



City of Woburn

PURCHASING DEPARTMENT
City Hall
10 Common Street
Woburn, MA 01801

Scott D. Galvin, Mayor
Orazio P. DeLuca, MCPPO

Tel.: 781-897-5950
Fax: 781-897-5954

To: Potential Contractors
From: Orazio DeLuca, Chief Procurement officer
Date: 5/6/2019
Re: Addendum #1 to IFB 19-22 Wayfinding Signage

The City is issuing Addendum #1 to IFB 19-22 Wayfinding Signage to extend the bid due date deadline.

Please be advised the New Bid due date will be extended by ONE (1) WEEK. The new bid due date will now be:

MAY 23, 2019 @ 10:00 AM

Be sure to acknowledge the addendum in your bid response or it will be deemed non responsive

Regards,

Orazio DeLuca

Orazio DeLuca, MCPPO

**Solicitation for:
Wayfinding Signage
IFB 19-22
City of Woburn, Massachusetts**

**Posted: May 1, 2019
Due: May 23, 2019 at 10:00AM EST
Questions by: May 15, 2019 @ 12:00 NOON
To: odeluca@cityofwoburn.com**

**Pre-Bid Conference:
Friday, May 10, 2019 @ 10:00 AM
(Planning Department
Woburn City Hall, Second floor)**

**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 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 **05/23/2019 @ 10:00 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% of their bid)
- 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% of total bid**

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 05/15/2019**. 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, 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 1-4, or a failure to respond to any of the following minimum standards at all.

QUALITY REQUIREMENTS		YES	NO
1.	Contractor to be in business for at least five (5) years providing various Wayfinding/Signage.		
2.	Contractor to have installation capabilities for the signage.		
3.	Contractor to have the ability to meet the details and specifications of the signs/kiosk		
4.	Contractor has OSHA Certified Employees working on this project.		
5.	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 the signage in this bid package.

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.

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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
Planning Board	Woburn Planning Board & Redevelopment Authority Attn: Karen Smith 10 Common Street Woburn, MA 01801 ksmith@cityofwoburn.com

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 **Wayfinding Signage & Informational Kiosk**. *(refer to attached list)*

4.2 Scope

The City of Woburn requires the awarded vendor to provide the Wayfinding Signage and Informational Kiosk listed in this Invitation for Bid (IFB).

4.3 Description of Work Required

Providing the fabrication and installation of wayfinding signage and informational kiosk.

4.3.1 Parts and Equipment

Vendor to provide all components for wayfinding signage and must provide all equipment required for installation.

4.4 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 and quality reviews to ensure the work is in compliance with the contract.

4.5 Contractor Conduct

The Contractor's employees shall comply with all City regulations, policies, and procedures

4.6 Period of Performance

The period of performance is one (1) year from July 1, 2019 through June 30, 2020.

4.7 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.

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.

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Woburn

Sign Elements and Wayfinding Specifications



THE CITY OF WOBURN

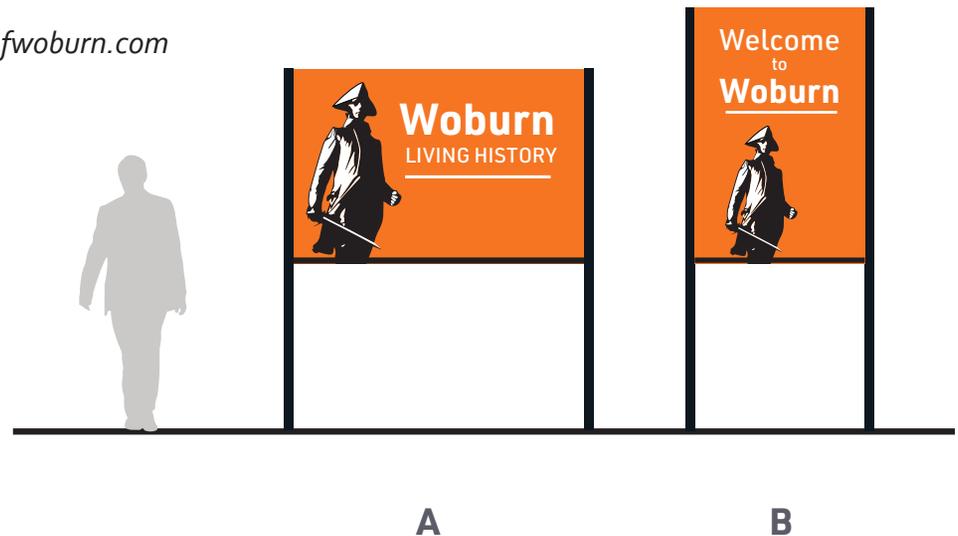
SIGNAGE & WAYFINDING SPECIFICATIONS

INTRODUCTION

The following pages describe and illustrate types and specific details for the fabrication of individual sign and wayfinding elements to be used in the City of Woburn, Massachusetts. Fabricators can use each page to set up the layout of each sign or wayfinding element to fabricate it for installation. Signs and other elements such as Artwings and banners are limited to wayfinding elements and parking signs. Each is distinctive to the character of the City of Woburn.

Working in conjunction with Tina Cassidy, *Planning Board and Woburn Redevelopment Authority Director*, the wayfinding component system was developed over a series of months in conjunction with the Downtown Planning Advisory Committee and members of the public, the Historical Commission, and various community members.

Any questions should be directed to Tina Cassidy, at tcassidy@cityofwoburn.com or 781-897-5817.



SPECIFICATIONS

FONTS

Primary Font: **Din Bold**, Din Regular
ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
12345678910

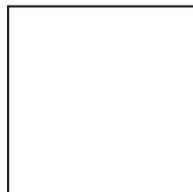
ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
12345678910

Titles: Case sensitive
Body text: Case sensitive

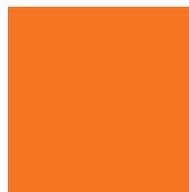
COLORS



Black



White

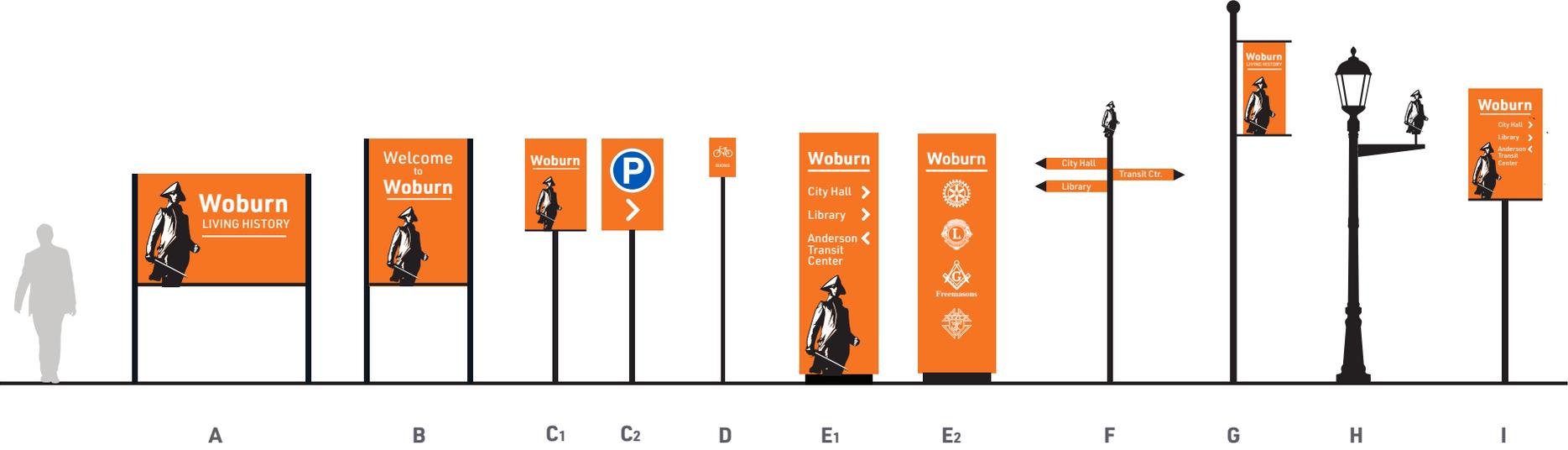


Orange
(Pantone 158C)



