Solicitation for:
City Hall Heat Pumps/Split Systems
IFB 20-13
City of Woburn, Massachusetts

Posted: March 25, 2020
Due: April 16, 2020 11:00AM EST
ODELUCA@CITYOFWOBURN.COM

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

SOLICITATION FOR:

Heat Pumps/Split Systems at City Hall

IFB 20-13

CITY OF WOBURN, MASSACHUSETTS

RELEASED:
March 25, 2020

DUE BY:
April 16, 2020 @ 11:00 AM EST Time

DELIVER TO:
City of Woburn
Purchasing Department
Attn: Orazio DeLuca, Purchasing Agent
10 Common St.
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 is necessary for consideration of a potential contract award. When submitting bid documents, please retain the order of documents as originally provided:

    a) Signed Certifications
    b) Completed Bid Pricing Page
    c) Completed Certificate of Authority
    d) Completed Appendix A - Past Performance / References
    e) Evidence of Playground Safety Inspector Certification
    f) Evidence of "Landscape Structures" Equipment Certification

    NOTE: If contractor is incorporated, an updated "CERTIFICATE OF GOOD STANDING" from the Commonwealth of Massachusetts may be required for the awarded
- contractor 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

Sealed bids must be delivered by **Thursday, April 16, 2020 at 11:00AM EST** to City of Woburn, Purchasing Department, Attn: Orazio DeLuca 10 Common St. Woburn, MA 01801. One (1) original copy of the response should be submitted. Responses must be sealed and marked with the solicitation title and number. All bids must include the bulleted items listed in Section 1.1.

1.2.2 Bid Signature

A response must be signed as follows: 1) if the Offeror is an individual, by her/him personally; 2) if the Offeror is a partnership, by the name of the partnership, followed by the signature of each general partner; and 3) if the Offeror 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 included with bid response
- 50% Payment Bond (Required for Awarded Contractor Only) provided within 10 business 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.

1.2.5 Changes & Addenda

If any changes are made to this solicitation, an addendum will be issued. Addenda will be emailed or faxed to all bidders on record as having picked up the solicitation. No changes may be made to the solicitation documents by the Offerors without written authorization and/or an addendum from the Purchasing Department. **It is also the responsibility of the contractor 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

An Offeror 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, an Offeror 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 n/a

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 Offeror 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 Contractor will assume any additional cost accrued by the City due to the defective or inferior Supplies. The bidder guarantees that their installation service for a period of one (1) year, or as otherwise specified herein.

1.2.15 Cancellation

The City reserves the right to cancel this contract at any time on any grounds, including the contractor's failure to comply with the statement of work provided herein.

1.3 Questions About the Solicitation

Questions concerning this solicitation must be submitted to: Orazio DeLuca, City of Woburn, Purchasing Department, 10 Common St. Woburn, MA 01801 **before 12:00 Noon on Tuesday, April 7, 2020.** 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 contact anyone outside of the Purchasing Department regarding this bid during the open solicitation period, that bidder will be disqualified immediately.

1.4 Pre-bid Site Visit

N/A

1.5 Rule for Award

Based on the bid results and the availability and approval of funding for this project, One contract will be awarded to the responsive and responsible bidder offering the lowest firm fixed price (FFP), for the following: Completion of the entire project for the installation of Heat Pumps in City Hall, Labor for installing equipment; Mechanical and Electrical. See section 4.0 and appendix A.

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 F.O.B. Delivered Destination-Woburn, MA. No charges will be allowed for packing, crating, freight, handling, or cartage unless specifically stated and included with bid.

2.3 Awards
An award to a bidder may be cancelled if the bidder shall fail to prosecute the work with promptness and diligence.

2.4 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.

2.5 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.

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

2.7 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.

2.8 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.

2.9 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.

2.10 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 contractor'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 contractor. Include a written brochure outlining all features of the product offered whenever possible.

2.12 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 contractors, subcontractors and awarding authorities.

2.13 Right to Know Legislation

M.G.L., Ch.111F and 454 CMR 21.06 All contractors 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.

2.14 Non-Collusion Affidavit

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

2.15 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.

2.16 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.

2.17 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.

2.18 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).

2.19 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.

2.20 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.

2.21 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.

2.22 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.

2.23 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.

2.24 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.

2.25 Interpretations of Specifications

Any prospective bidder that requests an interpretation of existing specifications' terms or conditions must do so within the question period 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.

2.26 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.

2.27 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.

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

2.29 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.

2.30 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.

2.31 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.

CERTIFICATIONS

Statements below shall be submitted with each Bid or Proposal and shall be duly dated and signed with an **original signature** and all other information, or, the Bid or Proposal 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 proposal for the procurement or disposal of supplies or services to any governmental body shall certify in writing, on the bid or proposal, as follows: The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

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 $ 10,000.00: 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 Proposal _____

Date _____

Company Federal ID # or Social Security # _____

State of Incorporation _____

SECTION 3.0
INVOICING REQUIREMENTS

3.1 General

Each invoice shall be mailed to the designated billing office at the following address

City of Woburn
Department of Public Works
C/O Terry Cochran
tcochran@cityofwoburn.com

To ensure a proper 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 (or SAR);
4) Shipping and payment terms;
5) Name (where practicable), title, phone number, and complete mailing address of responsible official to whom payment is to be sent; and
6) Other substantiating documentation or information as required by the contract.

Services Activity Report (SAR) shall be submitted to Project Manager that includes: Dates of services, location, quantity, personnel, hours and supplies used, and the dates. This information should reflect work submitted for payment on each invoice.

Certified payrolls are to be submitted to the Purchasing Department with each invoice.

SECTION 4.0
TECHNICAL SPECIFICATIONS

Existing Conditions:

The City of Woburn City Hall – located at 10 Common Street, Woburn, MA 01801 is currently heated with a central steam system. Heating radiators are equipped with local temperature control valves. The building is equipped with an automated control system, how-ever control is limited to turning the steam system off and on. This limitation requires the use of local electric resistance heaters (1500W typical) to heat individual areas. The building is not equipped with any central cooling and relies on window mounted air conditioners placed and removed seasonally.

Proposed Alternative:

The City of Woburn is seeking bids from vendors who are experienced in the field of HVAC to add Air Source Heat Pumps, as indicated, in Attachment A, to replace the window AC and space heaters. The City of Woburn is seeking more energy efficient units which would vastly improve both heating and cooling. In addition, these units would remove the requirement of installing and removing the window units, which tends to be dangerous as well as time consuming. Also, the use of small space heaters is typically considered a significant fire hazard.

CONTRACTOR CERTIFICATIONS

The Contractor must have a minimum of five (5) years of HVAC experience.

WORK SCHEDULE

Work on this project shall occur during the hours of 7:00 AM to 5:00 PM week days, with Prime Contractor and all Subcontractors working on the same shift. No work shall be done on this contract on Saturdays, Sundays or holidays or on the day before or the day after a long weekend which involves a holiday without prior approval by the Department of Public Works.

