burners at the Senior Center and Fire Station 3, once per year, in September. (*refer to attached list*)

Preventative Maintenance (PM) Scheduling for Quarterly testing:

The Service Company shall schedule PM tasks by computer to assure a uniform and detailed method of scheduling work. Within one (1) month of contract award the contractor will submit their annual maintenance plan for systems through the City's facilities detailing all components to be maintained and the corresponding dates for service. In addition, the Service Company will provide the following:

- A comprehensive asset/system inventory, which will include the year that system/component was installed, the model # and serial # and any known service records/history for that system/component;

- A comprehensive parts inventory, which will outline all of the spare parts that the Service Company determines will be necessary for the full length of the PM program (the Service Company will also provide information about whether these parts are actively maintained on hand and if not, the average lead time necessary for ordering them);

Computerized service reports will be generated based on the annual maintenance plan and issued to the contractors service technicians on a quarterly basis. A copy of each service report will be signed off on by the owners designated representative and sent to the Customer electronically. Copies of each final service report shall be issued to the Department of Public Works (DPW). A reference list of three (3) customers with whom the bidder has for three (3) years had computerized PM covering total systems will be submitted as part of the contractors bid package. Contractor will also submit as part of the bid package a sample annual maintenance plan and computerized service reports that are currently being utilized at other contract locations.

4.2 Scope

The City of Woburn requires contractor support to provide the following repairs and maintenance: Preventative Maintenance, on-call service, installation and repair includes but not limited to: Leak fixing, calibration, cleaning, minor installation, water and refrigerant services, filter replacement, equipment flushing, and service to any other system as designated by the Superintendent of Public Work. All City buildings, Police and Library are covered under this agreement.

The historical average of annual labor hours utilized for the past three (3) fiscal years varies. For evaluative purposes, the City estimates 150 hrs standard & 10 hrs emergency per fiscal year. These amounts are not guaranteed to contractor and only provided for informational and bidding purposes.

The contract type will be preventative maintenance cost and Time and Materials (T&M) with a not-to-exceed dollar ceiling of **\$100,000 per year**. The contractor shall submit fully burdened hourly rates for both emergency and standard work conducted. The Contractor will provide all personnel, equipment, tools, materials, supervision, and all other items to perform tasks defined in Section 4.3.

4.3 Description of Work Required

A bidder may request a visit to the site of the equipment and proposed work prior to submitting their bid offering. The purpose of this visit is to acquaint the bidders with any and all conditions at the site and to identify, inspect and inventory the equipment. Bidders will contact Mr. Jay Duran, DPW at 781-897-5986 to schedule a facility survey. Preventative Maintenance (PM) services shall be provided by the Service Company on all equipment and associated devices related to the heating, ventilating, systems as outlined within this specification. The type of HVAC services under this contract shall include corrective maintenance (both emergency and non-emergency), preventative maintenance, calibration and other HVAC tasks required by the Department of Public Works' Building Department. All service types shall be on a time and material basis. The cost for all repair services shall be in accordance with the hourly rate quoted for this contract. All hourly rates shall begin at the time that the Contractor arrives to the job site. All repairs, adjustments, and alterations to the systems covered by this contract are subject to the owner's approval.

4.3.1 Standard Repairs and Maintenance

Preventative maintenance services shall be provided by the Service Company on all equipment and associated devices related to the heating, ventilating these are considered typical repairs made according to manufacturer's system maintenance recommendations or when a system fails. Any inspections and major repairs are to be made during normal business hours (7:30 AM through 4:30 PM Monday - Friday).

4.3.1.1 Maintenance/Repairs/Parts/Materials/Labor up to \$5,000

For required work outside the PM program, The Service Company shall provide written quotes to the City. **The Contractor shall be responsible for accomplishing ALL maintenance/repairs where the cost of labor, equipment and materials is expected to be \$5,000 or less without additional notification to the City's operational POC.** Any maintenance/repairs estimated to cost \$5,000 or less are considered to be within the scope of this contract. The Contractor shall accomplish such maintenance/repairs in a timely manner according to the urgency of the work being performed as determined by the City POC.

4.3.1.2 Maintenance/Repairs/Parts/Materials/Labor exceeding \$5,000

In all cases where the cost of the maintenance/repairs/parts/materials/labor is in excess of \$5,000, the Contractor is required to first provide an itemized cost estimate for the supplies and/or materials required before beginning any work. **The Contractor shall not proceed with repairs in excess of \$5,000 unless directed in writing to proceed through a duly executed purchase order/task order issued by the Department of Public Works.** If a dispute over the estimated cost of the repair arises, the Contractor shall diligently proceed with the performance of work pending resolution of the dispute. All appeals and claims will be processed in accordance with the Disputes Clause of this contract. If a mutual agreement on cost is not reached prior to the Contractor proceeding with the work effort, the Department of Public Works shall have the right to proceed with repairs by a third party of their choosing and not utilize the Contractor.

4.3.2 Emergency Repairs

Shall be performed at any time during the week outside of normal business hours. The Contractor shall be obligated to respond for immediate repairs and the response time shall not exceed two (2) hours to be on the jobsite after being notified by the City.

4.3.3 Troubleshooting

At the request of the City or its respective departments, the Contractor shall perform troubleshooting to identify a problem and make recommendations for repair and/or correction of problem.

4.3.4 New HVAC Installations

At the request of the City, the Contractor shall provide services for minor, new HVAC installations that shall include the furnishing of all materials, labor, equipment, and incidentals

for the performance of the required work. New HVAC installations shall not exceed \$10,000 labor and material combined. Beyond that threshold the City will conduct its own acquisition.

4.3.5 Parts and Equipment

The cost of parts and/or equipment shall be at the Contractor's cost only. There shall be no markup allowed. A copy of the material invoice and receipt shall be submitted along with the Contractor's invoice for payment.

4.4 Contractor Personnel

The key personnel below are the minimum personnel who shall be designated as “key”. Key personnel that are proposed to begin working on the contract award, must be assigned for the full period of performance and may be replaced or removed subject to approval from the City.

4.4.1 HVAC Contractor

All qualified, licensed HVAC technicians shall possess a valid license. Firm must have at least ten (10) years recent (recent is defined within 15 years) experience in providing HVAC related services. Contractor shall have the experience, knowledge, and skill in all facets of HVAC maintenance, repairs, and installation services that include, but not limited to: Leak fixing, calibration, cleaning, minor installation, water and refrigerant services, filter replacement, equipment flushing, and other various systems generally found in a building environment

4.4.1.1 Licensing

Licensing requirements of the Commonwealth of Massachusetts and/or other authorities, as they apply to the private sector, shall also apply to all personnel engaged in contract activities within the City of Woburn. All contract personnel employed in this trade shall be fully licensed prior to engaging in any contract activities specified herein. The license must be of a grade, or other level, consistent with the requirement of work being performed and/or established by the Commonwealth and/or other authority.

4.5 Work Site

The Contractor shall at all times keep the work area as clean as possible and free from accumulation of waste materials and rubbish. At the completion of the work, the Contractor shall remove all rubbish, tools, equipment, and surplus materials, and shall leave the work area completely clean. No area will be left unsafe by the Contractor at the end of the working day. The Contractor shall continuously maintain adequate protection for all of his items from damage and shall protect the owner’s property from damage, injury or loss arising in connection with this contract. Care shall be taken by the Contractor to protect all City property and equipment

4.5.1 Facility Security

When performing service in City facilities the Contractor's personnel must be initially escorted to worksite by a Woburn Staff Member. The City’ operational POC is responsible for collecting all property (if applicable) upon the departure of an individual from assignment to this contract.

Woburn-issued property includes, but is not limited to: Building Passes, Identification Badges, Credentials, Files (paper or electronic media), and Office Equipment, Supplies and Accessories.

Personnel performing in City buildings shall possess and display visible identification credentials upon entry and throughout the work day.

4.6 Quality Standards

The Contractor shall ensure that the required services specified in this contract, meet the quality standards outlined therein. All work performed under this contract shall be consistent with best industry practices, to assure adequate protection of City assets. The City will conduct inspections on maintenance and repair work performed on equipment and systems to ensure the work is in compliance with the contract.

4.7 Contractor Conduct

The Contractor's employees shall comply with all City regulations, policies, and procedures. The Contractor shall ensure that their employees present professional work attire at all times. The project manager may, at his/her sole discretion, remove any vendor employee from City facilities for misconduct or safety reasons. Such rule does not relieve the vendor of their responsibility to provide sufficient and timely service. The City will provide the vendor with immediate written rationale notice for removal of employee through the Purchasing Department.

4.8 Replacement Parts and Materials

All parts installed and/or materials used are to be exact duplicate, or an approved substitute of original used and/or specified by the manufacturer of the equipment, and in every case, guaranteed as per manufacturer's specification.

4.9 Inspection and Acceptance

The Contractor shall maintain an adequate inspection system and perform such inspections as will ensure that the work performed under the contract conforms to task order requirements. The Contractor shall maintain complete inspection records and make them available to the City and its local government entities. All work is subject to inspection at all places and at all reasonable times before acceptance to ensure strict compliance with the terms of the contract and task order requirements.

City inspections of work are for the sole benefit of the City and do not:

- (1) Relieve the Contractor of responsibility for providing adequate quality control measures;
- (2) Relieve the Contractor of responsibility for damage to or loss of the material before acceptance;
- (3) Constitute or imply acceptance; or

- (4) Affect the continuing rights of the City after acceptance of the completed work

The City shall perform all inspections of work in a manner that will not unnecessarily delay the work. The Contractor shall, without charge, replace or correct work found by the City not to conform to contract or task order requirements, unless in the best interest the City consents to accept the work with an appropriate adjustment in task order price. The Contractor shall promptly segregate and remove rejected material from the premises.

If the Contractor does not promptly correct rejected work, the City may:

- (1) By contract or otherwise, replace or correct the work and charge the cost to the Contractor;
or
- (2) Terminate for default the Contractor's right to proceed.

Unless otherwise specified in the contract, the City shall accept, as promptly as practicable after completion and inspection, all work required by the contract or that portion of the work the Contracting Officer determines can be accepted separately. Acceptance shall be final and conclusive except for latent defects, fraud, gross mistakes amounting to fraud, or the City's rights under any warranty or guarantee.

4.10 Warranty

The Contractor shall furnish a warranty, in writing, that all work is to be free from defects of materials or workmanship for a period of one (1) year after acceptance of the work by the City of Woburn. Any defects developing within said period due to reasons stated shall be made good without any expense to the City.

4.11 Period of Performance

The period of performance is one (1) year from July 1, 2019 through June 30, 2020 with two (2), one (1) year options to renew.

4.12 Holidays

2019 holidays are as followed.

January 1	New Year's Day
January 21	Martin Luther King Day
February 18	Presidents' Day
April 15	Patriots' Day
May 27	Memorial Day
July 4	Independence Day
September 2	Labor Day
October 14	Columbus Day
November 11	Veterans' Day
November 28	Thanksgiving Day
November 29	Thanksgiving Friday
December 24	Christmas Eve (observed)
December 25	Christmas Day

*Under State Law, all holidays falling on Sunday must be observed on Monday.