Blue
(Pantone 2935C)

FAMILY OF ELEMENTS



A

ENTRANCE

GRAPHICS

Dimensions: 60" x 30"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Black, Orange (Pantone 158C)

Font: Din Bold

STRUCTURE

Posts: 3" square posts metal or pressure-treated wood, capped

Powder coated: Pantone Black C

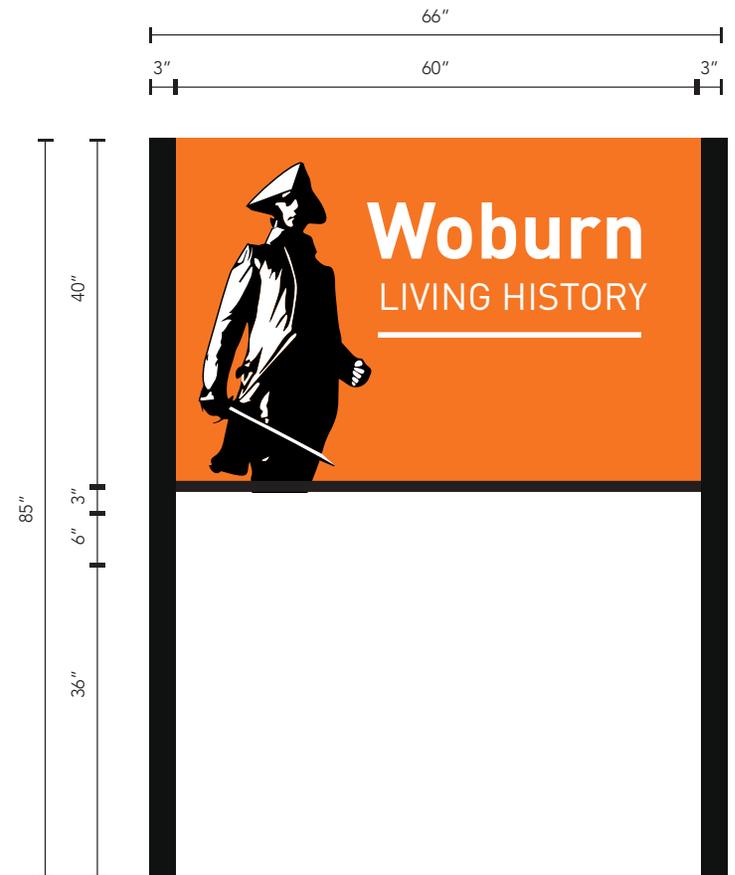
Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor will make recommendations to affix panel to posts

Footings to be recommended by installer



B

GATEWAY

GRAPHICS

Dimensions: 40" x 60"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Black, Orange (Pantone 158C)

Font: Din Bold

STRUCTURE

Posts: 3" square posts metal or pressure-treated wood, capped

Powder coated: Pantone Black C

Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor will make recommendations to affix panel to posts

Footing to be recommended by installer





GRAPHICS

Dimensions: 24" x 36"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Orange (Pantone 158C), Black

Font: Din Bold

STRUCTURE

Posts: 2" square posts metal or pressure-treated wood, capped

Powder coated: Pantone Black C

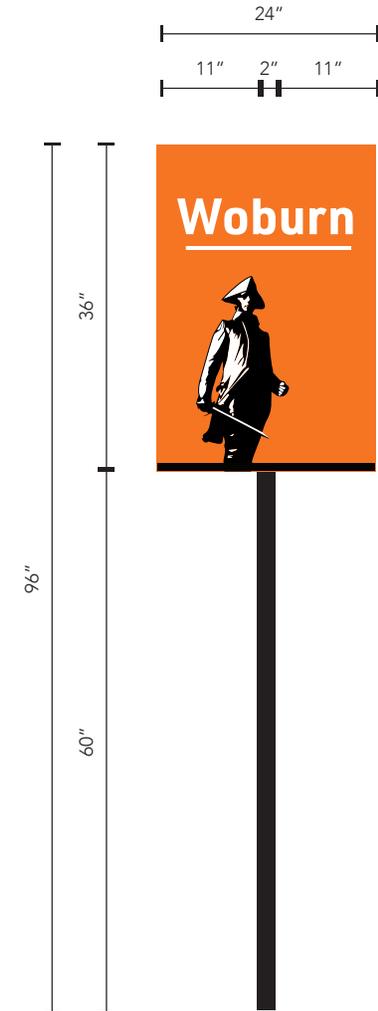
Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor will make recommendations to affix panel to posts

Footing to be recommended by installer





GRAPHICS

Dimensions: 24" x 36"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Orange (Pantone 158C), Blue (Pantone 2935C)

Font: Din Bold

STRUCTURE

Posts: 2" square posts metal or pressure-treated wood, capped

Powder coated: Pantone Black C

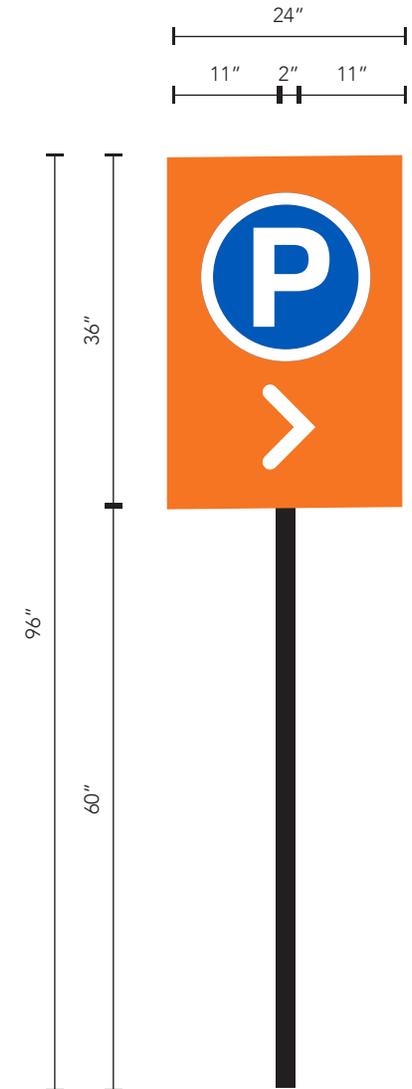
Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor will make recommendations to affix panel to posts

Footing to be recommended by installer



D

TRAIL MARKER

GRAPHICS

Dimensions: 12" x 18"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Orange (Pantone 158C)

Font: Din Bold

STRUCTURE

Posts: 2" square posts metal or pressure-treated wood, capped

Powder coated: Pantone Black C

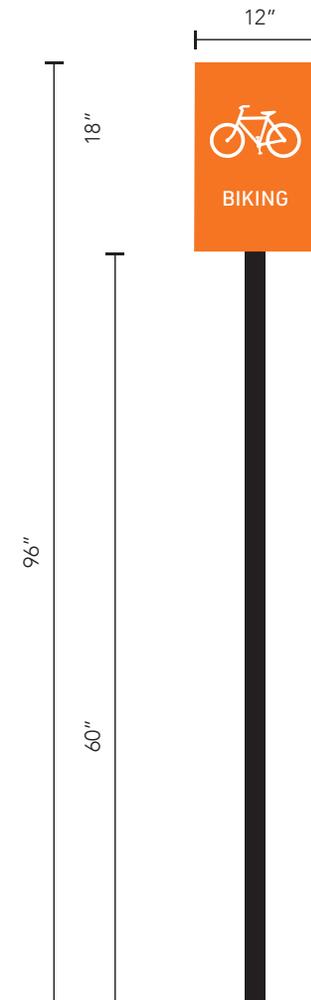
Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor will make recommendations to affix panel to posts

Footing to be recommended by installer





GRAPHICS

Dimensions: 30" x 92"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Black, Orange (Pantone 158C)

Font: Din Bold

STRUCTURE

Width: minimum 2"; maximum 6"