PROTECTION OF UTILITIES AND PROPERTY

The Contractor, in constructing or installing facilities alongside or near sanitary sewers, storm drains, water or gas pipes, electric or telephone conduits, poles, sidewalks, walls, vaults or other structures shall, at no additional cost to the City, sustain them securely in place, cooperating with the officers and agents of the various utility companies and municipal departments which control them, so that the services of these structures shall be maintained. The Contractor shall also be responsible for the repair or replacement, at no additional cost to the City, of any damage to such structures caused by his acts or neglect, and shall leave them in the same condition as they existed prior to commencement of the work. In case of damage to utilities, the Contractor shall promptly notify the utility owner and shall, if requested by the Engineer, furnish labor and equipment to work temporarily under the utility owner's direction in providing access to the utility. Pipes or other structures damaged by the operation of the Contractor may be repaired by the City or by the utility owner which suffers the loss. The cost of such repairs shall be borne by the Contractor, without compensation therefor.

If, as the work progresses, it is found that any of the utility structures are so placed as to render it impracticable, in the judgment of the Engineer, to do the work called for under this Contract, the Contractor shall protect and maintain the services in such utilities and structures and the Engineer will, as soon thereafter as reasonable, cause the position of the utilities to be changed or take such other actions deemed suitable and proper. If live service connections are to be interrupted by excavations of any kind, the Contractor shall not break the service until new services are provided. Abandoned services shall be plugged off or otherwise made secure.

Full compensation for furnishing all labor, materials, tools, equipment and incidentals for doing all the work involved in protecting or repairing property as specified in this section, shall be considered included in the prices paid for the various Contract items of work and no additional compensation will be allowed therefor.

SCHEDULE OF OPERATIONS

The CONTRACTOR shall, for the convenience of the City of Woburn, submit to the School Department, copies of a schedule of operations within seven days after the execution of the contract. The schedule shall show the proposed methods of construction and sequence of work and the time the Contractor proposes to complete the various items of work within the time specified in the Contract.

COMPLETION OF WORK

It is anticipated that this contract will be begin immediately after issuance of a notice to proceed.

COMMUNICATION

The Contractor shall provide a list of mobile telephone numbers for instant communication between the Contractor's supervisory personnel and DPW / project manager for the City of Woburn.
The Contractor shall maintain all communication units in operable condition for the duration of the Contract and shall replace any damaged or defective unit.

SECTION 5.0
PRICING

Contractor shall supply labor, materials, transportation, resources, supplies and equipment necessary to perform all services on the Heat Pump / Split System installation in section 4.0 and appendix A.

CLIN	Description	Qty	Unit	Unit Price	Total Amount
001	**Installation of Heat Pumps/Split Systems In City of Woburn, City Hall:** **Inspectional services area, Engineering Department, City Clerk's office, Treasurer's office and the Law Department**				$
				TOTAL	

_TOTAL PRICE WRITTEN

NAME OF COMPANY / INDIVIDUAL: _____

ADDRESS:_____

CITY/STATE/ZIP: _____

TELEPHONE/FAX/EMAIL: _____

SIGNATURE OF AUTHORIZED INDIVIDUAL:

X_____

ACKNOWLEDGEMENT OF ADDENDUMS:

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

SECTION 6.0
FORMS

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

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:

CERTIFICATE OF NON-COLLUSION

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

Signature of individual submitting bid or proposal

Name of Business (please type or print)

CERTIFICATE OF TAX COMPLIANCE

Pursuant to Massachusetts General Law Chapter 62C, Section 49A, the undersigned acting on behalf of the Contractor*, certify under penalties of perjury that to the best knowledge and belief, the Contractor* is in compliance with all laws of the Commonwealth relating to taxes, reporting of employee and contractors, and withholding and remitting child support.

Individual

Signature Date

Name (please print or type) Social Security Number

Corporate

Corporate Name (please print or type)

Signature of Corporate Officer Date

Name of Corporate Officer (please print or type) Title

Taxpayer Identification Number

- As used in this certification, the word "Contractor" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

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

l. 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 #
	INSURER A :	
INSURED	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						EACH OCCURRENCE	$
	COMMERCIAL GENERAL LIABILITY						DAMAGE TO RENTED PREMISES (Ea occurrence)	$
	CLAIMS-MADE OCCUR						MED EXP (Any one person)	$
							PERSONAL & ADV INJURY	$
							GENERAL AGGREGATE	$
	GEN'L AGGREGATE LIMIT APPLIES PER:						PRODUCTS - COMP/OP AGG	$
	POLICY PRO-JECT LOC							$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	$
	ANY AUTO						BODILY INJURY (Per person)	$
	ALL OWNED AUTOS / SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	HIRED AUTOS / NON-OWNED AUTOS						PROPERTY DAMAGE (Per accident)	$
								$
	UMBRELLA LIAB / OCCUR						EACH OCCURRENCE	$
	EXCESS LIAB / CLAIMS-MADE						AGGREGATE	$
	DED RETENTION $							$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N						WC STATU-TORY LIMITS / OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	N / A					E.L. EACH ACCIDENT	$
	If yes, describe under DESCRIPTION OF OPERATIONS below						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

CERTIFICATES SHOULD BE MADE OUT TO:

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

CANCELLATION

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

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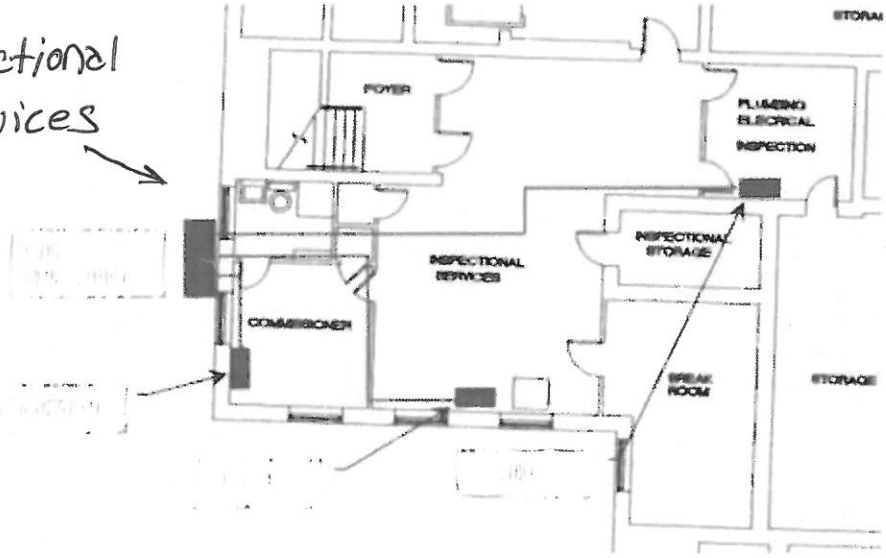
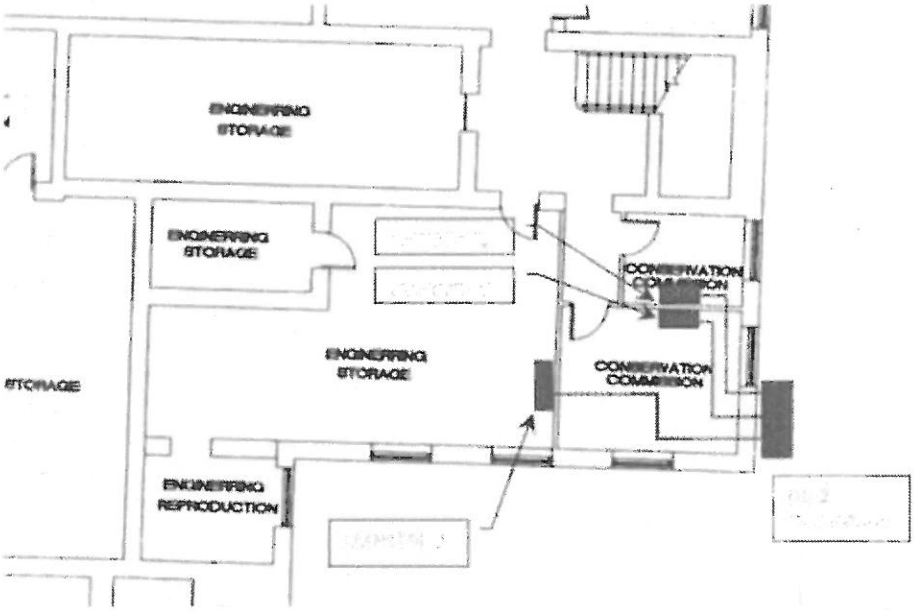
APPENDIX A

EQUIPMENT LAYOUT

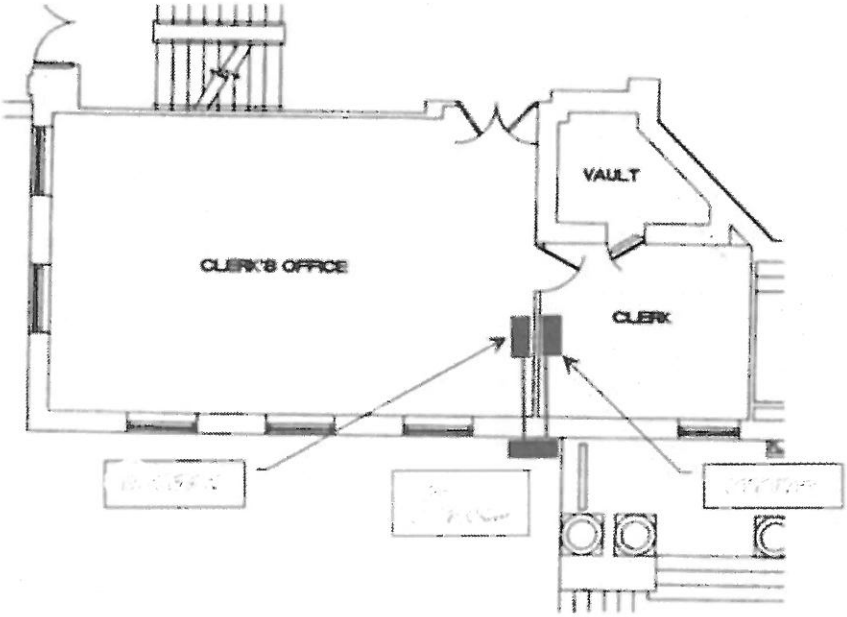
Inspectional Services



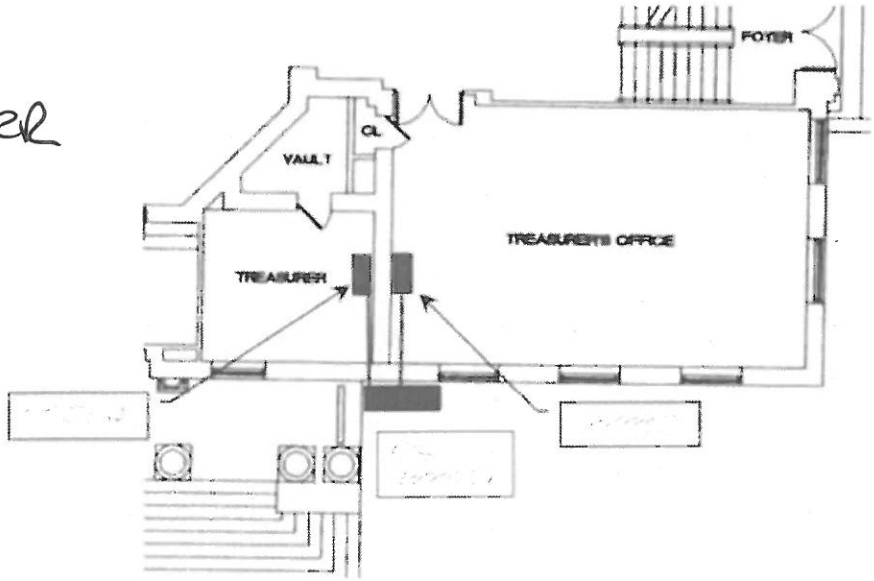
Engineering Dept.



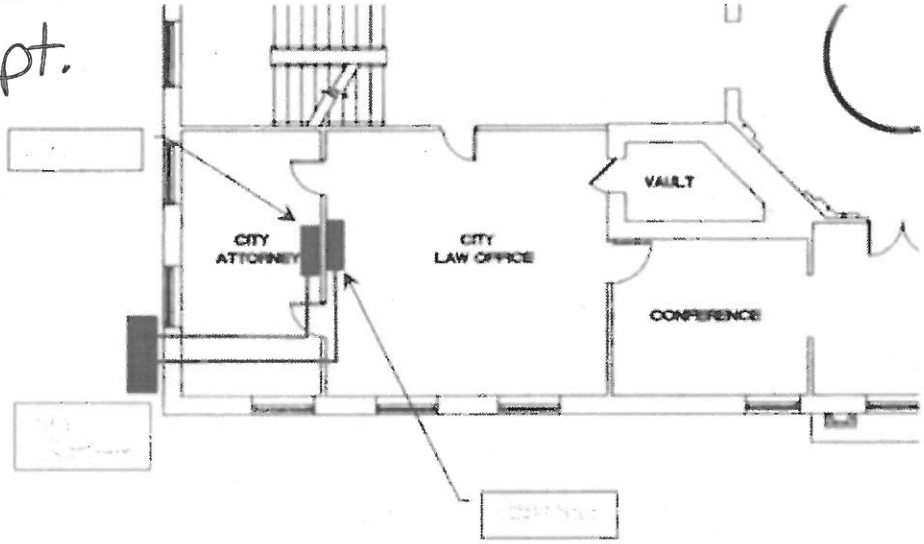
City Clerk



TREASURER



Law Dept.