If the awarded Contractor for their convenience desires to perform work during other than normal working hours or on other than normal work days, or if the Vendor is required to perform work at such times, the Contractor shall reimburse the City for any additional expense occasioned the City, thereby, such as, but not limited to, overtime pay for City employees, utilities service, etc.

UNLESS otherwise specified in these provisions, services will be performed during normal work hours. When required services occur on holidays, work will be performed on either the previous or following work day, unless specified otherwise.

(THIS AREA IS LEFT BLANK INTENTIONALLY)

**SECTION 5.0
PRICING**

The undersigned proposes to supply and deliver the materials and services specified below in full accordance with the solicitation documents supplied by the City of Woburn entitled:

HVAC Repairs and Maintenance Services

The bidder proposes to furnish the services specified at the following price. Please sign offer on following page. Rule for Award: Per M.G.L. c. 149, the contract will be awarded to the responsible and eligible bidder offering the lowest fully burdened total for CLIN 001.

In the event of a discrepancy between the total price and the unit price, the unit price will govern.

***Note: Bidders who submit weekend / holidays / emergency hourly rates that are more than 1.5 times higher than the normal working hour rate will be disqualified.**

CLIN	Description	Qty	Unit	Year 1 7-1-19 6-30-20	Year 2 7-1-20 6-30-21	Year 3 7-1-21 6-30-22
001	Fully burdened hourly rate Repairs – Labor Regular Hours Mon – Fri 7:30 am – 4:00 pm	150 estimated	HR	\$	\$	\$
002	Repairs – Labor Emergency Hours Mon- Fri. 4:00 pm – 7:30 am	10 Estimated	HR	\$	\$	\$
003	Weekend Hours Saturday and Sunday all day	TBD	HR	\$	\$	\$
	Holiday all day rates		HR	\$	\$	\$

SEE FOLLOWING PAGE FOR REQUIRED SIGNATURE FOR PRICING

CITY OF WOBURN
IFB 19-18
HVAC MAINTENANCE AND SERVICE
BUILDING LIST & LOCATIONS

Please list the YEARLY cost for Preventative Maintenance per location on the attached sheet. Preventative Maintenance for each facility will be scheduled **quarterly** with a DPW representative. Prices are to remain the same for the entire contract period. Additional facilities may be added/removed to this contract by the City of Woburn via contract amendment.

Building	Address	07-01-2019 To 06-30-2020	07/01/2020 To 06/30/2021	07/01/2021 To 06/30/2022
1. City Hall	10 Common Street	\$	\$	\$
2. DPW	50 North Warren St	\$	\$	\$
3. Police Station	25 Harrison Ave	\$	\$	\$
4. Water Treatment Plant	10 Cove Street	\$	\$	\$
5. Woburn Senior Center	144 School Street	\$	\$	\$
6. Woburn Public Library	45 Pleasant Street	\$	\$	\$

The bidder certifies that this Bid Response has been duly authorized and approved by all required organizational action of the bidder

The person executing this Bid Response on behalf of the bidder certifies that he or she has the legal and organizational authority to do so.

NAME OF COMPANY / INDIVIDUAL: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

TELEPHONE/FAX/EMAIL: _____

SIGNATURE OF AUTHORIZED INDIVIDUAL:

X _____

ACKNOWLEDGEMENT OF ADDENDA

Addendum #1 _____ **#2** _____ **#3** _____ **#4** _____

SECTION 6.0 FORMS

6.1 Required Submissions

- 6.1.1** Certificate of Authority
- 6.1.2** Contractor's Questionnaire
- 6.1.3** Statement of Compliance (Post Award)
- 6.1.4** Insurance Certificate (Post Award)

CERTIFICATE OF AUTHORITY

At a duly authorized meeting of the Board of Directors of _____
(Name of Corporation)

held on _____ it was VOTED that:
(Date)

(Name)

(Officer)

of this corporation, be and he/she hereby is authorized to submit bids and proposals, execute contracts, deeds and bonds in the name and on behalf of said corporation, and affix its corporate seal hereto; and such execution of any contract, deed or obligation in this corporation's name on its behalf by such _____ under seal of the company, shall be valid
(Officer)

and binding upon this corporation.

A True Copy,

ATTEST: _____

TITLE: _____

PLACE OF BUSINESS: _____

DATE OF THIS CERTIFICATE: _____

I hereby certify that I am the clerk of the _____
(Corporation)

that _____ is the duly elected _____ of
(Name) (Office)

said corporation, and that the above vote has not been amended or rescinded and remains in full force and effect as of the date of this contract.

(Clerk)

CORPORATE SEAL:

INSURANCE SPECIFICATIONS
INSURANCE REQUIREMENTS FOR AWARDED VENDOR ONLY:

Prior to commencing performance of any work or supplying materials or equipment covered by these specifications, the contractor shall furnish to the Office of the Purchasing Director a Certificate of Insurance evidencing the following:

A. GENERAL LIABILITY - Comprehensive Form

Bodily Injury Liability.....\$ One Million
Property Damage Liability.....\$ One Million

B. COVERAGE FOR PAYMENT OF WORKER'S COMPENSATION BENEFIT
PURSUANT TO CHAPTER 152 OF THE MASSACHUSETTS GENERAL LAWS IN
THE AMOUNT AS LISTED BELOW:

WORKER'S COMPENSATION.....\$ Statutory
EMPLOYERS' LIABILITY.....\$ Statutory

C. AUTOMOBILE LIABILITY INSURANCE AS LISTED BELOW:

BODILY INJURY LIABILITY.....\$ Statutory

1. A contract will not be executed unless a certificate (s) of insurance evidencing above described coverage is attached.
2. Failure to have the above-described coverage in effect during the entire period of the contract shall be deemed to be a breach of the contract.
3. All applicable insurance policies shall read:
"CITY OF WOBURN" as a certificate holder and as an additional insured for general liability only along with a description of operation in the space provided on the certificate.

Certificate Should Be Made Out To:
City Of Woburn
Purchasing Department
10 Common St.
Woburn, MA 01801

Note: If your insurance expires during the life of this contract, you shall be responsible to submit a new certificate(s) covering the period of the contract. No payment will be made on a contract with an expired insurance certificate.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME:	
	PHONE (A/C. No. Ext):	FAX (A/C. No):
	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	NAIC #
INSURED	INSURER A :	
	INSURER B :	
	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	GENERAL LIABILITY <input type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						<input type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

ADD "X" HERETO CERTIFY THAT THE CITY OF WOBURN IS AN ADDITIONAL INSURED

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

DESCRIPTION OF PROJECT, SOLICITATION NUMBER AND THAT THE CITY OF WOBURN IS A CERTIFICATE HOLDER AND ADDITIONAL INSURED

CERTIFICATE HOLDER**CANCELLATION**

CERTIFICATES SHOULD BE MADE OUT TO:

CITY OF WOBURN
PURCHASING DEPARTMENT
10 COMMON ST
WOBURN, MA 01801

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



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

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards? YES NO

For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued by the Massachusetts Department of Labor Standards / Division of Apprentice Standards. No apprentices are identified above

NOTE: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a **true and accurate** copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Date Received by Awarding Authority / /
--

**APPENDIX A
PAST PERFORMANCE**

The City requires that the Contractor demonstrate experience providing similar services in **size, scope and completely** for a minimum of three (3) projects. Three (3) references shall be provided for past performance.

Please use the below format for all references submitted and provide as much detail as possible in the Summary section.

Past Performance / Reference Title:	
Period of Performance	
Contract \$ Value	
Technical & Contractual POC Names & Titles	
Telephone numbers	
Email addresses	
Detailed summary of services provided	

5. Employee roster for this contract

Name of Employee	License #	(Title)	Number of Years
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APPENDIX C
PREVAILING WAGES



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

CHARLES D. BAKER
GOVERNOR

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

ROSALIND ACOSTA
Secretary
WILLIAM D. MCKINNEY
Director

KARNEE BOULTON
LI GOVERNOR

Awarding Authority: City of Woburn

Contract Number: On call HVAC repair and service

City/Town: WOBURN

Job Location: Various

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

Issue Date: 04/08/2019

Wage Request Number: 20190408-043

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

Construction 2 (AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2018	\$34.35	\$11.91	\$12.70	\$0.00	\$58.96	
	06/01/2019	\$35.35	\$11.91	\$12.70	\$0.00	\$59.96	
	08/01/2019	\$35.35	\$12.41	\$12.70	\$0.00	\$60.46	
	12/01/2019	\$35.35	\$12.41	\$13.72	\$0.00	\$61.48	
	06/01/2020	\$36.25	\$12.41	\$13.72	\$0.00	\$62.38	
	08/01/2020	\$36.25	\$12.91	\$13.72	\$0.00	\$62.88	
	12/01/2020	\$36.25	\$12.91	\$14.82	\$0.00	\$63.98	
	06/01/2021	\$37.05	\$12.91	\$14.82	\$0.00	\$64.78	
	08/01/2021	\$37.05	\$13.41	\$14.82	\$0.00	\$65.28	
	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47	
	03 (AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2018	\$34.42	\$11.91	\$12.70	\$0.00	\$59.03
	06/01/2019	\$35.42	\$11.91	\$12.70	\$0.00	\$60.03	
08/01/2019	\$35.42	\$12.41	\$12.70	\$0.00	\$60.53		
12/01/2019	\$35.42	\$12.41	\$13.72	\$0.00	\$61.55		
06/01/2020	\$36.32	\$12.41	\$13.72	\$0.00	\$62.45		
08/01/2020	\$36.32	\$12.91	\$13.72	\$0.00	\$62.95		
12/01/2020	\$36.32	\$12.91	\$14.82	\$0.00	\$64.05		
06/01/2021	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85		
08/01/2021	\$37.12	\$13.41	\$14.82	\$0.00	\$65.35		
12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54		

4 & 5 (AXLE) DRIVER - EQUIPMENT
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

12/01/2018	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
06/01/2019	\$35.54	\$11.91	\$12.70	\$0.00	\$60.15
08/01/2019	\$35.54	\$12.41	\$12.70	\$0.00	\$60.65
12/01/2019	\$35.54	\$12.41	\$13.72	\$0.00	\$61.67
06/01/2020	\$36.44	\$12.41	\$13.72	\$0.00	\$62.57
08/01/2020	\$36.44	\$12.91	\$13.72	\$0.00	\$63.07
12/01/2020	\$36.44	\$12.91	\$14.82	\$0.00	\$64.17
06/01/2021	\$37.24	\$12.91	\$14.82	\$0.00	\$64.97
08/01/2021	\$37.24	\$13.41	\$14.82	\$0.00	\$65.47
12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66

ADJUSTABLE PILE DRIVER
PILE DRIVER LOCAL 56 (ZONE 1)

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

AIR TRACK OPERATOR
LABORERS - ZONE 1

12/01/2018	\$39.40	\$7.85	\$15.35	\$0.00	\$62.60
06/01/2019	\$40.40	\$7.85	\$15.35	\$0.00	\$63.60
12/01/2019	\$41.40	\$7.85	\$15.35	\$0.00	\$64.60
06/01/2020	\$42.39	\$7.85	\$15.35	\$0.00	\$65.59
12/01/2020	\$43.37	\$7.85	\$15.35	\$0.00	\$66.57
06/01/2021	\$44.39	\$7.85	\$15.35	\$0.00	\$67.59
12/01/2021	\$45.40	\$7.85	\$15.35	\$0.00	\$68.60