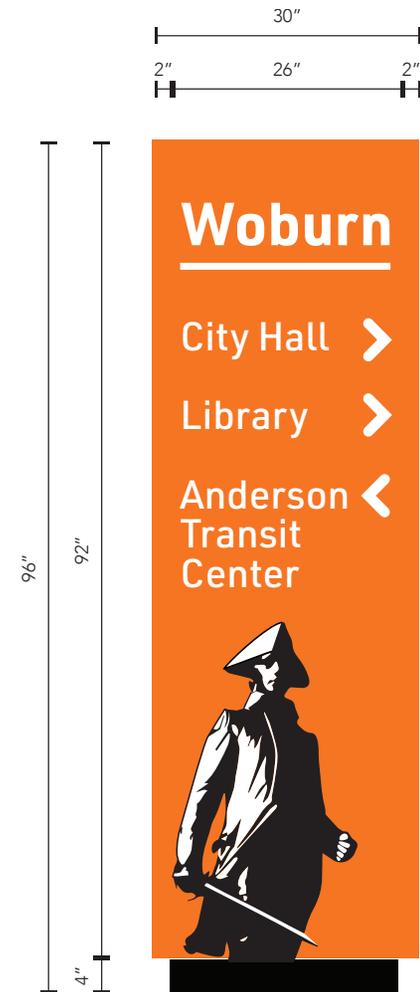
Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor to recommend internal construction

Footing to be recommended by installer



E₂

FATERNAL SIGN PYLON

GRAPHICS

Dimensions: 30" x 92"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Black, Orange (Pantone 158C)

Font: Din Bold

STRUCTURE

Width: minimum 2"; maximum 6"

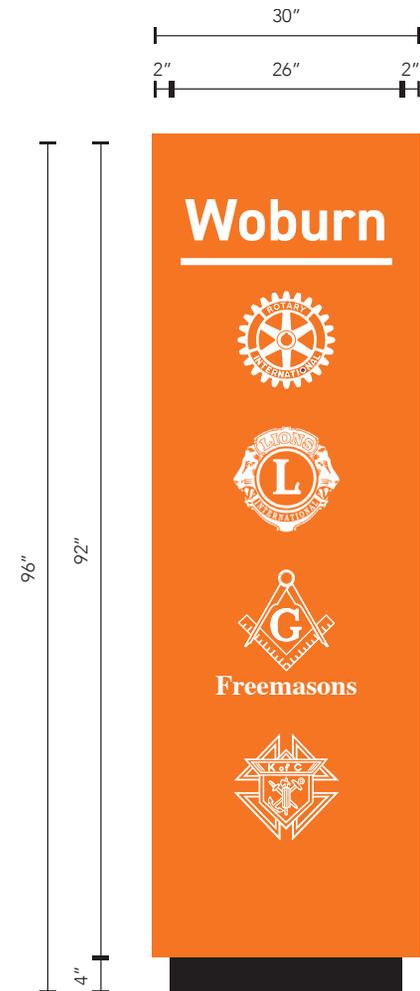
Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor to recommend internal construction

Footing to be recommended by installer



F

POLE & ARROW

GRAPHICS

Dimensions: 28.5" x 4.5"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Black, Orange (Pantone 158C)

Font: Din Bold

STRUCTURE

Posts: 3" square posts metal or pressure-treated wood, capped

Powder coated: Pantone Black C

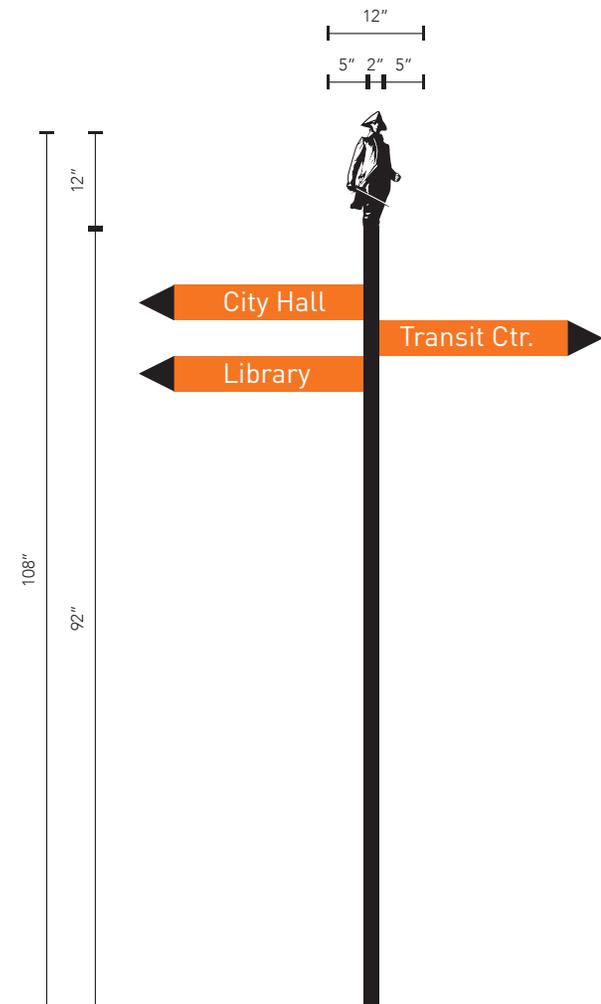
Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor will make recommendations to affix panel to posts

Footings to be re ended by installer



G

BANNER

GRAPHIC

Dimensions: 18.5" x 40"

Material: Banners are made from vinyl that allows multicolored image printing

Print: Full color print on vinyl

Colors: White, Black, Orange (Pantone 158C)

Font: Din Bold

STRUCTURE

Dimensions: 20" x 60" (vertical does not change)

Color: Brackets and rods are painted black or silver color of aluminum

Pole mounting hardware displays a 30"w vinyl banner

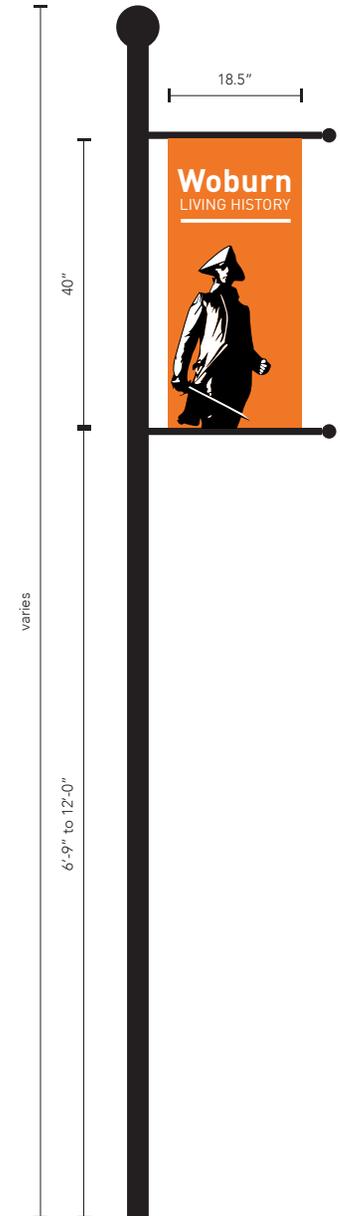
Pole mounting hardware generally comes with (2) banner rods, (2) brackets, (6) bandings, (2) pins, (2) zip ties, & installation instructions

Rods are usually 1/2" to 3/4" in diameter

Stainless steel bands are 40" long so they will fit any post up to 12-3/4" in diameter

Pole mounting hardware is rust resistant with cast aluminum construction

Banners are made with a 2" sleeve at either end to fit the banner rods



H

ARTWING

GRAPHIC

Dimensions: 18" x 18"

Material: Galvanized Steel 12 gauge (or per suggestion of fabricator)

Color: Black

STRUCTURE

Dimensions: 30" x 5.5" (tapered to 2")