APPENDIX B
PAST PERFORMANCE / REFERENCE SHEET

The City requires that the Contractor demonstrates experience providing similar services in **size, scope and complexity** 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	

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

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Interim Director

Awarding Authority: City of Woburn

Contract Number:

City/Town: WOBURN

Description of Work: Supply and install split systems throughout City Hall in Woburn, Ma

Job Location: 10 Common Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 03/19/2020 **Wage Request Number:** 20200319-020

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2019	$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
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	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*	12/01/2019	$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
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 1)*	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*	12/01/2019	$39.90	$8.10	$16.60	$0.00	$64.60
	06/01/2020	$40.89	$8.10	$16.60	$0.00	$65.59
	12/01/2020	$41.87	$8.10	$16.60	$0.00	$66.57
	06/01/2021	$42.89	$8.10	$16.60	$0.00	$67.59
	12/01/2021	$43.90	$8.10	$16.60	$0.00	$68.60
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	12/01/2019	$37.00	$12.50	$8.85	$0.00	$58.35
	06/01/2020	$38.00	$12.50	$8.85	$0.00	$59.35
	12/01/2020	$39.00	$12.50	$8.85	$0.00	$60.35
ASPHALT RAKER *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.73	$12.50	$15.70	$0.00	$76.93
	06/01/2020	$49.83	$12.50	$15.70	$0.00	$78.03
	12/01/2020	$50.98	$12.50	$15.70	$0.00	$79.18
	06/01/2021	$52.08	$12.50	$15.70	$0.00	$80.28
	12/01/2021	$53.23	$12.50	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.73	$12.50	$15.70	$0.00	$76.93
	06/01/2020	$49.83	$12.50	$15.70	$0.00	$78.03
	12/01/2020	$50.98	$12.50	$15.70	$0.00	$79.18
	06/01/2021	$52.08	$12.50	$15.70	$0.00	$80.28
	12/01/2021	$53.23	$12.50	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 1*	12/01/2019	$39.90	$8.10	$16.60	$0.00	$64.60
	06/01/2020	$40.89	$8.10	$16.60	$0.00	$65.59
	12/01/2020	$41.87	$8.10	$16.60	$0.00	$66.57
	06/01/2021	$42.89	$8.10	$16.60	$0.00	$67.59
	12/01/2021	$43.90	$8.10	$16.60	$0.00	$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER *BOILERMAKERS LOCAL 29*	01/01/2020	$46.10	$7.07	$17.98	$0.00	$71.15

Apprentice - *BOILERMAKER - Local 29*

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 (WALTHAM)*	02/01/2020	$54.40	$10.75	$21.94	$0.00	$87.09
	08/01/2020	$55.75	$10.75	$22.09	$0.00	$88.59
	02/01/2021	$56.39	$10.75	$22.09	$0.00	$89.23
	08/01/2021	$57.79	$10.75	$22.25	$0.00	$90.79
	02/01/2022	$58.38	$10.75	$22.25	$0.00	$91.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *BRICK/PLASTER/CEMENT MASON - Local 3 Waltham*

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.20	$10.75	$21.94	$0.00	$59.89
2	60	$32.64	$10.75	$21.94	$0.00	$65.33
3	70	$38.08	$10.75	$21.94	$0.00	$70.77
4	80	$43.52	$10.75	$21.94	$0.00	$76.21
5	90	$48.96	$10.75	$21.94	$0.00	$81.65

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.88	$10.75	$22.09	$0.00	$60.72
2	60	$33.45	$10.75	$22.09	$0.00	$66.29
3	70	$39.03	$10.75	$22.09	$0.00	$71.87
4	80	$44.60	$10.75	$22.09	$0.00	$77.44
5	90	$50.18	$10.75	$22.09	$0.00	$83.02

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN *LABORERS - FOUNDATION AND MARINE*	12/01/2019	$40.25	$8.10	$16.80	$0.00	$65.15
	06/01/2020	$41.24	$8.10	$16.80	$0.00	$66.14
	12/01/2020	$42.22	$8.10	$16.80	$0.00	$67.12
	06/01/2021	$43.24	$8.10	$16.80	$0.00	$68.14
	12/01/2021	$44.25	$8.10	$16.80	$0.00	$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	12/01/2019	$39.10	$8.10	$16.80	$0.00	$64.00
	06/01/2020	$40.09	$8.10	$16.80	$0.00	$64.99
	12/01/2020	$41.07	$8.10	$16.80	$0.00	$65.97
	06/01/2021	$42.09	$8.10	$16.80	$0.00	$66.99
	12/01/2021	$43.10	$8.10	$16.80	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	12/01/2019	$39.10	$8.10	$16.80	$0.00	$64.00
	06/01/2020	$40.09	$8.10	$16.80	$0.00	$64.99
	12/01/2020	$41.07	$8.10	$16.80	$0.00	$65.97
	06/01/2021	$42.09	$8.10	$16.80	$0.00	$66.99
	12/01/2021	$43.10	$8.10	$16.80	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
CARPENTER *CARPENTERS -ZONE 2 (Eastern Massachusetts)*	03/01/2020	$42.50	$9.40	$18.95	$0.00	$70.85
	09/01/2020	$43.15	$9.40	$18.95	$0.00	$71.50
	03/01/2021	$43.75	$9.40	$18.95	$0.00	$72.10
	09/01/2021	$44.40	$9.40	$18.95	$0.00	$72.75
	03/01/2022	$45.00	$9.40	$18.95	$0.00	$73.35
	09/01/2022	$45.65	$9.40	$18.95	$0.00	$74.00
	03/01/2023	$46.25	$9.40	$18.95	$0.00	$74.60

Apprentice - *CARPENTER - Zone 2 Eastern MA*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.25	$9.40	$1.73	$0.00	$32.38
2	60	$25.50	$9.40	$1.73	$0.00	$36.63
3	70	$29.75	$9.40	$13.76	$0.00	$52.91
4	75	$31.88	$9.40	$13.76	$0.00	$55.04
5	80	$34.00	$9.40	$15.49	$0.00	$58.89
6	80	$34.00	$9.40	$15.49	$0.00	$58.89
7	90	$38.25	$9.40	$17.22	$0.00	$64.87
8	90	$38.25	$9.40	$17.22	$0.00	$64.87