For apprentice rates see "Apprentice- LABORER"

Issue Date: 04/08/2019 **Wage Request Number:** 20190408-043

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. / HEAT & FROST INSULATORS (LOCAL 6 (BOSTON))	12/01/2018	\$35.40	\$12.50	\$8.50	\$0.00	\$56.40
	06/01/2019	\$36.40	\$12.50	\$8.50	\$0.00	\$57.40
	12/01/2019	\$37.40	\$12.50	\$8.50	\$0.00	\$58.40
	06/01/2020	\$38.40	\$12.50	\$8.50	\$0.00	\$59.40
	12/01/2020	\$39.40	\$12.50	\$8.50	\$0.00	\$60.40
ASPHALT RAKER / LABORERS - ZONE 1	12/01/2018	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
	12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
	06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
	12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE / OPERATING ENGINEERS LOCAL 4	06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
	12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
	12/01/2018	\$47.58	\$11.50	\$15.60	\$0.00	\$74.68
	06/01/2019	\$48.68	\$11.50	\$15.60	\$0.00	\$75.78
	12/01/2019	\$49.83	\$11.50	\$15.60	\$0.00	\$76.93
BACKHOE/FRONT-END LOADER / OPERATING ENGINEERS LOCAL 4	06/01/2020	\$50.93	\$11.50	\$15.60	\$0.00	\$78.03
	12/01/2020	\$52.08	\$11.50	\$15.60	\$0.00	\$79.18
	06/01/2021	\$53.18	\$11.50	\$15.60	\$0.00	\$80.28
	12/01/2021	\$54.33	\$11.50	\$15.60	\$0.00	\$81.43
	12/01/2018	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
BARCO-TYPE JUMPING TAMPER / LABORERS - ZONE 1	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
	12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
	06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
	12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
	06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
BLOCK PAVER, RAMMER / CURB SETTER / LABORERS - ZONE 1	12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
	12/01/2018	\$39.40	\$7.85	\$15.35	\$0.00	\$62.60
	06/01/2019	\$40.40	\$7.85	\$15.35	\$0.00	\$63.60
	12/01/2019	\$41.40	\$7.85	\$15.35	\$0.00	\$64.60
	06/01/2020	\$42.39	\$7.85	\$15.35	\$0.00	\$65.59
For apprentice rates see "Apprentice-LABORER"	12/01/2020	\$43.37	\$7.85	\$15.35	\$0.00	\$66.57
	06/01/2021	\$44.39	\$7.85	\$15.35	\$0.00	\$67.59
	12/01/2021	\$45.40	\$7.85	\$15.35	\$0.00	\$68.60

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
BOILER MAKER / BOILERMAKERS LOCAL 29	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50	
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15	
	Apprentice - BOILERMAKER - Local 29						
	Effective Date - 01/01/2019						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	1	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
	2	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
	3	70	\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75	\$33.53	\$7.07	\$13.30	\$0.00	\$53.90	
5	80	\$35.77	\$7.07	\$14.18	\$0.00	\$57.02	
6	85	\$38.00	\$7.07	\$15.07	\$0.00	\$60.14	
7	90	\$40.24	\$7.07	\$15.95	\$0.00	\$63.26	
8	95	\$42.47	\$7.07	\$16.84	\$0.00	\$66.38	
Effective Date - 01/01/2020							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93	
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14	
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33	
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55	
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74	
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96	
Notes:							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) / BRICKLAYERS LOCAL 3 (MILWAUKEE)	02/01/2019	\$53.55	\$10.75	\$20.66	\$0.00	\$84.96
	08/01/2019	\$54.90	\$10.75	\$20.80	\$0.00	\$86.45
	02/01/2020	\$55.54	\$10.75	\$20.80	\$0.00	\$87.09
	08/01/2020	\$56.89	\$10.75	\$20.95	\$0.00	\$88.59
	02/01/2021	\$57.53	\$10.75	\$20.95	\$0.00	\$89.23
For apprentice rates see "Apprentice-LABORER"	08/01/2021	\$58.93	\$10.75	\$21.11	\$0.00	\$90.79
	02/01/2022	\$59.52	\$10.75	\$21.11	\$0.00	\$91.38

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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 04/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.51	\$7.07	\$0.00	\$0.00	\$23.58
2	60	\$16.51	\$7.07	\$0.00	\$0.00	\$23.58
3	65	\$17.89	\$7.07	\$7.86	\$0.00	\$32.82
4	70	\$19.26	\$7.07	\$7.86	\$0.00	\$34.19
5	75	\$20.64	\$7.07	\$7.86	\$0.00	\$35.57
6	80	\$22.02	\$7.07	\$7.86	\$0.00	\$36.95
7	85	\$23.39	\$7.07	\$7.86	\$0.00	\$38.32
8	90	\$24.77	\$7.07	\$7.86	\$0.00	\$39.70

Effective Date - 10/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
2	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
3	65	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
4	70	\$19.57	\$7.07	\$7.86	\$0.00	\$34.50
5	75	\$20.96	\$7.07	\$7.86	\$0.00	\$35.89
6	80	\$22.36	\$7.07	\$7.86	\$0.00	\$37.29
7	85	\$23.76	\$7.07	\$7.86	\$0.00	\$38.69
8	90	\$25.16	\$7.07	\$7.86	\$0.00	\$40.09

Notes:

% Indentured After 10/1/17- 45/45/55/55/70/70/80/80

Step 1&2 \$19.45; 3&4 \$26.96; 5&6 \$34.19; 7&8 \$36.95

Apprentice to Journeyworker Ratio:1:5

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
01/01/2019	\$47.50	\$12.50	\$22.41	\$0.30	\$82.71
07/01/2019	\$48.24	\$12.50	\$22.41	\$0.30	\$83.45
01/01/2020	\$49.64	\$12.50	\$22.41	\$0.30	\$84.85

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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham)

Effective Date - 01/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.75	\$12.50	\$15.41	\$0.00	\$51.66
2	60	\$28.50	\$12.50	\$17.41	\$0.30	\$58.71
3	65	\$30.88	\$12.50	\$18.41	\$0.30	\$62.09
4	70	\$33.25	\$12.50	\$19.41	\$0.30	\$65.46
5	75	\$35.63	\$12.50	\$20.41	\$0.30	\$68.84
6	80	\$38.00	\$12.50	\$21.41	\$0.30	\$72.21
7	90	\$42.75	\$12.50	\$22.41	\$0.30	\$77.96

Effective Date - 07/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.12	\$12.50	\$15.41	\$0.00	\$52.03
2	60	\$28.94	\$12.50	\$17.41	\$0.30	\$59.15
3	65	\$31.36	\$12.50	\$18.41	\$0.30	\$62.57
4	70	\$33.77	\$12.50	\$19.41	\$0.30	\$65.98
5	75	\$36.18	\$12.50	\$20.41	\$0.30	\$69.39
6	80	\$38.59	\$12.50	\$21.41	\$0.30	\$72.80
7	90	\$43.42	\$12.50	\$22.41	\$0.30	\$78.63

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$48.58	\$11.50	\$15.60	\$0.00	\$75.68
06/01/2019	\$49.68	\$11.50	\$15.60	\$0.00	\$76.78
12/01/2019	\$50.83	\$11.50	\$15.60	\$0.00	\$77.93
06/01/2020	\$51.93	\$11.50	\$15.60	\$0.00	\$79.03
12/01/2020	\$53.08	\$11.50	\$15.60	\$0.00	\$80.18
06/01/2021	\$54.18	\$11.50	\$15.60	\$0.00	\$81.28
12/01/2021	\$55.33	\$11.50	\$15.60	\$0.00	\$82.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2018	\$32.03	\$11.50	\$15.60	\$0.00	\$59.13
	06/01/2019	\$32.78	\$11.50	\$15.60	\$0.00	\$59.88
	12/01/2019	\$33.57	\$11.50	\$15.60	\$0.00	\$60.67
	06/01/2020	\$34.32	\$11.50	\$15.60	\$0.00	\$61.42
	12/01/2020	\$35.10	\$11.50	\$15.60	\$0.00	\$62.20
	06/01/2021	\$35.85	\$11.50	\$15.60	\$0.00	\$62.95
	12/01/2021	\$36.64	\$11.50	\$15.60	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

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	\$7.78	\$0.00	\$51.18
6	75	\$37.77	\$8.15	\$8.29	\$0.00	\$54.21
7	80	\$40.29	\$8.15	\$8.80	\$0.00	\$57.24
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	\$25.73	\$8.15	\$0.00	\$0.00	\$33.88
2	55	\$28.30	\$8.15	\$5.64	\$0.00	\$42.09
3	60	\$30.88	\$8.15	\$6.15	\$0.00	\$45.18
4	65	\$33.45	\$8.15	\$6.66	\$0.00	\$48.26
5	70	\$36.02	\$8.15	\$7.78	\$0.00	\$51.95
6	75	\$38.60	\$8.15	\$8.29	\$0.00	\$56.04
7	80	\$41.17	\$8.15	\$8.80	\$0.00	\$58.12
8	90	\$46.31	\$8.15	\$19.83	\$0.00	\$74.29

Notes:
Steps are 750 hrs
Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO- ADZEMAN LABORERS - ZONE 1	12/01/2018	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
	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"
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO- BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1	12/01/2018	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO- BURRERS LABORERS - ZONE 1	12/01/2018	\$39.55	\$7.85	\$15.35	\$0.00	\$62.75
	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO- CONCRETE CUTTERS/WYER LABORERS - ZONE 1	12/01/2018	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO- JACKHAMMER OPERATOR LABORERS - ZONE 1	12/01/2018	\$39.55	\$7.85	\$15.35	\$0.00	\$62.75
	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO- WRECKING LABORER LABORERS - ZONE 1	12/01/2018	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
	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
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
	06/01/2019	\$48.19	\$11.50	\$15.60	\$0.00	\$75.29
	12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
	06/01/2020	\$50.41	\$11.50	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.64	\$11.50	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVERS/LURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRAWBRIDGE OPERATOR (Construction) ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98

For apprentice rates see "Apprentice- ELECTRICIAN"

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - ELECTRICIAN - Local 103
 Effective Date - 03/01/2019
 Step Percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate

1	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05
2	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05
3	45	\$23.00	\$13.00	\$1.34	\$0.00	\$37.34
4	45	\$23.00	\$13.00	\$1.34	\$0.00	\$37.34
5	50	\$25.55	\$13.00	\$1.76	\$0.00	\$40.31
6	55	\$28.11	\$13.00	\$1.17	\$0.00	\$42.28
7	60	\$30.66	\$13.00	\$1.58	\$0.00	\$45.24
8	65	\$33.22	\$13.00	\$1.60	\$0.00	\$47.82
9	70	\$35.77	\$13.00	\$1.60	\$0.00	\$50.37
10	75	\$38.33	\$13.00	\$1.82	\$0.00	\$53.15