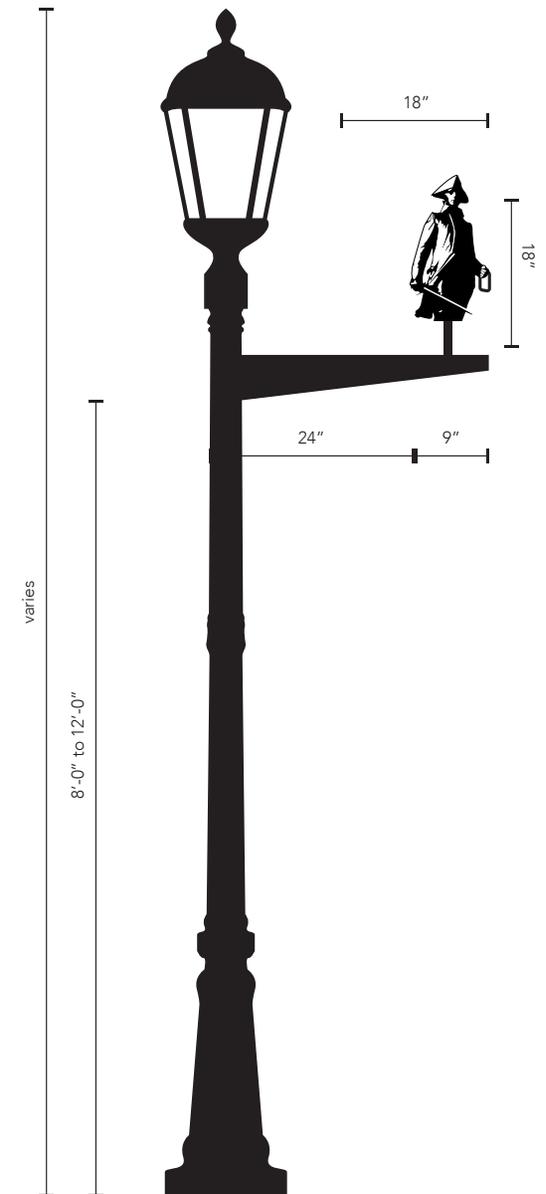
Color: Powder coated: Pantone Black C

Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor will make recommendations to affix art wing to posts





DIRECTORY

GRAPHIC

Dimensions: 30" x 45"

Material: Aluminum panel 2mm thick (or per suggestion of fabricator)

Print: Full color print on adhesive vinyl

Anti-graffiti coating

Colors: White, Black, Orange (Pantone 158C)

Font: Din Bold

STRUCTURE

Posts: 2" square posts metal or pressure-treated wood, capped

Powder coated: Pantone Black C

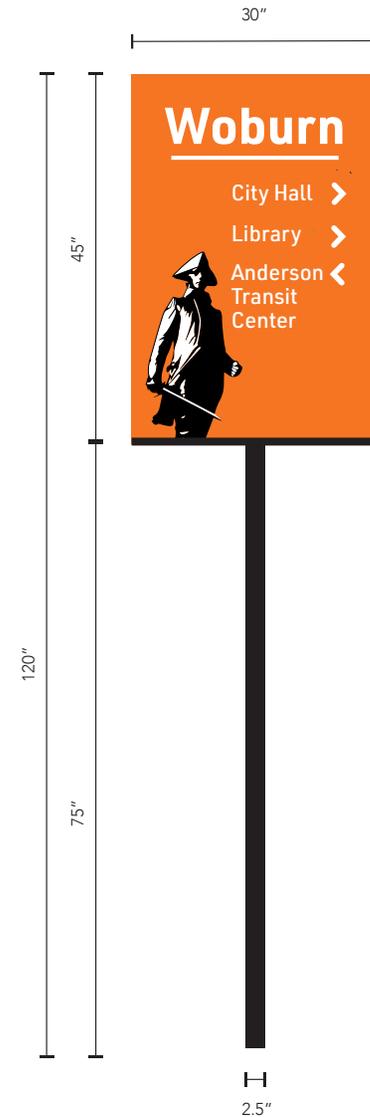
Paint applied to all sides; must have 15+ year guarantee

Sign fabricator must coordinate with installer for mounting and orientation details

Must verify overall dimensions and orientation in the field

Vendor will make recommendations to affix panel to posts

Footing to be recommended by installer



City of Woburn

Wayfinding/Branding Signage Bid

BID SUMMARY SHEET

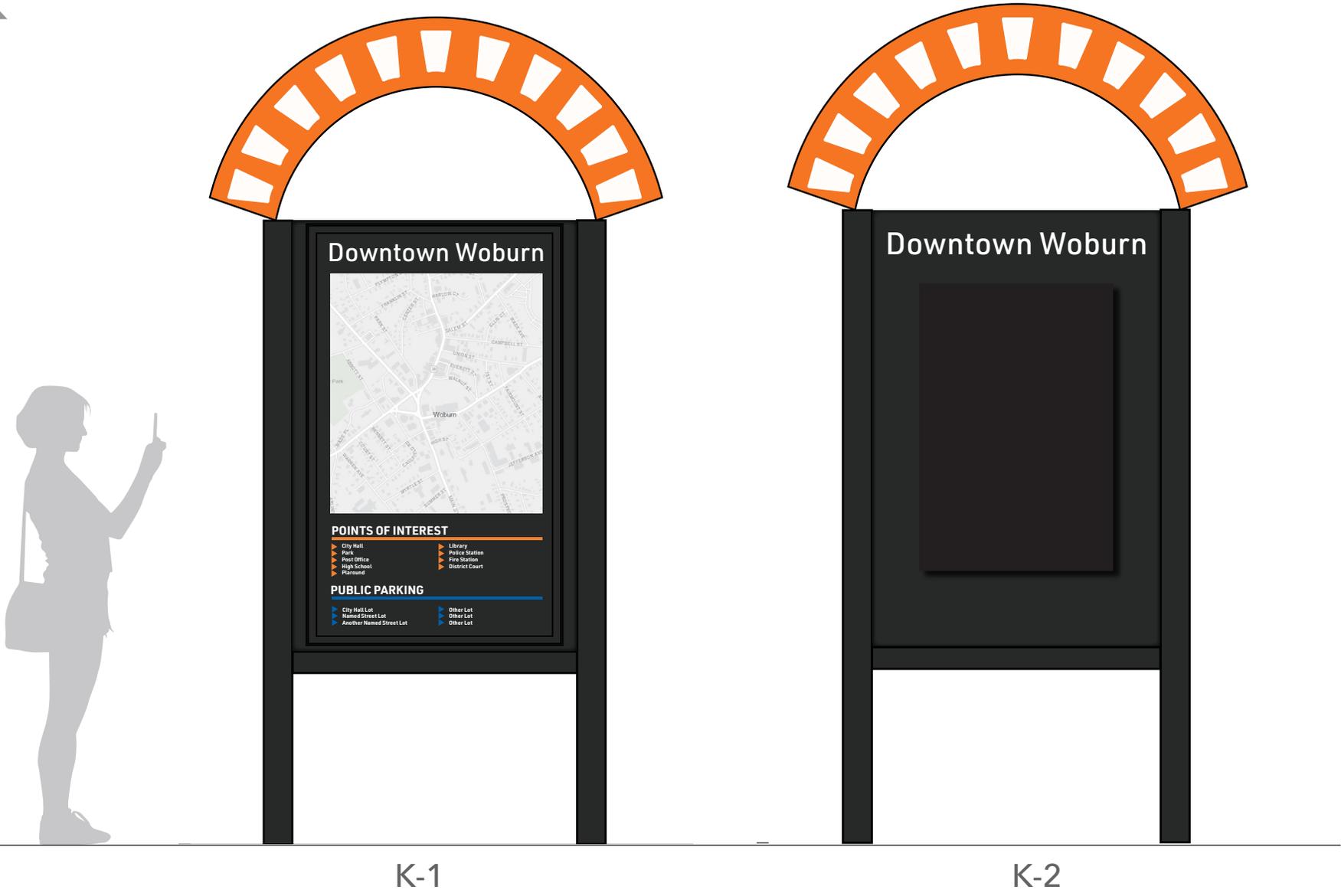
Bid must include all costs associated with signage manufacture, hardware required for installation and installation of the signage in the field*, under the direction of the Department of Public Works:

MAP KEY SYMBOL	TYPE OF SIGN	QUANTITY	PRICE, EACH	TOTAL
A	ENTRANCE SIGN			
B	GATEWAY SIGN			
C1	POST AND PANEL			
C2	POST AND PANEL			
D	TRAIL MARKER			
E1	MONOLITH SIGN			
E2	FATERNAL SIGN PYLON			
F	POLE AND ARROW			
G	BANNER			
H	ART WING			
I	DIRECTORY			
TOTAL FABRICATION COST ALL SIGNS				

***The cost quoted for banners (Map Key Symbol G) shall be for the manufacture of the banner only. No mounting hardware or installation costs should be included in the price quote.**

K

KIOSK



K-1

KIOSK

STRUCTURE

Double Sided

Dimensions: 117.5" x 65"