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.58	$9.40	$1.73	$0.00	$32.71
2	60	$25.89	$9.40	$1.73	$0.00	$37.02
3	70	$30.21	$9.40	$13.76	$0.00	$53.37
4	75	$32.36	$9.40	$13.76	$0.00	$55.52
5	80	$34.52	$9.40	$15.49	$0.00	$59.41
6	80	$34.52	$9.40	$15.49	$0.00	$59.41
7	90	$38.84	$9.40	$17.22	$0.00	$65.46
8	90	$38.84	$9.40	$17.22	$0.00	$65.46

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 $30.26/ 3&4 $36.18/ 5&6 $54.64/ 7&8 $60.62

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME *CARPENTERS -ZONE 2 (Wood Frame)*	10/01/2019	$27.95	$7.07	$7.86	$0.00	$42.88

All Aspects of New Wood Frame Work

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CARPENTER (Wood Frame) - Zone 2*

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 $19.65/ 3&4 $27.19/ 5&6 $34.50/ 7&8 $37.29

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING *BRICKLAYERS LOCAL 3 (WALTHAM)*	01/01/2020	$49.07	$12.75	$22.41	$0.62	$84.85

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

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.54	$12.75	$15.41	$0.00	$52.70
2	60	$29.44	$12.75	$17.41	$0.62	$60.22
3	65	$31.90	$12.75	$18.41	$0.62	$63.68
4	70	$34.35	$12.75	$19.41	$0.62	$67.13
5	75	$36.80	$12.75	$20.41	$0.62	$70.58
6	80	$39.26	$12.75	$21.41	$0.62	$74.04
7	90	$44.16	$12.75	$22.41	$0.62	$79.94

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$49.73	$12.50	$15.70	$0.00	$77.93
	06/01/2020	$50.83	$12.50	$15.70	$0.00	$79.03
	12/01/2020	$51.98	$12.50	$15.70	$0.00	$80.18
	06/01/2021	$53.08	$12.50	$15.70	$0.00	$81.28
	12/01/2021	$54.23	$12.50	$15.70	$0.00	$82.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$32.47	$12.50	$15.70	$0.00	$60.67
	06/01/2020	$33.22	$12.50	$15.70	$0.00	$61.42
	12/01/2020	$34.00	$12.50	$15.70	$0.00	$62.20
	06/01/2021	$34.75	$12.50	$15.70	$0.00	$62.95
	12/01/2021	$35.54	$12.50	$15.70	$0.00	$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2020	$50.96	$8.20	$22.10	$0.00	$81.26
	07/01/2020	$52.06	$8.20	$22.10	$0.00	$82.36
	01/01/2021	$53.16	$8.20	$22.10	$0.00	$83.46

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.48	$8.20	$0.00	$0.00	$33.68
2	55	$28.03	$8.20	$5.94	$0.00	$42.17
3	60	$30.58	$8.20	$6.48	$0.00	$45.26
4	65	$33.12	$8.20	$7.02	$0.00	$48.34
5	70	$35.67	$8.20	$18.86	$0.00	$62.73
6	75	$38.22	$8.20	$19.40	$0.00	$65.82
7	80	$40.77	$8.20	$19.94	$0.00	$68.91
8	90	$45.86	$8.20	$21.02	$0.00	$75.08

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.03	$8.20	$0.00	$0.00	$34.23
2	55	$28.63	$8.20	$5.94	$0.00	$42.77
3	60	$31.24	$8.20	$6.48	$0.00	$45.92
4	65	$33.84	$8.20	$7.02	$0.00	$49.06
5	70	$36.44	$8.20	$18.86	$0.00	$63.50
6	75	$39.05	$8.20	$19.40	$0.00	$66.65
7	80	$41.65	$8.20	$19.94	$0.00	$69.79
8	90	$46.85	$8.20	$21.02	$0.00	$76.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN *LABORERS - ZONE 1*	12/01/2019	$39.30	$8.10	$16.60	$0.00	$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR *LABORERS - ZONE 1*	12/01/2019	$40.30	$8.10	$16.60	$0.00	$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS *LABORERS - ZONE 1*	12/01/2019	$40.05	$8.10	$16.60	$0.00	$64.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER *LABORERS - ZONE 1* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$40.30	$8.10	$16.60	$0.00	$65.00
DEMO: JACKHAMMER OPERATOR *LABORERS - ZONE 1* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$40.05	$8.10	$16.60	$0.00	$64.75
DEMO: WRECKING LABORER *LABORERS - ZONE 1* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$39.30	$8.10	$16.60	$0.00	$64.00
DIRECTIONAL DRILL MACHINE OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 1)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$68.52	$9.90	$21.15	$0.00	$99.57
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 1)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$48.94	$9.90	$21.15	$0.00	$79.99
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$73.41	$9.90	$21.15	$0.00	$104.46
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$102.78	$9.90	$21.15	$0.00	$133.83
DRAWBRIDGE OPERATOR (Construction) *ELECTRICIANS LOCAL 103*	03/01/2020	$53.50	$13.00	$19.20	$0.00	$85.70
	09/01/2020	$54.93	$13.00	$19.25	$0.00	$87.18
	03/01/2021	$56.13	$13.00	$19.28	$0.00	$88.41
	09/01/2021	$57.56	$13.00	$19.33	$0.00	$89.89
	03/01/2022	$58.76	$13.00	$19.36	$0.00	$91.12
	09/01/2022	$60.19	$13.00	$19.41	$0.00	$92.60
	03/01/2023	$61.39	$13.00	$19.44	$0.00	$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN *ELECTRICIANS LOCAL 103*	03/01/2020	$53.50	$13.00	$19.20	$0.00	$85.70
	09/01/2020	$54.93	$13.00	$19.25	$0.00	$87.18
	03/01/2021	$56.13	$13.00	$19.28	$0.00	$88.41
	09/01/2021	$57.56	$13.00	$19.33	$0.00	$89.89
	03/01/2022	$58.76	$13.00	$19.36	$0.00	$91.12
	09/01/2022	$60.19	$13.00	$19.41	$0.00	$92.60
	03/01/2023	$61.39	$13.00	$19.44	$0.00	$93.83

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$21.40	$13.00	$0.64	$0.00	$35.04
2	40	$21.40	$13.00	$0.64	$0.00	$35.04
3	45	$24.08	$13.00	$14.62	$0.00	$51.70
4	45	$24.08	$13.00	$14.62	$0.00	$51.70
5	50	$26.75	$13.00	$15.04	$0.00	$54.79
6	55	$29.43	$13.00	$15.46	$0.00	$57.89
7	60	$32.10	$13.00	$15.87	$0.00	$60.97
8	65	$34.78	$13.00	$16.29	$0.00	$64.07
9	70	$37.45	$13.00	$16.70	$0.00	$67.15
10	75	$40.13	$13.00	$17.12	$0.00	$70.25