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR
 ELEVATOR CONSTRUCTORS LOCAL 4

1	50	\$29.74	\$15.88	\$0.00	\$0.00	\$45.62
2	55	\$32.71	\$15.88	\$1.51	\$0.00	\$49.10
3	65	\$38.66	\$15.88	\$1.75	\$0.00	\$56.29
4	70	\$41.63	\$15.88	\$1.51	\$0.00	\$59.52
5	80	\$47.58	\$15.88	\$1.51	\$0.00	\$65.47

Apprentice - ELEVATOR CONSTRUCTOR - Local 4
 Effective Date - 01/01/2019

1	50	\$29.74	\$15.88	\$0.00	\$0.00	\$45.62
2	55	\$32.71	\$15.88	\$1.51	\$0.00	\$49.10
3	65	\$38.66	\$15.88	\$1.75	\$0.00	\$56.29
4	70	\$41.63	\$15.88	\$1.51	\$0.00	\$59.52
5	80	\$47.58	\$15.88	\$1.51	\$0.00	\$65.47

Effective Date - 01/01/2020
 Step Percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate

1	50	\$30.71	\$15.73	\$0.00	\$0.00	\$46.44
2	55	\$33.78	\$15.73	\$1.84	\$0.00	\$51.35
3	65	\$39.92	\$15.73	\$1.84	\$0.00	\$58.33
4	70	\$42.99	\$15.73	\$1.84	\$0.00	\$61.36
5	80	\$49.14	\$15.73	\$1.84	\$0.00	\$67.51

Notes:
 Steps 1-2 are 6 mos., Steps 3-5 are 1 year
 Apprentice to Journeyworker Ratio:1:1

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

ELEVATOR CONSTRUCTOR HELPER
 ELEVATOR CONSTRUCTORS LOCAL 4

1	40	\$41.63	\$15.58	\$1.75	\$0.00	\$59.16
2	40	\$42.99	\$15.73	\$1.84	\$0.00	\$60.56
3	45	\$44.43	\$15.88	\$1.91	\$0.00	\$63.12
4	45	\$45.93	\$16.03	\$2.21	\$0.00	\$66.17

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR
 LABORERS - ZONE 1

1	40	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
2	40	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
3	45	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
4	45	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
5	50	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
6	55	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
7	60	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10

For apprentice rates see "Apprentice - LABORER"

FIELD ENG. INST. PERSON-BLDG.SITE.HVY/HVY
 OPERATING ENGINEERS LOCAL 4

1	40	\$43.19	\$11.00	\$15.50	\$0.00	\$69.69
2	40	\$44.33	\$11.00	\$15.50	\$0.00	\$70.83
3	45	\$45.33	\$11.00	\$15.50	\$0.00	\$72.33
4	45	\$46.48	\$11.00	\$15.50	\$0.00	\$73.98
5	50	\$47.48	\$11.00	\$15.50	\$0.00	\$75.98
6	55	\$48.68	\$11.00	\$15.50	\$0.00	\$78.18
7	60	\$49.63	\$11.00	\$15.50	\$0.00	\$80.13
8	65	\$50.78	\$11.00	\$15.50	\$0.00	\$82.28

For apprentice rates see "Apprentice - OPERATING ENGINEERS"

FIELD ENG. ROD PERSON-BLDG.SITE.HVY/HVY
 OPERATING ENGINEERS LOCAL 4

1	40	\$44.67	\$11.00	\$15.50	\$0.00	\$71.17
2	40	\$45.82	\$11.00	\$15.50	\$0.00	\$72.32
3	45	\$46.83	\$11.00	\$15.50	\$0.00	\$73.33
4	45	\$47.98	\$11.00	\$15.50	\$0.00	\$74.48
5	50	\$48.99	\$11.00	\$15.50	\$0.00	\$75.49
6	55	\$49.15	\$11.00	\$15.50	\$0.00	\$76.65
7	60	\$51.16	\$11.00	\$15.50	\$0.00	\$77.66
8	65	\$52.32	\$11.00	\$15.50	\$0.00	\$78.82

For apprentice rates see "Apprentice - OPERATING ENGINEERS"

FIELD ALARM INSTALLER
 ELECTRICIANS LOCAL 103

1	40	\$22.45	\$11.00	\$15.50	\$0.00	\$48.95
2	40	\$23.13	\$11.00	\$15.50	\$0.00	\$49.63
3	45	\$23.72	\$11.00	\$15.50	\$0.00	\$50.22
4	45	\$24.39	\$11.00	\$15.50	\$0.00	\$50.89
5	50	\$24.98	\$11.00	\$15.50	\$0.00	\$51.48
6	55	\$25.66	\$11.00	\$15.50	\$0.00	\$52.16
7	60	\$26.26	\$11.00	\$15.50	\$0.00	\$52.76
8	65	\$26.93	\$11.00	\$15.50	\$0.00	\$53.43

For apprentice rates see "Apprentice - OPERATING ENGINEERS"

FIELD ALARM REPAIR / MAINTENANCE
 TELECOMMUNICATIONS TECHNICIANS LOCAL 103

1	40	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2018	\$39.13	\$11.50	\$15.60	\$0.00	\$66.23
	06/01/2019	\$40.04	\$11.50	\$15.60	\$0.00	\$67.14
	12/01/2019	\$40.99	\$11.50	\$15.60	\$0.00	\$68.09
	06/01/2020	\$41.90	\$11.50	\$15.60	\$0.00	\$69.00
	12/01/2020	\$42.85	\$11.50	\$15.60	\$0.00	\$69.95
	06/01/2021	\$43.76	\$11.50	\$15.60	\$0.00	\$70.86
	12/01/2021	\$44.71	\$11.50	\$15.60	\$0.00	\$71.81

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALMAN LABORERS - ZONE 1	12/01/2018	\$22.50	\$7.85	\$15.35	\$0.00	\$45.70
	06/01/2019	\$22.50	\$7.85	\$15.35	\$0.00	\$45.70
	12/01/2019	\$23.50	\$7.85	\$15.35	\$0.00	\$46.70
	06/01/2020	\$23.50	\$7.85	\$15.35	\$0.00	\$46.70
	12/01/2020	\$24.50	\$7.85	\$15.35	\$0.00	\$47.70
	06/01/2021	\$24.50	\$7.85	\$15.35	\$0.00	\$47.70
	12/01/2021	\$24.50	\$7.85	\$15.35	\$0.00	\$47.70

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

Apprentice - FLOORCOVERER - Local 2168 Zone 1

Step	Effective Date -	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60	\$25.28	\$9.80	\$2.25	\$0.00	\$37.33
4	65	\$27.38	\$9.80	\$2.25	\$0.00	\$39.43
5	70	\$29.49	\$9.80	\$2.25	\$0.00	\$41.53
6	75	\$31.60	\$9.80	\$2.25	\$0.00	\$43.63
7	80	\$33.70	\$9.80	\$2.25	\$0.00	\$45.74
8	85	\$35.81	\$9.80	\$2.25	\$0.00	\$47.85

Notes: Steps are 750 hrs.
% After 09/1/17-45/45/55/70/80/80/80 (1500hr Steps)
Step 1&2 \$30.55/3&4 \$36.49/ 5&6 \$53.33/ 7&8 \$59.33

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.58	\$11.50	\$15.60	\$0.00	\$74.68
	06/01/2019	\$48.68	\$11.50	\$15.60	\$0.00	\$75.78
	12/01/2019	\$49.83	\$11.50	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.93	\$11.50	\$15.60	\$0.00	\$78.03
	12/01/2020	\$52.08	\$11.50	\$15.60	\$0.00	\$79.18
	06/01/2021	\$53.18	\$11.50	\$15.60	\$0.00	\$80.28
	12/01/2021	\$54.33	\$11.50	\$15.60	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/01/2018	\$32.03	\$11.50	\$15.60	\$0.00	\$59.13
	06/01/2019	\$32.78	\$11.50	\$15.60	\$0.00	\$59.88
	12/01/2019	\$33.57	\$11.50	\$15.60	\$0.00	\$60.67
	06/01/2020	\$34.32	\$11.50	\$15.60	\$0.00	\$61.42
	12/01/2020	\$35.10	\$11.50	\$15.60	\$0.00	\$62.20
	06/01/2021	\$35.85	\$11.50	\$15.60	\$0.00	\$62.95
	12/01/2021	\$36.64	\$11.50	\$15.60	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 33 (ZONE 2)	01/01/2019	\$39.86	\$8.15	\$20.85	\$0.00	\$68.86
	07/01/2019	\$40.96	\$8.15	\$20.85	\$0.00	\$69.96
	01/01/2020	\$42.06	\$8.15	\$20.85	\$0.00	\$71.06
	07/01/2020	\$43.16	\$8.15	\$20.85	\$0.00	\$72.16
	01/01/2021	\$44.26	\$8.15	\$20.85	\$0.00	\$73.26

Apprentice - GLAZIER - Local 33 Zone 2

Step	Effective Date -	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.08
2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.71
3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.22
4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.72
5	70	\$27.90	\$8.15	\$7.78	\$0.00	\$43.83
6	75	\$29.90	\$8.15	\$8.29	\$0.00	\$46.34
7	80	\$31.89	\$8.15	\$8.80	\$0.00	\$48.84
8	90	\$35.87	\$8.15	\$9.83	\$0.00	\$53.85

Step	Effective Date -	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.48	\$8.15	\$0.00	\$0.00	\$28.63
2	55	\$22.53	\$8.15	\$5.64	\$0.00	\$36.32
3	60	\$24.58	\$8.15	\$6.15	\$0.00	\$38.88
4	65	\$26.62	\$8.15	\$6.66	\$0.00	\$41.43
5	70	\$28.67	\$8.15	\$7.78	\$0.00	\$44.60
6	75	\$30.72	\$8.15	\$8.29	\$0.00	\$47.16
7	80	\$32.77	\$8.15	\$8.80	\$0.00	\$49.72
8	90	\$36.86	\$8.15	\$9.83	\$0.00	\$54.84

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.58	\$11.50	\$15.60	\$0.00	\$74.68
	06/01/2019	\$48.68	\$11.50	\$15.60	\$0.00	\$75.78
	12/01/2019	\$49.83	\$11.50	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.93	\$11.50	\$15.60	\$0.00	\$78.03
	12/01/2020	\$52.08	\$11.50	\$15.60	\$0.00	\$79.18
	06/01/2021	\$53.18	\$11.50	\$15.60	\$0.00	\$80.28
	12/01/2021	\$54.33	\$11.50	\$15.60	\$0.00	\$81.43

Apprentice - OPERATING ENGINEERS - Local 4
Effective Date - 12/01/2018

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.17	\$11.50	\$0.00	\$0.00	\$37.67
2	60	\$28.55	\$11.50	\$15.60	\$0.00	\$55.65
3	65	\$30.93	\$11.50	\$15.60	\$0.00	\$58.03
4	70	\$33.31	\$11.50	\$15.60	\$0.00	\$60.41
5	75	\$35.69	\$11.50	\$15.60	\$0.00	\$62.79
6	80	\$38.06	\$11.50	\$15.60	\$0.00	\$65.16
7	85	\$40.44	\$11.50	\$15.60	\$0.00	\$67.54
8	90	\$42.82	\$11.50	\$15.60	\$0.00	\$69.92