Post: 4" square metal

Posts coated: Black

Graphic topper: 12 gauge steel welded to frame

Graphic powder coated: Pantone 158 C

Finials: Fabricator to make recommendations on affixing to graphic topper

Paint applied to all sides; must have 10 year guarantee

GRAPHIC PANEL

Double Sided

Dimensions: 60.5" x 40"

Display Case: Painted aluminum case with hinged face/clear acrylic panel

Material and Print: Painted Aluminum Panel with Applied Graphics

Coating: Anti-graffiti and UV resistant

*Sign fabricator must coordinate with installer for mounting and orientation details

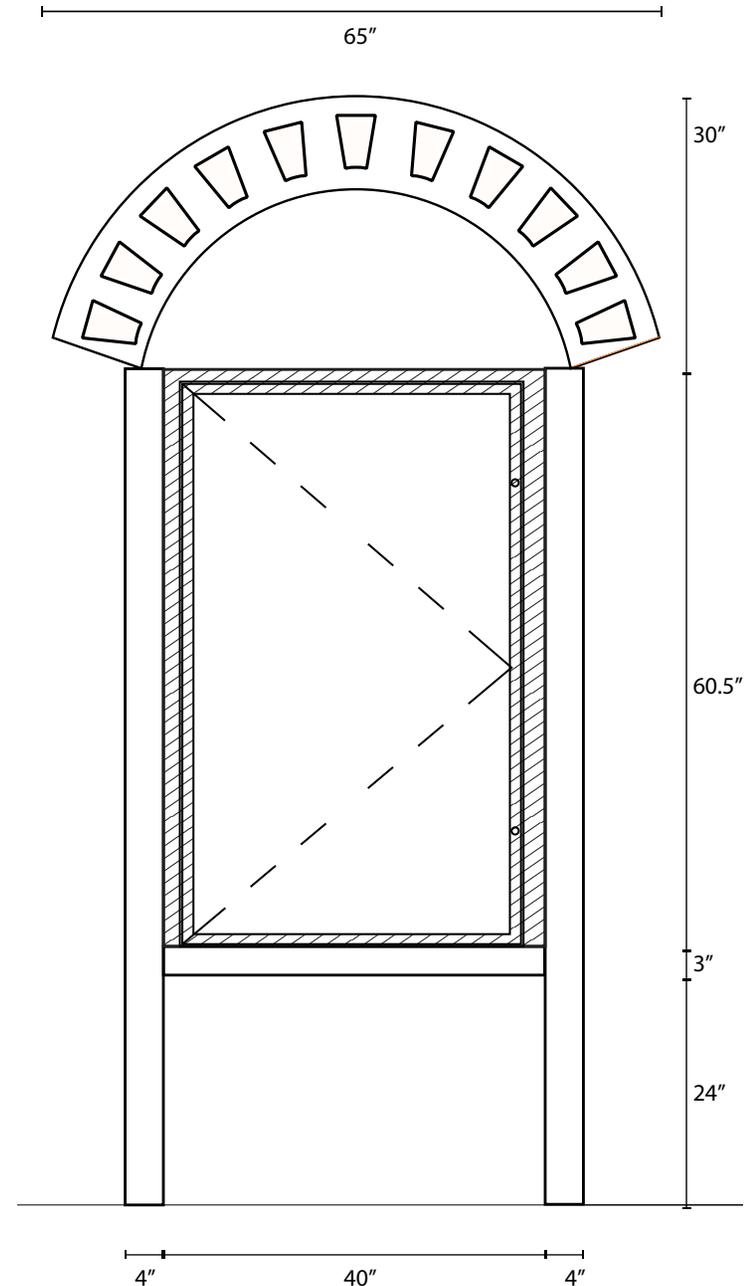
Must verify overall dimensions and orientation in the field

Footing to be recommended by installer

SPECIAL CONDITIONS

of Units _____

Graphic specifications _____



K-2

DIGITAL KIOSK

STRUCTURE

To match structure of K-1

Digital Display only on one side. Remaining side to match K-1

DIGITAL DISPLAY ON SINGLE SIDE

SKYVUE 42" C-OBX4770P

Waterproof and protected high bright display for direct sun.

LED Panel: HD 1920x1080, 1.06 billion colors AMLCD

Power: AC 120v, 60Hz

Dimensions 25.62"(w) x 38"(h) x 5.03"(d)

Weight: 73lbs

Internal cooling and thermostatically controlled heater protects TV from temperatures as low as a-24 degrees F, and keeps unit cool and dry in temperatures up to 140 degrees F.

Anti-Glare/Anti-reflection glass reduces reflection and glare.

Optically bonded glass increases strength of screen to counteract vibration while displacing shock energy of impact.

DIGITAL SIGNAGE PLAYER

BrightSign XD232 Networked Interactive with BrightAuthor Software

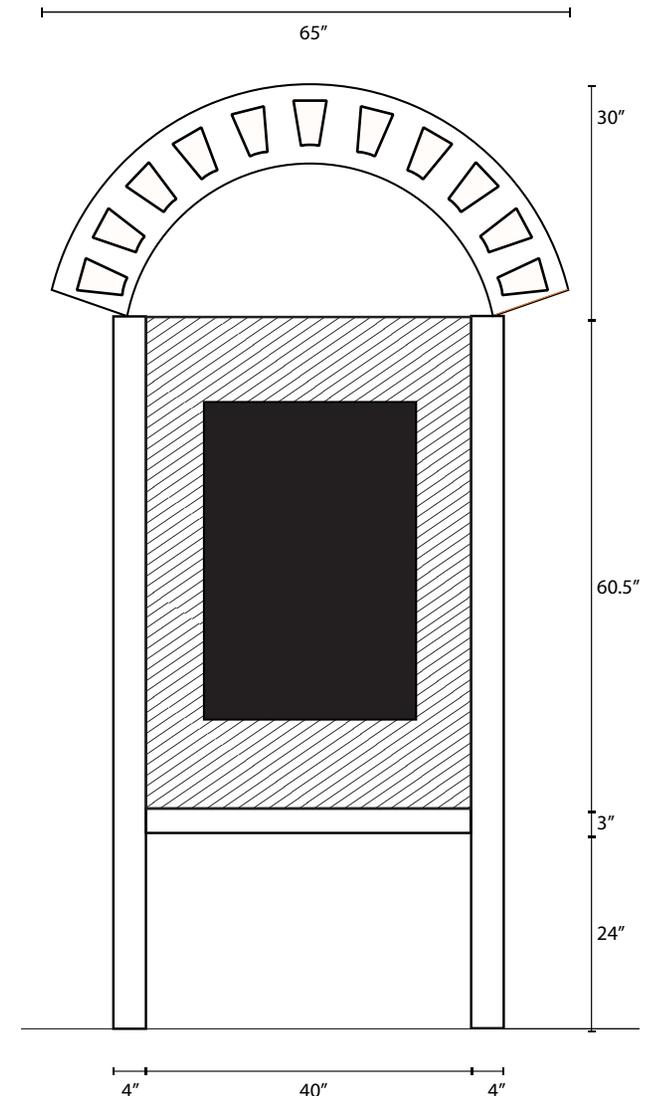
Wireless Module

Power 12V/3A

Dimensions 7.72" (w) x 1.7" (h) X 6.6"(d)

Powerful video engine capable of dual Full HD 1080p60p video decoding and simultaneous content playback from local networked and streaming sources.

(<https://www.brightsign.biz/digital-signage-products/XD-product-line>)



The City of Woburn is seeking bidders for the manufacture of various signs, banners, an information kiosk and decorative ornamental work associated with a new signage wayfinding program. The City is also seeking the provision of the hardware needed for the signs' installation (e.g. poles, mounting brackets and/or foundations) as well as the installation of most of the signage at locations approved by the City.

The bid has been structured with a base bid and two (2) alternates:

- **The base bid** should include all costs associated with:
 - (a) the manufacture of signage and banners listed on the bid summary sheet and the hardware required for their installation;
 - (b) installation of the signage (but not the banners) in the field, under the direction of the City; and
 - (c) the manufacture and installation of a static information kiosk.
- **Alternate #1** should include all costs associated with the manufacture of metal "art wings" as detailed in the specifications as well as the cost of any installation hardware. The cost of installation for the art wings should **not** be included in the bid price.
- **Alternate #2** should include all costs associated with the manufacture and installation of a digital information kiosk. The City intends to purchase one (1) kiosk and while a digital kiosk is preferred, funding limitations may dictate the purchase of a less expensive, traditional static kiosk.