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$21.97	$13.00	$0.66	$0.00	$35.63
2	40	$21.97	$13.00	$0.66	$0.00	$35.63
3	45	$24.72	$13.00	$14.64	$0.00	$52.36
4	45	$24.72	$13.00	$14.64	$0.00	$52.36
5	50	$27.47	$13.00	$15.06	$0.00	$55.53
6	55	$30.21	$13.00	$15.49	$0.00	$58.70
7	60	$32.96	$13.00	$15.90	$0.00	$61.86
8	65	$35.70	$13.00	$16.32	$0.00	$65.02
9	70	$38.45	$13.00	$16.73	$0.00	$68.18
10	75	$41.20	$13.00	$17.16	$0.00	$71.36

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*	01/01/2020	$61.42	$15.73	$18.41	$0.00	$95.56
	01/01/2021	$63.47	$15.88	$19.31	$0.00	$98.66
	01/01/2022	$65.62	$16.03	$20.21	$0.00	$101.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELEVATOR CONSTRUCTOR - Local 4*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$30.71	$15.73	$0.00	$0.00	$46.44
2	55	$33.78	$15.73	$18.41	$0.00	$67.92
3	65	$39.92	$15.73	$18.41	$0.00	$74.06
4	70	$42.99	$15.73	$18.41	$0.00	$77.13
5	80	$49.14	$15.73	$18.41	$0.00	$83.28

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$31.74	$15.88	$0.00	$0.00	$47.62
2	55	$34.91	$15.88	$19.31	$0.00	$70.10
3	65	$41.26	$15.88	$19.31	$0.00	$76.45
4	70	$44.43	$15.88	$19.31	$0.00	$79.62
5	80	$50.78	$15.88	$19.31	$0.00	$85.97

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2020	$42.99	$15.73	$18.41	$0.00	$77.13
	01/01/2021	$44.43	$15.88	$19.31	$0.00	$79.62
	01/01/2022	$45.93	$16.03	$20.21	$0.00	$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2019	$44.18	$12.00	$15.60	$0.00	$71.78
	05/01/2020	$45.33	$12.00	$15.60	$0.00	$72.93
	11/01/2020	$46.33	$12.00	$15.60	$0.00	$73.93
	05/01/2021	$47.48	$12.00	$15.60	$0.00	$75.08
	11/01/2021	$48.48	$12.00	$15.60	$0.00	$76.08
	05/01/2022	$49.63	$12.00	$15.60	$0.00	$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2019	$45.68	$12.00	$15.60	$0.00	$73.28
	05/01/2020	$46.83	$12.00	$15.60	$0.00	$74.43
	11/01/2020	$47.84	$12.00	$15.60	$0.00	$75.44
	05/01/2021	$49.00	$12.00	$15.60	$0.00	$76.60
	11/01/2021	$50.01	$12.00	$15.60	$0.00	$77.61
	05/01/2022	$51.17	$12.00	$15.60	$0.00	$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2019	$22.57	$12.00	$15.60	$0.00	$50.17
	05/01/2020	$23.24	$12.00	$15.60	$0.00	$50.84
	11/01/2020	$23.83	$12.00	$15.60	$0.00	$51.43
	05/01/2021	$24.51	$12.00	$15.60	$0.00	$52.11
	11/01/2021	$25.11	$12.00	$15.60	$0.00	$52.71
	05/01/2022	$25.78	$12.00	$15.60	$0.00	$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 103*	03/01/2020	$53.50	$13.00	$19.20	$0.00	$85.70
	09/01/2020	$54.93	$13.00	$19.25	$0.00	$87.18
	03/01/2021	$56.13	$13.00	$19.28	$0.00	$88.41
	09/01/2021	$57.56	$13.00	$19.33	$0.00	$89.89
	03/01/2022	$58.76	$13.00	$19.36	$0.00	$91.12
	09/01/2022	$60.19	$13.00	$19.41	$0.00	$92.60
	03/01/2023	$61.39	$13.00	$19.44	$0.00	$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING*ELECTRICIANS LOCAL 103*	03/01/2020	$40.13	$13.00	$17.12	$0.00	$70.25
	09/01/2020	$41.20	$13.00	$17.16	$0.00	$71.36
	03/01/2021	$42.66	$13.00	$17.27	$0.00	$72.93
	09/01/2021	$44.32	$13.00	$17.38	$0.00	$74.70
	03/01/2022	$45.83	$13.00	$17.49	$0.00	$76.32
	09/01/2022	$47.55	$13.00	$17.62	$0.00	$78.17
	03/01/2023	$49.11	$13.00	$17.73	$0.00	$79.84
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$39.89	$12.50	$15.70	$0.00	$68.09
	06/01/2020	$40.80	$12.50	$15.70	$0.00	$69.00
	12/01/2020	$41.75	$12.50	$15.70	$0.00	$69.95
	06/01/2021	$42.66	$12.50	$15.70	$0.00	$70.86
	12/01/2021	$43.61	$12.50	$15.70	$0.00	$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER *LABORERS - ZONE 1*	12/01/2019	$23.50	$8.10	$16.60	$0.00	$48.20
	06/01/2020	$23.50	$8.10	$16.60	$0.00	$48.20
	12/01/2020	$24.50	$8.10	$16.60	$0.00	$49.20
	06/01/2021	$24.50	$8.10	$16.60	$0.00	$49.20
	12/01/2021	$24.50	$8.10	$16.60	$0.00	$49.20
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE I*	03/01/2020	$47.05	$9.40	$19.25	$0.00	$75.70
	09/01/2020	$47.85	$9.40	$19.25	$0.00	$76.50
	03/01/2021	$48.65	$9.40	$19.25	$0.00	$77.30
	09/01/2021	$49.45	$9.40	$19.25	$0.00	$78.10
	03/01/2022	$50.25	$9.40	$19.25	$0.00	$78.90

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *FLOORCOVERER - Local 2168 Zone I*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.53	$9.40	$1.79	$0.00	$34.72
2	55	$25.88	$9.40	$1.79	$0.00	$37.07
3	60	$28.23	$9.40	$13.88	$0.00	$51.51
4	65	$30.58	$9.40	$13.88	$0.00	$53.86
5	70	$32.94	$9.40	$15.67	$0.00	$58.01
6	75	$35.29	$9.40	$15.67	$0.00	$60.36
7	80	$37.64	$9.40	$17.46	$0.00	$64.50
8	85	$39.99	$9.40	$17.46	$0.00	$66.85

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.93	$9.40	$1.79	$0.00	$35.12
2	55	$26.32	$9.40	$1.79	$0.00	$37.51
3	60	$28.71	$9.40	$13.88	$0.00	$51.99
4	65	$31.10	$9.40	$13.88	$0.00	$54.38
5	70	$33.50	$9.40	$15.67	$0.00	$58.57
6	75	$35.89	$9.40	$15.67	$0.00	$60.96
7	80	$38.28	$9.40	$17.46	$0.00	$65.14
8	85	$40.67	$9.40	$17.46	$0.00	$67.53