Effective Date - 06/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.77	\$11.50	\$0.00	\$0.00	\$38.27
2	60	\$29.21	\$11.50	\$15.60	\$0.00	\$56.31
3	65	\$31.64	\$11.50	\$15.60	\$0.00	\$58.74
4	70	\$34.08	\$11.50	\$15.60	\$0.00	\$61.18
5	75	\$36.51	\$11.50	\$15.60	\$0.00	\$63.61
6	80	\$38.94	\$11.50	\$15.60	\$0.00	\$66.04
7	85	\$41.38	\$11.50	\$15.60	\$0.00	\$68.48
8	90	\$43.81	\$11.50	\$15.60	\$0.00	\$70.91

Notes:

Apprentice to Journeyworker Ratio:1:6

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17-4	02/01/2019	\$46.50	\$13.20	\$24.12	\$2.52	\$86.34
	08/01/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
	02/01/2020	\$49.75	\$13.20	\$24.12	\$2.61	\$89.68
	08/01/2020	\$51.35	\$13.20	\$24.12	\$2.66	\$91.33
	02/01/2021	\$53.00	\$13.20	\$24.12	\$2.71	\$93.03
	08/01/2021	\$54.75	\$13.20	\$24.12	\$2.76	\$94.83
	02/01/2022	\$56.50	\$13.20	\$24.12	\$2.81	\$96.63

For apprentice rates see "Apprentice-SHEET METAL WORKER"
ELECTRICIANS LOCAL 103
For apprentice rates see "Apprentice-ELECTRICIAN"
Issue Date: 04/08/2019 Wage Request Number: 20190408-043 Page 15 of 42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC TESTING AND BALANCING - AIR SHEETMETAL WORKERS LOCAL 17-4	02/01/2019	\$46.50	\$13.20	\$24.12	\$2.52	\$86.34
	08/01/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
	02/01/2020	\$49.75	\$13.20	\$24.12	\$2.61	\$89.68
	08/01/2020	\$51.35	\$13.20	\$24.12	\$2.66	\$91.33
	02/01/2021	\$53.00	\$13.20	\$24.12	\$2.71	\$93.03
	08/01/2021	\$54.75	\$13.20	\$24.12	\$2.76	\$94.83
	02/01/2022	\$56.50	\$13.20	\$24.12	\$2.81	\$96.63

For apprentice rates see "Apprentice-SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC TESTING AND BALANCING - WATER PIPEFITTERS LOCAL 537	03/01/2019	\$53.19	\$10.95	\$19.74	\$0.00	\$83.88
	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2019	\$53.19	\$10.95	\$19.74	\$0.00	\$83.88
	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS LABORERS - ZONE 1	12/01/2018	\$39.40	\$7.85	\$15.35	\$0.00	\$62.60
	06/01/2019	\$40.40	\$7.85	\$15.35	\$0.00	\$63.60
	12/01/2019	\$41.40	\$7.85	\$15.35	\$0.00	\$64.60
	06/01/2020	\$42.39	\$7.85	\$15.35	\$0.00	\$65.59
	12/01/2020	\$43.37	\$7.85	\$15.35	\$0.00	\$66.57
	06/01/2021	\$44.39	\$7.85	\$15.35	\$0.00	\$67.59
	12/01/2021	\$45.40	\$7.85	\$15.35	\$0.00	\$68.60

For apprentice rates see "Apprentice-LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2018	\$47.09	\$12.50	\$15.60	\$0.00	\$75.19
	09/01/2019	\$49.59	\$12.50	\$15.60	\$0.00	\$77.69

Issue Date: 04/08/2019 Wage Request Number: 20190408-043 Page 16 of 42

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston
 Effective Date - 09/01/2018

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.55	\$12.50	\$11.40	\$0.00	\$47.45
2	60	\$28.25	\$12.50	\$12.24	\$0.00	\$52.99
3	70	\$32.96	\$12.50	\$13.08	\$0.00	\$58.54
4	80	\$37.67	\$12.50	\$13.92	\$0.00	\$64.09

Effective Date - 09/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.80	\$12.50	\$11.40	\$0.00	\$48.70
2	60	\$29.75	\$12.50	\$12.24	\$0.00	\$54.49
3	70	\$34.71	\$12.50	\$13.08	\$0.00	\$60.29
4	80	\$39.67	\$12.50	\$13.92	\$0.00	\$66.09

IRONWORKER/LEADER
 Effective Date - 09/16/2018

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.64	\$8.00	\$22.85	\$0.00	\$58.49
2	70	\$32.25	\$8.00	\$22.85	\$0.00	\$63.10
3	75	\$34.55	\$8.00	\$22.85	\$0.00	\$65.40
4	80	\$36.86	\$8.00	\$22.85	\$0.00	\$67.71
5	85	\$39.16	\$8.00	\$22.85	\$0.00	\$70.01
6	90	\$41.46	\$8.00	\$22.85	\$0.00	\$72.31

JACKHAMMER & PAVING BREAKER OPERATOR
 Effective Date - 12/01/2018

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
2	70	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
3	80	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
4	90	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10

Issue Date: 04/08/2019 Wage Request Number: 20190408-043 Page 17 of 42

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

LABORER - Zone 1
 Effective Date - 12/01/2018

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.19	\$7.85	\$15.35	\$0.00	\$46.39
2	70	\$27.06	\$7.85	\$15.35	\$0.00	\$50.26
3	80	\$30.92	\$7.85	\$15.35	\$0.00	\$54.12
4	90	\$34.79	\$7.85	\$15.35	\$0.00	\$57.99

LABORER: CARPENTER TENDER
 Effective Date - 06/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.79	\$7.85	\$15.35	\$0.00	\$46.99
2	70	\$27.76	\$7.85	\$15.35	\$0.00	\$50.96
3	80	\$31.72	\$7.85	\$15.35	\$0.00	\$54.92
4	90	\$35.69	\$7.85	\$15.35	\$0.00	\$58.89

LABORER: CEMENT FINISHER TENDER
 Effective Date - 12/01/2018

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$38.65	\$7.85	\$15.35	\$0.00	\$61.85
2	70	\$40.65	\$7.85	\$15.35	\$0.00	\$63.85
3	80	\$42.62	\$7.85	\$15.35	\$0.00	\$65.82
4	90	\$44.65	\$7.85	\$15.35	\$0.00	\$67.85

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER
 Effective Date - 12/01/2018

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
2	70	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
3	80	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00

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Classification

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

LABORER: MULTI-TRADE TENDER

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$38.65	\$7.85	\$15.35	\$0.00	\$61.85
06/01/2019	\$39.65	\$7.85	\$15.35	\$0.00	\$62.85
12/01/2019	\$40.65	\$7.85	\$15.35	\$0.00	\$63.85
06/01/2020	\$41.64	\$7.85	\$15.35	\$0.00	\$64.84
12/01/2020	\$42.62	\$7.85	\$15.35	\$0.00	\$65.82
06/01/2021	\$43.64	\$7.85	\$15.35	\$0.00	\$66.84
12/01/2021	\$44.65	\$7.85	\$15.35	\$0.00	\$67.85

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$38.65	\$7.85	\$15.35	\$0.00	\$61.85
06/01/2019	\$39.65	\$7.85	\$15.35	\$0.00	\$62.85
12/01/2019	\$40.65	\$7.85	\$15.35	\$0.00	\$63.85
06/01/2020	\$41.64	\$7.85	\$15.35	\$0.00	\$64.84
12/01/2020	\$42.62	\$7.85	\$15.35	\$0.00	\$65.82
06/01/2021	\$43.64	\$7.85	\$15.35	\$0.00	\$66.84
12/01/2021	\$44.65	\$7.85	\$15.35	\$0.00	\$67.85

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

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

MARBLE & TILE FINISHERS

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
08/01/2019	\$41.99	\$10.75	\$19.11	\$0.00	\$71.85
02/01/2020	\$42.50	\$10.75	\$19.11	\$0.00	\$72.36
08/01/2020	\$43.58	\$10.75	\$19.26	\$0.00	\$73.59
02/01/2021	\$44.09	\$10.75	\$19.26	\$0.00	\$74.10
08/01/2021	\$45.21	\$10.75	\$19.42	\$0.00	\$75.38
02/01/2022	\$45.68	\$10.75	\$19.42	\$0.00	\$75.85

Classification

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

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile
 Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$10.75	\$18.97	\$0.00	\$50.18
2	60	\$24.55	\$10.75	\$18.97	\$0.00	\$54.27
3	70	\$28.64	\$10.75	\$18.97	\$0.00	\$58.36
4	80	\$32.73	\$10.75	\$18.97	\$0.00	\$62.45
5	90	\$36.82	\$10.75	\$18.97	\$0.00	\$66.54

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.00	\$10.75	\$19.11	\$0.00	\$50.86
2	60	\$25.19	\$10.75	\$19.11	\$0.00	\$55.05
3	70	\$29.39	\$10.75	\$19.11	\$0.00	\$59.25
4	80	\$33.59	\$10.75	\$19.11	\$0.00	\$63.45
5	90	\$37.79	\$10.75	\$19.11	\$0.00	\$67.65

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILE, AYERS & TERRAZZO MEGH

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
08/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
02/01/2020	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
08/01/2020	\$55.55	\$10.75	\$20.80	\$0.00	\$87.10
02/01/2021	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
08/01/2021	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
02/01/2022	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80
08/01/2022	\$59.51	\$10.75	\$21.11	\$0.00	\$91.37

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
 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

MECH. SWEEPER OPERATOR (ON CONST. SITES)
 OPERATING ENGINEERS LOCAL 4

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
06/01/2019	\$48.19	\$11.50	\$15.60	\$0.00	\$75.29
12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
06/01/2020	\$50.41	\$11.50	\$15.60	\$0.00	\$77.51
12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
06/01/2021	\$52.64	\$11.50	\$15.60	\$0.00	\$79.74
12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88

Mechanics Maintenance
 OPERATING ENGINEERS LOCAL 4

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
06/01/2019	\$48.19	\$11.50	\$15.60	\$0.00	\$75.29
12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
06/01/2020	\$50.41	\$11.50	\$15.60	\$0.00	\$77.51
12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
06/01/2021	\$52.64	\$11.50	\$15.60	\$0.00	\$79.74
12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88

For apprentice rates see "Apprentice-OPERATING ENGINEERS"
 MILLWRIGHT (Zone 1)
 MILLWRIGHTS LOCAL 1121 - Zone 1

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
04/01/2019	\$42.22	\$9.90	\$18.50	\$0.00	\$70.62

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - MILLWRIGHT- Local 1121 Zone 1
 Effective Date - 04/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.22	\$9.90	\$5.31	\$0.00	\$38.43
2	65	\$27.44	\$9.90	\$5.13	\$0.00	\$52.47
3	75	\$31.67	\$9.90	\$5.10	\$0.00	\$57.67
4	85	\$35.89	\$9.90	\$5.06	\$0.00	\$62.85