A **pre-bid conference/site visit** has been scheduled for **FRIDAY, MAY 10, 2019 AT 10:00 a.m.** City staff and participants will tour the proposed sign locations on foot (all located in Woburn's downtown) and City personnel will be available to answer questions from prospective bidders. Participants should meet in the Planning Board office (second floor of Woburn City Hall, 10 Common Street) at that date and time; the pre-bid conference/site visit will commence from that location.

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:

Wayfinding Signage and Informational Kiosk

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. 30, 39M, the contract will be awarded to the responsible and eligible bidder offering the lowest price for all requested materials.

SEE FOLLOWING PAGE FOR REQUIRED SIGNATURE FOR PRICING

**City of Woburn
Wayfinding/Branding Signage Bid
BID SUMMARY SHEET
May 2019**

1. BASE BID

Bid must include all costs associated with signage manufacture, hardware required for installation and installation of the signage in the field*, under the direction of City personnel:

*** The cost quoted for banners (Sign symbol G) shall be for the manufacture of the banner and provision of installation hardware only. No installation costs should be included in the price quote for banners.**

SIGN SYMBOL	TYPE OF SIGN	LOCATION(S)	QUANTITY	PRICE, EACH	TOTAL
A	ENTRANCE SIGN		0		
B	GATEWAY SIGN	MAIN/CROSS ST. INTERSECTION	1		
C1	POST AND PANEL		0		
C2	POST AND PANEL - PARKING	MUNICIPAL LOT @ UNION/CAMPBELL (2) CHURCH/MAIN ST. INTERSECTION (2) MAIN ST. MUNICIPAL LOT @ RESTAURANT MAIN/WALNUT ST. INTERSECTION MONTVALE/WALNUT ST. INTERSECTION ABBOTT/PLEASANT ST. INTERSECTION MONTVALE/PROSPECT STREET INTERSECTION	9		
D	TRAIL MARKER		0		
E1	MONOLITH	SCOTT/PLYMPTON ST TRAFFIC ISLAND	1		
E2	FRATERNAL SIGN PYLON		0		
F	POLE AND ARROW		0		
G	BANNER*		6		
H	ART WING		See bid alt #1		
I	DIRECTORY	WINN ST/HARRISON AVE. INTERSECTION (2) MAIN ST/MONTVALE AVE. INTERSECTION WINN/MAIN/PLEASANT ST. INTERSECTION ABBOTT/PLEASANT ST. INTERSECTION ARLINGTON/WARREN AT PLEASANT (2) PLEASANT STREET AT N. WARREN AVE. (2)	9		
K-1	KIOSK (STATIC)	CITY HALL (CORNER OF GALLAGHER/ PLEASANT)	1		
TOTAL COST ALL SIGNS AND KIOSK					

2. Add/ALTERNATE #1

Bid must include all costs associated with manufacture of art wings and hardware required to hang them; installation costs should not be included:

SIGN SYMBOL	QUANTITY	PRICE, EACH	TOTAL
ART WING	10		

3. Add/ALTERNATE #2

Bid must include all costs associated with manufacture and installation of a digital kiosk (K-2):

KIOSK LOCATION	TYPE OF KIOSK	QUANTITY	PRICE, EACH	TOTAL
CITY HALL	DIGITAL	1		

TOTALS:

Base Bid: \$ _____

Alternate #1: \$ _____

Alternate #2: \$ _____

TOTAL BASE PLUS ALTERNATES: \$ _____

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:

**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	(Title)	Number of Years
------------------	---------	-----------------

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						WC STATUTORY LIMITS OTHER 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

Form:____
Contract Number:_____

CITY OF WOBURN



OSHA GENERAL CONTRACTOR CERTIFICATION FORM

**Pursuant to Chapter 306 of the Acts of 2004
An Act Relative to the Health and Safety on Construction Projects**

GENERAL CONTRACTOR'S CERTIFICATION – BID FORM

I, the undersigned, hereby certify under penalties of perjury that I, and all subcontractors who are not filed sub-bidders, shall:

(1) certify that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is a least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

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.

Signature: _____
(Individual Submitting Bid)
Duly Authorized

Name of Business or Entity: _____

Date: _____

RETURN THIS FORM WITH YOUR BID

CERTIFICATE OF GOOD STANDING

TO: Contractor

FROM: Purchasing Department

RE: CERTIFICATE OF GOOD STANDING

The Contractor must comply with our request for a CURRENT “Certificate of Good Standing”.

If you require information on how to obtain the “Certificate of Good Standing” or Certificate of Registration (Foreign Corporations) from the Commonwealth of Massachusetts, please call the Secretary of State’s Office at (617) 727-2850 (Press #1) located at One (1) Ashburton Place, 17th Floor, Boston, MA 02133 or you may access their web site at:

www.sec.state.ma.us/corp/certificates/certificate_request.asp

If your company is incorporated outside of Massachusetts and therefore is a “foreign corporation”, but is registered to do business in Massachusetts, please comply with our request for the Certificate of Registration from the Commonwealth of Massachusetts. If your company is a foreign corporation, but is not registered to do business in Massachusetts, please provide the Certificate of Good Standing from your state of incorporation.

Please note that without the above certificate (s), the City of Woburn cannot execute your contract.

IMPORTANT NOTICE

Requests for Certificates of Good Standing by mail may take a substantial amount of time. A certificate may be obtained immediately in person at the Secretary’s Office at the address above. Also, at this time, the Secretary of State’s Office may not have your current annual report recorded. If this is the case, and you are therefore unable to obtain the Certificate of Good Standing, please forward a copy of your annual report filing fee check with your signed contracts. Please forward your original Certificate of Good Standing to the Purchasing Department upon receipt.

Thank You,

Purchasing Agent

APPENDIX C
PREVAILING WAGES

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is available from the Department of Labor Standards (DLS) at www.mass.gov/dols/pw and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

On a weekly basis, every contractor and subcontractor is required to submit a certified copy of their weekly payroll records to the awarding authority; this includes the payroll forms and the Statement of Compliance form. The certified payroll records must be submitted either by regular mail or by e-mail to the awarding authority. Once collected, the awarding authority is required to preserve those records for three years from the date of completion of the project.

Each such contractor and subcontractor shall furnish weekly **and** within 15 days after completion of its portion of the work, to the awarding authority directly by first-class mail or e-mail, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form, accompanied by their payroll:

STATEMENT OF COMPLIANCE

_____, 20_____

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

do hereby state:

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

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

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

Signature _____

Title _____



**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: Sign Installation, kiosk installation

Description of Work: Various

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: 05/03/2019

Wage Request Number: 20190503-029

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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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		
For apprentice rates see "Apprentice- PILE DRIVER"							
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: 05/03/2019

Wage Request Number: 20190503-029

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

Issue Date: 05/05/2019 Wage Request Number: 20190503-029 Page 3 of 42

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:						
Apprentice to Journeyworker Ratio:1:4						
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
	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
	02/01/2022	\$59.52	\$10.75	\$21.11	\$0.00	\$91.38

Issue Date: 05/03/2019 Wage Request Number: 20190503-029 Page 4 of 42

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 William
 Effective Date - 02/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.78	\$10.75	\$20.66	\$0.00	\$68.19
2	60	\$32.13	\$10.75	\$20.66	\$0.00	\$63.54
3	70	\$37.49	\$10.75	\$20.66	\$0.00	\$68.90
4	80	\$42.84	\$10.75	\$20.66	\$0.00	\$74.25
5	90	\$48.20	\$10.75	\$20.66	\$0.00	\$79.61

Effective Date - 08/01/2019
 Step Percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate

1	50	\$27.45	\$10.75	\$20.80	\$0.00	\$59.00
2	60	\$32.94	\$10.75	\$20.80	\$0.00	\$64.49
3	70	\$38.43	\$10.75	\$20.80	\$0.00	\$69.98
4	80	\$43.92	\$10.75	\$20.80	\$0.00	\$75.47
5	90	\$49.41	\$10.75	\$20.80	\$0.00	\$80.96