Notes: Steps are 750 hrs.
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 $32.36/ 3&4 $38.80/ 5&6 $58.01/ 7&8 $64.50

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.73	$12.50	$15.70	$0.00	$76.93
	06/01/2020	$49.83	$12.50	$15.70	$0.00	$78.03
	12/01/2020	$50.98	$12.50	$15.70	$0.00	$79.18
	06/01/2021	$52.08	$12.50	$15.70	$0.00	$80.28
	12/01/2021	$53.23	$12.50	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$32.47	$12.50	$15.70	$0.00	$60.67
	06/01/2020	$33.22	$12.50	$15.70	$0.00	$61.42
	12/01/2020	$34.00	$12.50	$15.70	$0.00	$62.20
	06/01/2021	$34.75	$12.50	$15.70	$0.00	$62.95
	12/01/2021	$35.54	$12.50	$15.70	$0.00	$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 35 (ZONE 2)*	01/01/2020	$40.46	$8.20	$22.10	$0.00	$70.76
	07/01/2020	$41.56	$8.20	$22.10	$0.00	$71.86
	01/01/2021	$42.66	$8.20	$22.10	$0.00	$72.96

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *GLAZIER - Local 35 Zone 2*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.23	$8.20	$0.00	$0.00	$28.43
2	55	$22.25	$8.20	$5.94	$0.00	$36.39
3	60	$24.28	$8.20	$6.48	$0.00	$38.96
4	65	$26.30	$8.20	$7.02	$0.00	$41.52
5	70	$28.32	$8.20	$18.86	$0.00	$55.38
6	75	$30.35	$8.20	$19.40	$0.00	$57.95
7	80	$32.37	$8.20	$19.94	$0.00	$60.51
8	90	$36.41	$8.20	$21.02	$0.00	$65.63

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.78	$8.20	$0.00	$0.00	$28.98
2	55	$22.86	$8.20	$5.94	$0.00	$37.00
3	60	$24.94	$8.20	$6.48	$0.00	$39.62
4	65	$27.01	$8.20	$7.02	$0.00	$42.23
5	70	$29.09	$8.20	$18.86	$0.00	$56.15
6	75	$31.17	$8.20	$19.40	$0.00	$58.77
7	80	$33.25	$8.20	$19.94	$0.00	$61.39
8	90	$37.40	$8.20	$21.02	$0.00	$66.62

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.73	$12.50	$15.70	$0.00	$76.93
	06/01/2020	$49.83	$12.50	$15.70	$0.00	$78.03
	12/01/2020	$50.98	$12.50	$15.70	$0.00	$79.18
	06/01/2021	$52.08	$12.50	$15.70	$0.00	$80.28
	12/01/2021	$53.23	$12.50	$15.70	$0.00	$81.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$26.80	$12.50	$0.00	$0.00	$39.30
2	60	$29.24	$12.50	$15.70	$0.00	$57.44
3	65	$31.67	$12.50	$15.70	$0.00	$59.87
4	70	$34.11	$12.50	$15.70	$0.00	$62.31
5	75	$36.55	$12.50	$15.70	$0.00	$64.75
6	80	$38.98	$12.50	$15.70	$0.00	$67.18
7	85	$41.42	$12.50	$15.70	$0.00	$69.62
8	90	$43.86	$12.50	$15.70	$0.00	$72.06

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$27.41	$12.50	$0.00	$0.00	$39.91
2	60	$29.90	$12.50	$15.70	$0.00	$58.10
3	65	$32.39	$12.50	$15.70	$0.00	$60.59
4	70	$34.88	$12.50	$15.70	$0.00	$63.08
5	75	$37.37	$12.50	$15.70	$0.00	$65.57
6	80	$39.86	$12.50	$15.70	$0.00	$68.06
7	85	$42.36	$12.50	$15.70	$0.00	$70.56
8	90	$44.85	$12.50	$15.70	$0.00	$73.05

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2020	$49.36	$13.35	$24.12	$2.61	$89.44
	08/01/2020	$50.96	$13.35	$24.12	$2.66	$91.09
	02/01/2021	$52.61	$13.35	$24.12	$2.71	$92.79
	08/01/2021	$54.36	$13.35	$24.12	$2.76	$94.59
	02/01/2022	$56.11	$13.35	$24.12	$2.81	$96.39

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 103*	03/01/2020	$53.50	$13.00	$19.20	$0.00	$85.70
	09/01/2020	$54.93	$13.00	$19.25	$0.00	$87.18
	03/01/2021	$56.13	$13.00	$19.28	$0.00	$88.41
	09/01/2021	$57.56	$13.00	$19.33	$0.00	$89.89
	03/01/2022	$58.76	$13.00	$19.36	$0.00	$91.12
	09/01/2022	$60.19	$13.00	$19.41	$0.00	$92.60
	03/01/2023	$61.39	$13.00	$19.44	$0.00	$93.83

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2020	$49.36	$13.35	$24.12	$2.61	$89.44
	08/01/2020	$50.96	$13.35	$24.12	$2.66	$91.09
	02/01/2021	$52.61	$13.35	$24.12	$2.71	$92.79
	08/01/2021	$54.36	$13.35	$24.12	$2.76	$94.59
	02/01/2022	$56.11	$13.35	$24.12	$2.81	$96.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) *PIPEFITTERS LOCAL 537*	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"						
HVAC MECHANIC *PIPEFITTERS LOCAL 537*	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"						
HYDRAULIC DRILLS *LABORERS - ZONE 1*	12/01/2019	$39.90	$8.10	$16.60	$0.00	$64.60
	06/01/2020	$40.89	$8.10	$16.60	$0.00	$65.59
	12/01/2020	$41.87	$8.10	$16.60	$0.00	$66.57
	06/01/2021	$42.89	$8.10	$16.60	$0.00	$67.59
	12/01/2021	$43.90	$8.10	$16.60	$0.00	$68.60
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	09/01/2019	$48.44	$12.80	$16.40	$0.00	$77.64

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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.22	$12.80	$11.90	$0.00	$48.92
2	60	$29.06	$12.80	$12.80	$0.00	$54.66
3	70	$33.91	$12.80	$13.70	$0.00	$60.41
4	80	$38.75	$12.80	$14.60	$0.00	$66.15

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (BOSTON AREA)*	03/16/2019	$46.66	$8.00	$23.50	$0.00	$78.16

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *IRONWORKER - Local 7 Boston*

Effective Date - 03/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$28.00	$8.00	$23.50	$0.00	$59.50
2	70	$32.66	$8.00	$23.50	$0.00	$64.16
3	75	$35.00	$8.00	$23.50	$0.00	$66.50
4	80	$37.33	$8.00	$23.50	$0.00	$68.83
5	85	$39.66	$8.00	$23.50	$0.00	$71.16
6	90	$41.99	$8.00	$23.50	$0.00	$73.49