Notes:
 Steps are 2,000 hours
 Apprentice to Journeyworker Ratio:1:5

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10

OILER (OTHER THAN TRUCK CRANES GRADALLS)
 OPERATING ENGINEERS LOCAL 4

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$23.06	\$11.50	\$15.60	\$0.00	\$50.16
06/01/2019	\$23.61	\$11.50	\$15.60	\$0.00	\$50.71
12/01/2019	\$24.18	\$11.50	\$15.60	\$0.00	\$51.28
06/01/2020	\$24.73	\$11.50	\$15.60	\$0.00	\$51.83
12/01/2020	\$25.30	\$11.50	\$15.60	\$0.00	\$52.40
06/01/2021	\$25.85	\$11.50	\$15.60	\$0.00	\$52.95
12/01/2021	\$26.43	\$11.50	\$15.60	\$0.00	\$53.53

OILER (TRUCK CRANES, GRADALLS)
 OPERATING ENGINEERS LOCAL 4

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$27.42	\$11.50	\$15.60	\$0.00	\$54.52
06/01/2019	\$28.07	\$11.50	\$15.60	\$0.00	\$55.17
12/01/2019	\$28.74	\$11.50	\$15.60	\$0.00	\$55.84
06/01/2020	\$29.39	\$11.50	\$15.60	\$0.00	\$56.49
12/01/2020	\$30.07	\$11.50	\$15.60	\$0.00	\$57.17
06/01/2021	\$30.71	\$11.50	\$15.60	\$0.00	\$57.81
12/01/2021	\$31.39	\$11.50	\$15.60	\$0.00	\$58.49

For apprentice rates see "Apprentice-OPERATING ENGINEERS"
 OTHER POWER DRIVEN EQUIPMENT - CLASS II
 OPERATING ENGINEERS LOCAL 4

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
06/01/2019	\$48.19	\$11.50	\$15.60	\$0.00	\$75.29
12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
06/01/2020	\$50.41	\$11.50	\$15.60	\$0.00	\$77.51
12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
06/01/2021	\$52.64	\$11.50	\$15.60	\$0.00	\$79.74
12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (BRIDGESTANKS)	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
PAINTERS LOCAL 35 - ZONE 2	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGESTANKS

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	\$7.78	\$0.00	\$51.18
6	75	\$37.77	\$8.15	\$8.29	\$0.00	\$54.21
7	80	\$40.29	\$8.15	\$8.80	\$0.00	\$57.24
8	90	\$45.32	\$8.15	\$9.83	\$0.00	\$73.30

Effective Date - 07/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.73	\$8.15	\$0.00	\$0.00	\$33.88
2	55	\$28.30	\$8.15	\$5.64	\$0.00	\$42.09
3	60	\$30.88	\$8.15	\$6.15	\$0.00	\$45.18
4	65	\$33.45	\$8.15	\$6.66	\$0.00	\$48.26
5	70	\$36.02	\$8.15	\$7.78	\$0.00	\$61.95
6	75	\$38.60	\$8.15	\$8.29	\$0.00	\$65.04
7	80	\$41.17	\$8.15	\$8.80	\$0.00	\$68.12
8	90	\$46.31	\$8.15	\$9.83	\$0.00	\$74.29

Notes:
Steps are 750 hrs

Apprentice to Journeyworker Ratio:1:1

PAINTER (SIGN, PICTORIAL & DISPLAY)	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 2						

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

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2019	\$41.26	\$8.15	\$20.85	\$0.00	\$70.26
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2019	\$42.36	\$8.15	\$20.85	\$0.00	\$71.36
	01/01/2020	\$43.46	\$8.15	\$20.85	\$0.00	\$72.46
	07/01/2020	\$44.56	\$8.15	\$20.85	\$0.00	\$73.56
	01/01/2021	\$45.66	\$8.15	\$20.85	\$0.00	\$74.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Table with columns: Step, Percent, Apprentice Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows 1-8 for Effective Date 01/01/2019.

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Table with columns: Effective Date, Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows for dates 01/01/2019, 07/01/2019, 01/01/2020, 07/01/2020, 01/01/2021.

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repair

Table with columns: Step, Percent, Apprentice Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows 1-8 for Effective Date 01/01/2019.

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Table with columns: Effective Date, Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows for dates 12/01/2018, 06/01/2019, 12/01/2019, 06/01/2020, 12/01/2020, 06/01/2021, 12/01/2021.

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - PAINTER - Local 33 Zone 2 - BRUSH NEW

Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
01/01/2019	1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.08
	2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.71
	3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.22
	4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.72
	5	70	\$27.90	\$8.15	\$7.78	\$0.00	\$43.83
	6	75	\$29.90	\$8.15	\$8.29	\$0.00	\$46.34
	7	80	\$31.89	\$8.15	\$8.80	\$0.00	\$48.84
	8	90	\$35.87	\$8.15	\$9.83	\$0.00	\$53.85

Effective Date - 07/01/2019

Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
07/01/2019	1	50	\$20.48	\$8.15	\$0.00	\$0.00	\$28.63
	2	55	\$22.53	\$8.15	\$5.64	\$0.00	\$36.32
	3	60	\$24.58	\$8.15	\$6.15	\$0.00	\$38.88
	4	65	\$26.62	\$8.15	\$6.66	\$0.00	\$41.43
	5	70	\$28.67	\$8.15	\$7.78	\$0.00	\$44.60
	6	75	\$30.72	\$8.15	\$8.29	\$0.00	\$47.16
	7	80	\$32.77	\$8.15	\$8.80	\$0.00	\$49.72
	8	90	\$36.86	\$8.15	\$9.83	\$0.00	\$54.84

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER /TAPER (BRUSH, REPAINT)	PAINTERS LOCAL 33 - ZONE 2
01/01/2019	01/01/2019
\$37.92	\$39.02
\$8.15	\$8.15
\$20.85	\$20.85
\$0.00	\$0.00
\$66.92	\$68.02
07/01/2020	07/01/2020
\$41.22	\$40.12
\$8.15	\$8.15
\$20.85	\$20.85
\$0.00	\$0.00
\$70.22	\$69.12
01/01/2021	01/01/2021
\$42.32	\$41.22
\$8.15	\$8.15
\$20.85	\$20.85
\$0.00	\$0.00
\$71.32	\$70.22

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - PAINTER Local 33 Zone 2 - BRUSH REPAINT

Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
01/01/2019	1	50	\$18.96	\$8.15	\$0.00	\$0.00	\$27.11
	2	55	\$20.86	\$8.15	\$5.64	\$0.00	\$34.65
	3	60	\$22.75	\$8.15	\$6.15	\$0.00	\$37.05
	4	65	\$24.65	\$8.15	\$6.66	\$0.00	\$39.46
	5	70	\$26.54	\$8.15	\$7.78	\$0.00	\$42.47
	6	75	\$28.44	\$8.15	\$8.29	\$0.00	\$45.88
	7	80	\$30.34	\$8.15	\$8.80	\$0.00	\$49.29
	8	90	\$34.13	\$8.15	\$9.83	\$0.00	\$56.11

Effective Date - 07/01/2019

Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
07/01/2019	1	50	\$19.51	\$8.15	\$0.00	\$0.00	\$27.66
	2	55	\$21.46	\$8.15	\$5.64	\$0.00	\$35.25
	3	60	\$23.41	\$8.15	\$6.15	\$0.00	\$37.71
	4	65	\$25.36	\$8.15	\$6.66	\$0.00	\$40.17
	5	70	\$27.31	\$8.15	\$7.78	\$0.00	\$43.24
	6	75	\$29.27	\$8.15	\$8.29	\$0.00	\$46.71
	7	80	\$31.22	\$8.15	\$8.80	\$0.00	\$50.17
	8	90	\$35.12	\$8.15	\$9.83	\$0.00	\$58.10

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER	TELETYPE JOINT COUNCIL NO. 10 ZONE A
12/01/2018	12/01/2018
\$34.18	\$35.18
\$11.91	\$11.91
\$12.70	\$12.70
\$0.00	\$0.00
\$58.79	\$59.79
06/01/2019	06/01/2019
\$35.18	\$35.18
\$12.41	\$12.41
\$12.70	\$12.70
\$0.00	\$0.00
\$60.29	\$60.29
12/01/2019	12/01/2019
\$35.18	\$35.18
\$12.41	\$12.41
\$13.72	\$13.72
\$0.00	\$0.00
\$61.31	\$61.31
06/01/2020	06/01/2020
\$36.08	\$36.08
\$12.41	\$12.41
\$13.72	\$13.72
\$0.00	\$0.00
\$62.21	\$62.21
08/01/2020	08/01/2020
\$36.08	\$36.08
\$12.91	\$12.91
\$14.82	\$14.82
\$0.00	\$0.00
\$63.81	\$63.81
06/01/2021	06/01/2021
\$36.88	\$36.88
\$12.91	\$12.91
\$14.82	\$14.82
\$0.00	\$0.00
\$65.41	\$65.41
08/01/2021	08/01/2021
\$36.88	\$36.88
\$13.41	\$13.41
\$14.82	\$14.82
\$0.00	\$0.00
\$65.11	\$65.11
12/01/2021	12/01/2021
\$36.88	\$36.88
\$13.41	\$13.41
\$16.01	\$16.01
\$0.00	\$0.00
\$66.30	\$66.30
08/01/2018	08/01/2018
\$46.57	\$46.57
\$9.90	\$9.90
\$21.15	\$21.15
\$0.00	\$0.00
\$77.62	\$77.62
08/01/2019	08/01/2019
\$48.94	\$48.94
\$9.90	\$9.90
\$21.15	\$21.15
\$0.00	\$0.00
\$79.99	\$79.99
08/01/2018	08/01/2018
\$46.57	\$46.57
\$9.90	\$9.90
\$21.15	\$21.15
\$0.00	\$0.00
\$77.62	\$77.62
08/01/2019	08/01/2019
\$48.94	\$48.94
\$9.90	\$9.90
\$21.15	\$21.15
\$0.00	\$0.00
\$79.99	\$79.99

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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER- Local 56 Zone 1

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.29	\$9.90	\$21.15	\$0.00	\$54.34
2	60	\$27.94	\$9.90	\$21.15	\$0.00	\$58.99
3	70	\$32.60	\$9.90	\$21.15	\$0.00	\$63.65
4	75	\$34.93	\$9.90	\$21.15	\$0.00	\$66.98
5	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
6	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
7	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96
8	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96

Effective Date - 08/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.47	\$9.90	\$21.15	\$0.00	\$55.52
2	60	\$29.36	\$9.90	\$21.15	\$0.00	\$60.41
3	70	\$34.26	\$9.90	\$21.15	\$0.00	\$65.31
4	75	\$36.71	\$9.90	\$21.15	\$0.00	\$67.76
5	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
6	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
7	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10
8	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10

Notes:

Apprentice to Journeyworker Ratio:1:5

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
03/01/2019	\$53.19	\$10.95	\$19.74	\$0.00	\$83.88
09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88