Notes:
 Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEER 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
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2018	\$39.75	\$7.85	\$15.55	\$0.00	\$63.15
	06/01/2019	\$40.75	\$7.85	\$15.55	\$0.00	\$64.15
	12/01/2019	\$41.75	\$7.85	\$15.55	\$0.00	\$65.15
	06/01/2020	\$42.74	\$7.85	\$15.55	\$0.00	\$66.14
	12/01/2020	\$43.72	\$7.85	\$15.55	\$0.00	\$67.12
	06/01/2021	\$44.74	\$7.85	\$15.55	\$0.00	\$68.14
	12/01/2021	\$45.75	\$7.85	\$15.55	\$0.00	\$69.15
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00

For apprentice rates see "Apprentice - LABORER"
 For apprentice rates see "Apprentice - LABORER"
 Issue Date: 05/05/2019 Wage Request Number: 20190503-029 Page 5 of 42

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA
 Effective Date - 03/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.18	\$9.90	\$1.73	\$0.00	\$32.81
2	60	\$25.41	\$9.90	\$1.73	\$0.00	\$37.04
3	70	\$29.65	\$9.90	\$12.31	\$0.00	\$51.86
4	75	\$31.76	\$9.90	\$12.31	\$0.00	\$53.97
5	80	\$33.88	\$9.90	\$14.04	\$0.00	\$57.82
6	80	\$33.88	\$9.90	\$14.04	\$0.00	\$57.82
7	90	\$38.12	\$9.90	\$15.77	\$0.00	\$63.79
8	90	\$38.12	\$9.90	\$15.77	\$0.00	\$63.79

Notes:
 Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARRIBDE CORE 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
CARPENTER CARPENTERS - ZONE 2 (Eastern Massachusetts)	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

Notes:
 % Indentured After 10/1/17: 43/45/55/55/70/70/80/80
 Step 1&2 \$30.69/ 3&4 \$36.59/ 5&6 \$53.59/ 7&8 \$59.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARRIENTER WOOD FRAME CARPENTERS - ZONE 2 (Wood Frame)	04/01/2019	\$27.52	\$7.07	\$7.86	\$0.00	\$42.45
	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88

All Aspects of New Wood Frame Work
 Issue Date: 05/03/2019 Wage Request Number: 20190503-029 Page 6 of 42

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

CEMENT MASONRY/PLASTERING

BUCKLEHEADS LOCAL 3 (N/AL/THAM)

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

CHAINSAW OPERATOR

LABORERS - ZONE 1

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"

CLAM SHELLS/SILURRY BUCKETS/HEADING MACHINES

OPERATING ENGINEERS LOCAL 4

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	\$55.04
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

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

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	\$61.56
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

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate

ELEVATOR CONSTRUCTOR HELPER
 ELEVATOR CONSTRUCTORS LOCAL 4
 Effective Date - 03/01/2019
 Step Percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate

1	40	\$41.63	\$15.58	\$1.75	\$0.00	\$74.72
2	40	\$42.99	\$15.73	\$1.84	\$0.00	\$77.13
3	45	\$44.43	\$15.88	\$1.91	\$0.00	\$79.62
4	45	\$45.93	\$16.03	\$2.01	\$0.00	\$82.17

Notes:
 For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

LABORER - ZONE 1

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

1	50	\$43.68	\$11.50	\$15.60	\$0.00	\$70.78
2	55	\$44.68	\$11.50	\$15.60	\$0.00	\$71.78
3	60	\$45.83	\$11.50	\$15.60	\$0.00	\$72.93
4	65	\$46.83	\$11.50	\$15.60	\$0.00	\$73.93
5	70	\$47.98	\$11.50	\$15.60	\$0.00	\$75.08
6	75	\$48.98	\$11.50	\$15.60	\$0.00	\$76.08
7	80	\$50.13	\$11.50	\$15.60	\$0.00	\$77.23

Notes:
 For apprentice rates see "Apprentice - OPERATING ENGINEERS"

OPERATING ENGINEERS LOCAL 4

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

1	50	\$22.48	\$11.50	\$15.60	\$0.00	\$49.58
2	55	\$23.07	\$11.50	\$15.60	\$0.00	\$50.17
3	60	\$23.74	\$11.50	\$15.60	\$0.00	\$50.84
4	65	\$24.33	\$11.50	\$15.60	\$0.00	\$51.43
5	70	\$25.01	\$11.50	\$15.60	\$0.00	\$52.11
6	75	\$25.61	\$11.50	\$15.60	\$0.00	\$52.71
7	80	\$26.28	\$11.50	\$15.60	\$0.00	\$53.38

Notes:
 For apprentice rates see "Apprentice - OPERATING ENGINEERS"

FIELD ENG. ALARM REPAIR / MAINTENANCE
 COMMUNICATIONS TECHNICIAN

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

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

Apprentice to Journeyworker Ratio:1:1								
			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 35 (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

For apprentice rates see "Apprentice- LABORER"

Apprentice - GLAZIER - Local 35 Zone 2							
Effective Date -	Step	percent	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	\$17.78	\$0.00	\$53.83
	6	75	\$29.90	\$8.15	\$18.29	\$0.00	\$56.34
	7	80	\$31.89	\$8.15	\$18.80	\$0.00	\$58.84
	8	90	\$35.87	\$8.15	\$19.83	\$0.00	\$63.85

Apprentice to Journeyworker Ratio:1:1							
			07/01/2019	\$20.48	\$8.15	\$0.00	\$28.63
				\$22.53	\$8.15	\$5.64	\$36.32
				\$24.58	\$8.15	\$6.15	\$38.88
				\$26.62	\$8.15	\$6.66	\$41.43
				\$28.67	\$8.15	\$17.78	\$54.60
				\$30.72	\$8.15	\$18.29	\$57.16
				\$32.77	\$8.15	\$18.80	\$59.72
				\$36.86	\$8.15	\$19.83	\$64.84

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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)	02/01/2019	\$46.50	\$13.20	\$24.12	\$2.52	\$86.34
SHEETMETAL WORKERS LOCAL 17-4	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
HVAC (ELECTRICAL CONTROLS)	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98

For apprentice rates see "Apprentice-SHEET METAL WORKER"
ELECTRICIANS LOCAL 103
For apprentice rates see "Apprentice-ELECTRICIAN"
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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

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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	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

Issue Date: 05/05/2019 Wage Request Number: 20190503-029 Page 17 of 42

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

LABORER
 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	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

Issue Date: 05/03/2019 Wage Request Number: 20190503-029 Page 18 of 42

Classification

For apprentice rates see "Apprentice- LABORER"

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER					
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
LABORER: MULTI-TRADE TENDER					
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"

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: TREE REMOVER					
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"

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM 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

For apprentice rates see "Apprentice- LABORER"

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS					
02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
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

For apprentice rates see "Apprentice- LABORER"

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICKLAYERS LOCAL 3 - MARBLE & TILE					
02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
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

For apprentice rates see "Apprentice- LABORER"

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

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice to Journeyworker Ratio:1:3						
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:

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

For apprentice rates see "Apprentice- LABORER"

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICKLAYERS LOCAL 3 - MARBLE & TILE					
02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
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 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

MIECH, 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

MIECHANICS 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

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	\$4.10	\$0.00	\$57.67
4	85	\$35.89	\$9.90	\$3.06	\$0.00	\$62.85

Notes: Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER
 LABORERS - ZONE 1

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

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 -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
01/01/2019	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	\$63.30

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	\$60.12
8	90	\$46.31	\$8.15	\$9.83	\$0.00	\$64.29

Notes: Steps are 750 hrs

Apprentice to Journeyworker Ratio:1:1

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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

Apprentice - PAINTER SIGN - Local 35 Zone 2

Effective Date -	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
06/01/2013	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	\$2.45	\$0.00	\$27.59
	6	75	\$19.36	\$7.07	\$2.45	\$0.00	\$28.88
	7	80	\$20.65	\$7.07	\$2.45	\$0.00	\$30.17
	8	85	\$21.94	\$7.07	\$2.45	\$0.00	\$31.46
	9	90	\$23.23	\$7.07	\$2.45	\$0.00	\$32.75

Notes: Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	PAINTERS LOCAL 35 - ZONE 2
01/01/2019	\$41.26
	\$8.15
	\$20.85
	\$0.00
	\$70.26
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 07/01/2019.

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) 01/01/2019 \$39.32 \$8.15 \$20.85 \$0.00 \$68.32

PAINTERS LOCAL 35 - ZONE 2 07/01/2019 \$40.42 \$8.15 \$20.85 \$0.00 \$69.42

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 07/01/2019.

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) 12/01/2018 \$38.65 \$7.85 \$15.35 \$0.00 \$61.85

LABORERS - ZONE 1 06/01/2019 \$39.65 \$7.85 \$15.35 \$0.00 \$62.85

PAINTER / TAPER (BRUSH, NEW) * 07/01/2019 \$40.96 \$8.15 \$20.85 \$0.00 \$69.96

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 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 \$44.25 \$8.15 \$20.85 \$0.00 \$73.25

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - PAINTER - Local 33 Zone 2 - BRUSH NEW

Step	Percent	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	\$19.83	\$0.00	\$63.85

Effective Date - 07/01/2019

Step	Percent	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	\$18.80	\$0.00	\$59.72
8	90	\$36.86	\$8.15	\$19.83	\$0.00	\$64.84

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
\$40.12	\$41.22
\$8.15	\$8.15
\$20.85	\$20.85
\$0.00	\$0.00
\$69.12	\$70.22
01/01/2021	01/01/2021
\$42.32	\$42.32
\$8.15	\$8.15
\$20.85	\$20.85
\$0.00	\$0.00
\$71.32	\$71.32

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Apprentice - PAINTER Local 33 Zone 2 - BRUSH REPAINT

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	\$41.47
6	75	\$28.44	\$8.15	\$8.29	\$0.00	\$43.88
7	80	\$30.34	\$8.15	\$18.80	\$0.00	\$57.29
8	90	\$34.13	\$8.15	\$19.83	\$0.00	\$62.11

Effective Date - 07/01/2019

Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	\$42.63
6	75	\$29.27	\$8.15	\$8.29	\$0.00	\$45.71
7	80	\$31.22	\$8.15	\$18.80	\$0.00	\$58.17
8	90	\$35.12	\$8.15	\$19.83	\$0.00	\$63.10

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER	TEAMSTERS 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

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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	\$65.98
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

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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; 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

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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

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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

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate

POWER SHOVEL/DERRICK/TRENCHING MACHINE

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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

PUMP OPERATOR (CONCRETE) 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

PUMP OPERATOR (DEWATERING, OTHER) 12/01/2018 \$52.05 \$11.50 \$15.60 \$0.00 \$59.13

06/01/2019 \$52.78 \$11.50 \$15.60 \$0.00 \$59.88

12/01/2019 \$53.57 \$11.50 \$15.60 \$0.00 \$60.67

06/01/2020 \$54.32 \$11.50 \$15.60 \$0.00 \$61.42

12/01/2020 \$55.10 \$11.50 \$15.60 \$0.00 \$62.20

06/01/2021 \$55.85 \$11.50 \$15.60 \$0.00 \$62.95

12/01/2021 \$56.64 \$11.50 \$15.60 \$0.00 \$63.74

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

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

RECLAIMERS 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

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

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SREADER/MULCHING MACHINE OPERATING ENGINEER 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)
 ROOFER 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
2	60	\$26.02	\$11.50	\$5.90	\$0.00	\$53.42
3	65	\$28.18	\$11.50	\$5.90	\$0.00	\$55.58
4	75	\$32.52	\$11.50	\$5.90	\$0.00	\$59.92
5	85	\$36.86	\$11.50	\$5.90	\$0.00	\$64.26

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

ROOFER SLATE / TILE / PRECAST CONCRETE	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER LOCAL 33	02/01/2019	\$43.61	\$11.50	\$15.90	\$0.00	\$71.01
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER	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

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

Apprentice to Journeyworker Ratio:1:4	Effective Date - 08/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step 1	42	\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
2	42	\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
3	47	\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
4	47	\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
5	52	\$25.01	\$13.20	\$12.08	\$1.51	\$51.80
6	52	\$25.01	\$13.20	\$12.53	\$1.52	\$52.06
7	60	\$28.86	\$13.20	\$13.70	\$1.67	\$57.43
8	65	\$31.27	\$13.20	\$14.65	\$1.77	\$60.89
9	75	\$36.08	\$13.20	\$16.56	\$1.98	\$67.82
10	85	\$40.89	\$13.20	\$17.96	\$2.16	\$74.21

Notes: Steps are 6 mos.
 SPECIALIZED EARTH MOVING EQUIP < 35 TONS
 TEAMSTERS JOINT COUNCIL NO. 1020NE A

Apprentice to Journeyworker Ratio:1:4	Effective Date - 08/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step 1	42	\$34.64	\$11.91	\$12.70	\$0.00	\$59.25
2	42	\$34.64	\$11.91	\$12.70	\$0.00	\$59.25
3	47	\$35.64	\$12.41	\$12.70	\$0.00	\$60.75
4	47	\$35.64	\$12.41	\$12.70	\$0.00	\$60.75
5	52	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67
6	52	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67
7	60	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
8	65	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
9	75	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
10	85	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COLLECT 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

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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

Effective Date - 10/01/2019	Step	Percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	1	35	\$21.17	\$9.47	\$9.10	\$0.00	\$39.74
	2	40	\$24.19	\$9.47	\$9.10	\$0.00	\$42.76
	3	45	\$27.22	\$9.47	\$9.10	\$0.00	\$45.79
	4	50	\$30.24	\$9.47	\$9.10	\$0.00	\$48.81
	5	55	\$33.26	\$9.47	\$9.10	\$0.00	\$51.83
	6	60	\$36.29	\$9.47	\$10.60	\$0.00	\$56.36
	7	65	\$39.31	\$9.47	\$10.60	\$0.00	\$59.38
	8	70	\$42.34	\$9.47	\$10.60	\$0.00	\$62.41
	9	75	\$45.36	\$9.47	\$10.60	\$0.00	\$65.43
	10	80	\$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	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"

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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
			\$2.49	\$10.75	\$20.66	\$0.00	\$83.90
			\$3.84	\$10.75	\$20.80	\$0.00	\$85.39
			\$4.48	\$10.75	\$20.80	\$0.00	\$86.03
			\$5.83	\$10.75	\$20.95	\$0.00	\$87.53
			\$6.47	\$10.75	\$20.95	\$0.00	\$88.17
			\$7.87	\$10.75	\$21.11	\$0.00	\$89.73
			\$8.46	\$10.75	\$21.11	\$0.00	\$90.32

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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
For apprentice rates see "Apprentice-LABORER"						
TEST BORING DRILLER	12/01/2018	\$40.00	\$7.85	\$15.55	\$0.00	\$63.40
	06/01/2019	\$41.00	\$7.85	\$15.55	\$0.00	\$64.40
	12/01/2019	\$42.00	\$7.85	\$15.55	\$0.00	\$65.40
	06/01/2020	\$42.99	\$7.85	\$15.55	\$0.00	\$66.39
	12/01/2020	\$43.97	\$7.85	\$15.55	\$0.00	\$67.37
	06/01/2021	\$44.99	\$7.85	\$15.55	\$0.00	\$68.39
	12/01/2021	\$46.00	\$7.85	\$15.55	\$0.00	\$69.40

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	\$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

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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	\$55.22	\$11.91	\$12.70	\$0.00	\$59.83
	06/01/2019	\$56.22	\$11.91	\$12.70	\$0.00	\$60.83
	08/01/2019	\$56.22	\$12.41	\$12.70	\$0.00	\$61.33
12/01/2019	\$56.22	\$12.41	\$13.72	\$0.00	\$62.35	
06/01/2020	\$57.12	\$12.41	\$13.72	\$0.00	\$63.25	
08/01/2020	\$57.12	\$12.91	\$13.72	\$0.00	\$63.75	
12/01/2020	\$57.12	\$12.91	\$14.82	\$0.00	\$64.85	
06/01/2021	\$57.92	\$12.91	\$14.82	\$0.00	\$65.65	
08/01/2021	\$57.92	\$13.41	\$14.82	\$0.00	\$66.15	
12/01/2021	\$57.92	\$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	\$48.68	\$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	
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	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 104	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	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.

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

Additional Apprentice Information:

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

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

All steps are six months (180 days).

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

** Multiple ratios are listed in the comment field.

*** App to JWC: 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.

**** App to JWC: 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.

Issue Date: 05/03/2019

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