PIPEFITTER & STEAMFITTER
PIPEFITTERS LOCAL 537

Issue Date: 04/08/2019

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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PIPEFITTER - Local 537

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.28	\$10.95	\$8.00	\$0.00	\$40.23
2	45	\$23.94	\$10.95	\$19.74	\$0.00	\$54.63
3	60	\$31.91	\$10.95	\$19.74	\$0.00	\$62.60
4	70	\$37.23	\$10.95	\$19.74	\$0.00	\$67.92
5	80	\$42.55	\$10.95	\$19.74	\$0.00	\$73.24

Effective Date - 09/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.88	\$10.95	\$8.00	\$0.00	\$40.83
2	45	\$24.61	\$10.95	\$19.74	\$0.00	\$55.30
3	60	\$32.81	\$10.95	\$19.74	\$0.00	\$63.50
4	70	\$38.28	\$10.95	\$19.74	\$0.00	\$68.97
5	80	\$43.75	\$10.95	\$19.74	\$0.00	\$74.44

Notes: ** 1:3; 3:15; 1:10 thereafter/ Steps are 1 Yr

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

Apprentice to Journeyworker Ratio:**

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2018	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"
PLUMBERS & GASFITTERS
PLUMBERS & GASFITTERS LOCAL 17

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.84	\$11.82	\$5.98	\$0.00	\$37.64
2	40	\$22.68	\$11.82	\$6.79	\$0.00	\$41.29
3	55	\$31.18	\$11.82	\$9.25	\$0.00	\$52.25
4	65	\$36.85	\$11.82	\$10.85	\$0.00	\$59.52
5	75	\$42.52	\$11.82	\$12.50	\$0.00	\$66.84

Effective Date - 09/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.37	\$11.82	\$5.98	\$0.00	\$38.17
2	40	\$23.28	\$11.82	\$6.79	\$0.00	\$41.89
3	55	\$32.00	\$11.82	\$9.25	\$0.00	\$53.07
4	65	\$37.82	\$11.82	\$10.85	\$0.00	\$60.49
5	75	\$43.64	\$11.82	\$12.50	\$0.00	\$67.96

Notes:
 ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Yr
 Step4 with hrs\$63.17, Step5 with hrs70.47
 Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROL(S) (TEMP) 03/01/2019 \$53.19 \$10.95 \$19.74 \$0.00 \$83.88

PIPETTERS LOCAL 33? 09/01/2019 \$54.69 \$10.95 \$19.74 \$0.00 \$85.38

03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 \$86.88

09/01/2020 \$57.69 \$10.95 \$19.74 \$0.00 \$88.38

03/01/2021 \$59.17 \$10.95 \$19.74 \$0.00 \$89.86

PNEUMATIC DRILL/TOOL OPERATOR 12/01/2018 \$38.90 \$7.85 \$15.35 \$0.00 \$62.10

06/01/2019 \$39.90 \$7.85 \$15.35 \$0.00 \$63.10

12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10

06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$65.09

12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07

06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$67.09

12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10

POWDERMAN & BLASTER 12/01/2018 \$39.65 \$7.85 \$15.35 \$0.00 \$62.85

06/01/2019 \$40.65 \$7.85 \$15.35 \$0.00 \$63.85

12/01/2019 \$41.65 \$7.85 \$15.35 \$0.00 \$64.85

06/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$65.84

12/01/2020 \$43.62 \$7.85 \$15.35 \$0.00 \$66.82

06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$67.84

12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85

Issue Date: 04/08/2019 Wage Request Number: 20190408-043 Page 31 of 42

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

POWER SHOVEL/DERRICK/TRENCHING MACHINE 12/01/2018 \$47.58 \$11.50 \$15.60 \$0.00 \$74.68

OPERATING ENGINEERS LOCAL 4 06/01/2019 \$48.68 \$11.50 \$15.60 \$0.00 \$75.78

12/01/2019 \$49.83 \$11.50 \$15.60 \$0.00 \$76.93

06/01/2020 \$50.93 \$11.50 \$15.60 \$0.00 \$78.03

12/01/2020 \$52.08 \$11.50 \$15.60 \$0.00 \$79.18

06/01/2021 \$53.18 \$11.50 \$15.60 \$0.00 \$80.28

12/01/2021 \$54.33 \$11.50 \$15.60 \$0.00 \$81.43

PUMP OPERATOR (CONCRETE) 12/01/2018 \$47.58 \$11.50 \$15.60 \$0.00 \$74.68

OPERATING ENGINEERS LOCAL 4 06/01/2019 \$48.68 \$11.50 \$15.60 \$0.00 \$75.78

12/01/2019 \$49.83 \$11.50 \$15.60 \$0.00 \$76.93

06/01/2020 \$50.93 \$11.50 \$15.60 \$0.00 \$78.03

12/01/2020 \$52.08 \$11.50 \$15.60 \$0.00 \$79.18

06/01/2021 \$53.18 \$11.50 \$15.60 \$0.00 \$80.28

12/01/2021 \$54.33 \$11.50 \$15.60 \$0.00 \$81.43

PUMP OPERATOR (DEWATERING, OTHER) 12/01/2018 \$52.03 \$11.50 \$15.60 \$0.00 \$79.13

OPERATING ENGINEERS LOCAL 4 06/01/2019 \$52.78 \$11.50 \$15.60 \$0.00 \$79.88

12/01/2019 \$53.57 \$11.50 \$15.60 \$0.00 \$80.67

06/01/2020 \$54.32 \$11.50 \$15.60 \$0.00 \$81.42

12/01/2020 \$55.10 \$11.50 \$15.60 \$0.00 \$82.20

06/01/2021 \$55.85 \$11.50 \$15.60 \$0.00 \$82.95

12/01/2021 \$56.64 \$11.50 \$15.60 \$0.00 \$83.74

READY MIX CONCRETE DRIVER 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38

RECLAIMERS 07/01/2017 \$29.48 \$8.48 \$9.72 \$0.00 \$47.68

OPERATING ENGINEERS LOCAL 4 12/01/2018 \$47.10 \$11.50 \$15.60 \$0.00 \$74.20

06/01/2019 \$48.19 \$11.50 \$15.60 \$0.00 \$75.29

12/01/2019 \$49.33 \$11.50 \$15.60 \$0.00 \$76.43

06/01/2020 \$50.41 \$11.50 \$15.60 \$0.00 \$77.51

12/01/2020 \$51.55 \$11.50 \$15.60 \$0.00 \$78.65

06/01/2021 \$52.64 \$11.50 \$15.60 \$0.00 \$79.74

12/01/2021 \$53.78 \$11.50 \$15.60 \$0.00 \$80.88

RIDE-ON MOTORIZED BUGGY OPERATOR 12/01/2018 \$38.90 \$7.85 \$15.35 \$0.00 \$62.10

LABORERS - ZONE 1 06/01/2019 \$39.90 \$7.85 \$15.35 \$0.00 \$63.10

12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10

06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$65.09

12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07

06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$67.09

12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10

Issue Date: 04/08/2019 Wage Request Number: 20190408-043 Page 32 of 42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
	06/01/2019	\$48.19	\$11.50	\$15.60	\$0.00	\$75.29
	12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
	06/01/2020	\$50.41	\$11.50	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.64	\$11.50	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"
ROOFER (Inc Roofer/ Waterproofing & Roofer Dampproofing)
 ROOFERS LOCAL 33

Apprentice - ROOFER - Local 33	Effective Date - 02/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step 1	50	\$21.68	\$11.50	\$3.69	\$0.00	\$36.87
Step 2	60	\$26.02	\$11.50	\$5.90	\$0.00	\$53.42
Step 3	65	\$28.18	\$11.50	\$5.90	\$0.00	\$55.58
Step 4	75	\$32.52	\$11.50	\$5.90	\$0.00	\$59.92
Step 5	85	\$36.86	\$11.50	\$5.90	\$0.00	\$64.26

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

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	02/01/2019	\$43.61	\$11.50	\$15.90	\$0.00	\$71.01

For apprentice rates see "Apprentice- ROOFER"
SHEETMETAL WORKER
 SHEETMETAL WORKERS LOCAL 17-4

Issue Date: 04/08/2019 Wage Request Number: 20190408-043 Page 33 of 42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - SHEET METAL WORKER - Local 17-4
 Effective Date - 02/01/2019

Apprentice - SHEET METAL WORKER - Local 17-4	Effective Date - 02/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step 1	42	\$19.53	\$13.20	\$5.89	\$0.00	\$38.62
Step 2	42	\$19.53	\$13.20	\$5.89	\$0.00	\$38.62
Step 3	47	\$21.86	\$13.20	\$11.13	\$1.39	\$47.58
Step 4	47	\$21.86	\$13.20	\$11.13	\$1.39	\$47.58
Step 5	52	\$24.18	\$13.20	\$12.08	\$1.48	\$50.94
Step 6	52	\$24.18	\$13.20	\$12.53	\$1.49	\$51.20
Step 7	60	\$27.90	\$13.20	\$13.70	\$1.64	\$56.44
Step 8	65	\$30.23	\$13.20	\$14.65	\$1.74	\$59.82
Step 9	75	\$34.88	\$13.20	\$16.56	\$1.94	\$66.58
Step 10	85	\$39.53	\$13.20	\$17.96	\$2.12	\$72.81

Notes:
 Steps are 6 mos.
 Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10202NE 4	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	12/01/2018	\$34.64	\$11.91	\$12.70	\$0.00	\$59.25
	06/01/2019	\$35.64	\$11.91	\$12.70	\$0.00	\$60.25
	08/01/2019	\$35.64	\$12.41	\$12.70	\$0.00	\$60.75
	12/01/2019	\$35.64	\$12.41	\$13.72	\$0.00	\$61.77
	06/01/2020	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67
	08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17
	12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
	06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76

Issue Date: 04/08/2019 Wage Request Number: 20190408-043 Page 34 of 42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COLLEGE NO. 10 ZONE A	12/01/2018	\$34.93	\$11.91	\$12.70	\$0.00	\$59.54
	06/01/2019	\$35.93	\$11.91	\$12.70	\$0.00	\$60.54
	08/01/2019	\$35.93	\$12.41	\$12.70	\$0.00	\$61.04
	12/01/2019	\$35.93	\$12.41	\$13.72	\$0.00	\$62.06
	06/01/2020	\$36.83	\$12.41	\$13.72	\$0.00	\$62.96
	08/01/2020	\$36.83	\$12.91	\$13.72	\$0.00	\$63.46
	12/01/2020	\$36.83	\$12.91	\$14.82	\$0.00	\$64.56
	06/01/2021	\$37.63	\$12.91	\$14.82	\$0.00	\$65.36
	08/01/2021	\$37.63	\$13.41	\$14.82	\$0.00	\$65.86
	12/01/2021	\$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2019	\$58.98	\$9.47	\$19.60	\$0.00	\$88.05
	10/01/2019	\$60.48	\$9.47	\$19.60	\$0.00	\$89.55
	03/01/2020	\$61.98	\$9.47	\$19.60	\$0.00	\$91.05
	10/01/2020	\$63.48	\$9.47	\$19.60	\$0.00	\$92.55
03/01/2021	\$64.98	\$9.47	\$19.60	\$0.00	\$94.05	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER - Local 550 (Section A) Zone 1	03/01/2019	\$20.64	\$9.47	\$9.10	\$0.00	\$39.21
	04/01/2019	\$23.59	\$9.47	\$9.10	\$0.00	\$42.16
	05/01/2019	\$26.54	\$9.47	\$9.10	\$0.00	\$45.11
	06/01/2019	\$29.49	\$9.47	\$9.10	\$0.00	\$48.06
	07/01/2019	\$32.44	\$9.47	\$9.10	\$0.00	\$51.01
	08/01/2019	\$35.39	\$9.47	\$10.60	\$0.00	\$55.46
	09/01/2019	\$38.34	\$9.47	\$10.60	\$0.00	\$58.41
	10/01/2019	\$41.29	\$9.47	\$10.60	\$0.00	\$61.36
	11/01/2019	\$44.24	\$9.47	\$10.60	\$0.00	\$64.31
	12/01/2019	\$47.18	\$9.47	\$10.60	\$0.00	\$67.25
SPRINKLER FITTER - Local 550 (Section A) Zone 1	03/01/2019	\$21.17	\$9.47	\$9.10	\$0.00	\$39.74
	04/01/2019	\$24.19	\$9.47	\$9.10	\$0.00	\$42.76
	05/01/2019	\$27.22	\$9.47	\$9.10	\$0.00	\$45.79
	06/01/2019	\$30.24	\$9.47	\$9.10	\$0.00	\$48.81
	07/01/2019	\$33.26	\$9.47	\$9.10	\$0.00	\$51.83
	08/01/2019	\$36.29	\$9.47	\$10.60	\$0.00	\$56.36
	09/01/2019	\$39.31	\$9.47	\$10.60	\$0.00	\$59.38
	10/01/2019	\$42.34	\$9.47	\$10.60	\$0.00	\$62.41
	11/01/2019	\$45.36	\$9.47	\$10.60	\$0.00	\$65.43
	12/01/2019	\$48.38	\$9.47	\$10.60	\$0.00	\$68.45

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
	06/01/2019	\$48.19	\$11.50	\$15.60	\$0.00	\$75.29
	12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
	06/01/2020	\$50.41	\$11.50	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.64	\$11.50	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
	06/01/2019	\$48.19	\$11.50	\$15.60	\$0.00	\$75.29
	12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
	06/01/2020	\$50.41	\$11.50	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.64	\$11.50	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88
For apprentice rates see "Apprentice-OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103							
Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	1	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79
	2	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79
	3	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67
	4	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67
	5	50	\$19.17	\$13.00	\$13.73	\$0.00	\$45.90
	6	55	\$21.08	\$13.00	\$14.03	\$0.00	\$48.11
	7	60	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
	8	65	\$24.91	\$13.00	\$14.66	\$0.00	\$52.57
	9	70	\$26.83	\$13.00	\$14.96	\$0.00	\$54.79
	10	75	\$28.75	\$13.00	\$15.27	\$0.00	\$57.02

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE							
Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	1	40	\$24.49	\$10.75	\$20.66	\$0.00	\$85.39
	2	40	\$24.49	\$10.75	\$20.66	\$0.00	\$85.39
	3	45	\$26.41	\$10.75	\$20.95	\$0.00	\$87.53
	4	45	\$26.41	\$10.75	\$20.95	\$0.00	\$87.53
	5	50	\$28.33	\$10.75	\$21.11	\$0.00	\$89.73
	6	55	\$30.25	\$10.75	\$21.11	\$0.00	\$91.93
	7	60	\$32.17	\$10.75	\$21.11	\$0.00	\$94.13
	8	65	\$34.09	\$10.75	\$21.11	\$0.00	\$96.33
	9	70	\$36.01	\$10.75	\$21.11	\$0.00	\$98.53
	10	75	\$37.93	\$10.75	\$21.11	\$0.00	\$100.73

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE							
Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	1	40	\$24.49	\$10.75	\$20.66	\$0.00	\$85.39
	2	40	\$24.49	\$10.75	\$20.66	\$0.00	\$85.39
	3	45	\$26.41	\$10.75	\$20.95	\$0.00	\$87.53
	4	45	\$26.41	\$10.75	\$20.95	\$0.00	\$87.53
	5	50	\$28.33	\$10.75	\$21.11	\$0.00	\$89.73
	6	55	\$30.25	\$10.75	\$21.11	\$0.00	\$91.93
	7	60	\$32.17	\$10.75	\$21.11	\$0.00	\$94.13
	8	65	\$34.09	\$10.75	\$21.11	\$0.00	\$96.33
	9	70	\$36.01	\$10.75	\$21.11	\$0.00	\$98.53
	10	75	\$37.93	\$10.75	\$21.11	\$0.00	\$100.73

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile	02/01/2019	\$26.25	\$10.75	\$20.03	\$0.00	\$57.03
	06/01/2019	\$31.49	\$10.75	\$20.03	\$0.00	\$62.27
	12/01/2019	\$36.74	\$10.75	\$20.03	\$0.00	\$67.52
	06/01/2020	\$41.99	\$10.75	\$20.03	\$0.00	\$72.77
	12/01/2020	\$47.24	\$10.75	\$20.03	\$0.00	\$78.02

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile							
Effective Date -	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:1:3

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE							
Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	1	50	\$41.00	\$7.85	\$15.55	\$0.00	\$64.40
	2	60	\$42.00	\$7.85	\$15.55	\$0.00	\$65.40
	3	70	\$42.99	\$7.85	\$15.55	\$0.00	\$66.39
	4	80	\$43.97	\$7.85	\$15.55	\$0.00	\$67.37
	5	90	\$44.99	\$7.85	\$15.55	\$0.00	\$68.39
	6	100	\$46.00	\$7.85	\$15.55	\$0.00	\$69.40

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE							
Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	1	50	\$38.72	\$7.85	\$15.55	\$0.00	\$62.12
	2	60	\$39.72	\$7.85	\$15.55	\$0.00	\$63.12
	3	70	\$40.72	\$7.85	\$15.55	\$0.00	\$64.12
	4	80	\$41.71	\$7.85	\$15.55	\$0.00	\$65.11
	5	90	\$42.69	\$7.85	\$15.55	\$0.00	\$66.09
	6	100	\$43.71	\$7.85	\$15.55	\$0.00	\$67.11
	7	110	\$44.72	\$7.85	\$15.55	\$0.00	\$68.12

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING LABORER LABORERS - FOUNDATION AND MARINE							
Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	1	50	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
	2	60	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	3	70	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	4	80	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	5	90	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	6	100	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	7	110	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL #4	12/01/2018	\$47.10	\$11.50	\$15.60	\$0.00	\$74.20
	06/01/2019	\$48.19	\$11.50	\$15.60	\$0.00	\$75.29
	12/01/2019	\$49.33	\$11.50	\$15.60	\$0.00	\$76.43
	06/01/2020	\$50.41	\$11.50	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.55	\$11.50	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.64	\$11.50	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.78	\$11.50	\$15.60	\$0.00	\$80.88
	12/01/2018	\$35.22	\$11.91	\$12.70	\$0.00	\$59.83
	06/01/2019	\$36.22	\$11.91	\$12.70	\$0.00	\$60.83
	08/01/2019	\$36.22	\$12.41	\$12.70	\$0.00	\$61.33
12/01/2019	\$36.22	\$12.41	\$13.72	\$0.00	\$62.35	
06/01/2020	\$37.12	\$12.41	\$13.72	\$0.00	\$63.25	
08/01/2020	\$37.12	\$12.91	\$13.72	\$0.00	\$63.75	
12/01/2020	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85	
06/01/2021	\$37.92	\$12.91	\$14.82	\$0.00	\$65.65	
08/01/2021	\$37.92	\$13.41	\$14.82	\$0.00	\$66.15	
12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34	
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	12/01/2018	\$50.88	\$7.85	\$15.95	\$0.00	\$74.68
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	
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2018	\$42.95	\$7.85	\$15.95	\$0.00	\$66.75
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	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2018	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	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
	12/01/2018	\$34.64	\$11.91	\$12.70	\$0.00	\$59.25
	06/01/2019	\$35.64	\$11.91	\$12.70	\$0.00	\$60.25
	08/01/2019	\$35.64	\$12.41	\$12.70	\$0.00	\$60.75
12/01/2019	\$35.64	\$12.41	\$13.72	\$0.00	\$61.77	
06/01/2020	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67	
08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17	
12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27	
06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07	
08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57	
12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76	
WAGON DRILL OPERATOR LABORERS - ZONE 1	12/01/2018	\$38.90	\$7.85	\$15.35	\$0.00	\$62.10
06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10	
12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10	
06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09	
12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07	
06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09	
12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10	
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL #4	12/01/2018	\$47.88	\$11.50	\$15.60	\$0.00	\$74.68
06/01/2019	\$48.88	\$11.50	\$15.60	\$0.00	\$75.78	
12/01/2019	\$49.83	\$11.50	\$15.60	\$0.00	\$76.93	
06/01/2020	\$50.93	\$11.50	\$15.60	\$0.00	\$78.03	
12/01/2020	\$52.08	\$11.50	\$15.60	\$0.00	\$79.18	
06/01/2021	\$53.18	\$11.50	\$15.60	\$0.00	\$80.28	
12/01/2021	\$54.33	\$11.50	\$15.60	\$0.00	\$81.43	
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL #2	03/01/2019	\$56.69	\$11.82	\$16.51	\$0.00	\$85.02
09/01/2019	\$58.19	\$11.82	\$16.51	\$0.00	\$86.52	
03/01/2020	\$59.69	\$11.82	\$16.51	\$0.00	\$88.02	
09/01/2020	\$61.19	\$11.82	\$16.51	\$0.00	\$89.52	
03/01/2021	\$62.69	\$11.82	\$16.51	\$0.00	\$91.02	
Outside Electrical - East CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL #04	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL #04	09/03/2017	\$38.45	\$7.75	\$0.53	\$0.00	\$55.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOUBNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Apprentice - LINEMAN (Outside Electrical) - East Local 104
Effective Date - 09/03/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.14	\$7.75	\$3.31	\$0.00	\$38.20
2	65	\$29.40	\$7.75	\$3.38	\$0.00	\$40.53
3	70	\$31.66	\$7.75	\$3.45	\$0.00	\$42.86
4	75	\$33.92	\$7.75	\$3.52	\$0.00	\$46.69
5	80	\$36.18	\$7.75	\$3.59	\$0.00	\$49.02
6	85	\$38.45	\$7.75	\$3.66	\$0.00	\$51.35
7	90	\$40.71	\$7.75	\$3.73	\$0.00	\$53.68

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<p>This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.</p> <p>Additional Apprentice Information:</p> <p>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 rates are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.</p> <p>All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.</p> <p>All steps are six months (180 days).</p> <p>Rates are expressed in allowable number of apprentices to journeyman or fraction thereof, unless otherwise specified.</p> <p>** Multiple ratios are listed in the comment field.</p> <p>*** App to JMC 1:1, 2:2, 3:3, 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.</p> <p>**** App to JMC 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.</p>						