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10

For apprentice rates see "Apprentice- LABORER"

LABORER *LABORERS - ZONE 1*	12/01/2019	$39.15	$8.10	$16.60	$0.00	$63.85
	06/01/2020	$40.14	$8.10	$16.60	$0.00	$64.84
	12/01/2020	$41.12	$8.10	$16.60	$0.00	$65.82
	06/01/2021	$42.14	$8.10	$16.60	$0.00	$66.84
	12/01/2021	$43.15	$8.10	$16.60	$0.00	$67.85

Apprentice - *LABORER - Zone 1*

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$23.49	$8.10	$16.60	$0.00	$48.19
2	70	$27.41	$8.10	$16.60	$0.00	$52.11
3	80	$31.32	$8.10	$16.60	$0.00	$56.02
4	90	$35.24	$8.10	$16.60	$0.00	$59.94

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$24.08	$8.10	$16.60	$0.00	$48.78
2	70	$28.10	$8.10	$16.60	$0.00	$52.80
3	80	$32.11	$8.10	$16.60	$0.00	$56.81
4	90	$36.13	$8.10	$16.60	$0.00	$60.83

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER *LABORERS - ZONE 1*	12/01/2019	$39.15	$8.10	$16.60	$0.00	$63.85
	06/01/2020	$40.14	$8.10	$16.60	$0.00	$64.84
	12/01/2020	$41.12	$8.10	$16.60	$0.00	$65.82
	06/01/2021	$42.14	$8.10	$16.60	$0.00	$66.84
	12/01/2021	$43.15	$8.10	$16.60	$0.00	$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 1*	12/01/2019	$39.15	$8.10	$16.60	$0.00	$63.85
	06/01/2020	$40.14	$8.10	$16.60	$0.00	$64.84
	12/01/2020	$41.12	$8.10	$16.60	$0.00	$65.82
	06/01/2021	$42.14	$8.10	$16.60	$0.00	$66.84
	12/01/2021	$43.15	$8.10	$16.60	$0.00	$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 1*	12/01/2019	$39.30	$8.10	$16.60	$0.00	$64.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 1*	12/01/2019	$39.15	$8.10	$16.60	$0.00	$63.85
	06/01/2020	$40.14	$8.10	$16.60	$0.00	$64.84
	12/01/2020	$41.12	$8.10	$16.60	$0.00	$65.82
	06/01/2021	$42.14	$8.10	$16.60	$0.00	$66.84
	12/01/2021	$43.15	$8.10	$16.60	$0.00	$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 1*	12/01/2019	$39.15	$8.10	$16.60	$0.00	$63.85
	06/01/2020	$40.14	$8.10	$16.60	$0.00	$64.84
	12/01/2020	$41.12	$8.10	$16.60	$0.00	$65.82
	06/01/2021	$42.14	$8.10	$16.60	$0.00	$66.84
	12/01/2021	$43.15	$8.10	$16.60	$0.00	$67.85
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2020	$41.49	$10.75	$20.12	$0.00	$72.36
	08/01/2020	$42.57	$10.75	$20.27	$0.00	$73.59
	02/01/2021	$43.08	$10.75	$20.27	$0.00	$74.10
	08/01/2021	$44.20	$10.75	$20.43	$0.00	$75.38
	02/01/2022	$44.67	$10.75	$20.43	$0.00	$75.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.75	$10.75	$20.12	$0.00	$51.62
2	60	$24.89	$10.75	$20.12	$0.00	$55.76
3	70	$29.04	$10.75	$20.12	$0.00	$59.91
4	80	$33.19	$10.75	$20.12	$0.00	$64.06
5	90	$37.34	$10.75	$20.12	$0.00	$68.21

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.29	$10.75	$20.27	$0.00	$52.31
2	60	$25.54	$10.75	$20.27	$0.00	$56.56
3	70	$29.80	$10.75	$20.27	$0.00	$60.82
4	80	$34.06	$10.75	$20.27	$0.00	$65.08
5	90	$38.31	$10.75	$20.27	$0.00	$69.33

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2020	$54.42	$10.75	$21.93	$0.00	$87.10
	08/01/2020	$55.77	$10.75	$22.08	$0.00	$88.60
	02/01/2021	$56.41	$10.75	$22.08	$0.00	$89.24
	08/01/2021	$57.81	$10.75	$22.24	$0.00	$90.80
	02/01/2022	$58.38	$10.75	$22.24	$0.00	$91.37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.21	$10.75	$21.93	$0.00	$59.89
2	60	$32.65	$10.75	$21.93	$0.00	$65.33
3	70	$38.09	$10.75	$21.93	$0.00	$70.77
4	80	$43.54	$10.75	$21.93	$0.00	$76.22
5	90	$48.98	$10.75	$21.93	$0.00	$81.66

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.89	$10.75	$22.08	$0.00	$60.72
2	60	$33.46	$10.75	$22.08	$0.00	$66.29
3	70	$39.04	$10.75	$22.08	$0.00	$71.87
4	80	$44.62	$10.75	$22.08	$0.00	$77.45
5	90	$50.19	$10.75	$22.08	$0.00	$83.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1) *MILLWRIGHTS LOCAL 1121 - Zone 1*	04/01/2019	$42.22	$9.90	$18.50	$0.00	$70.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 1*

Effective Date - 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	$15.13	$0.00	$52.47
3	75	$31.67	$9.90	$16.10	$0.00	$57.67
4	85	$35.89	$9.90	$17.06	$0.00	$62.85

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$23.08	$12.50	$15.70	$0.00	$51.28
	06/01/2020	$23.63	$12.50	$15.70	$0.00	$51.83
	12/01/2020	$24.20	$12.50	$15.70	$0.00	$52.40
	06/01/2021	$24.75	$12.50	$15.70	$0.00	$52.95
	12/01/2021	$25.33	$12.50	$15.70	$0.00	$53.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$27.64	$12.50	$15.70	$0.00	$55.84
	06/01/2020	$28.29	$12.50	$15.70	$0.00	$56.49
	12/01/2020	$28.97	$12.50	$15.70	$0.00	$57.17
	06/01/2021	$29.61	$12.50	$15.70	$0.00	$57.81
	12/01/2021	$30.29	$12.50	$15.70	$0.00	$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2020	$50.96	$8.20	$22.10	$0.00	$81.26
	07/01/2020	$52.06	$8.20	$22.10	$0.00	$82.36
	01/01/2021	$53.16	$8.20	$22.10	$0.00	$83.46

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.48	$8.20	$0.00	$0.00	$33.68
2	55	$28.03	$8.20	$5.94	$0.00	$42.17
3	60	$30.58	$8.20	$6.48	$0.00	$45.26
4	65	$33.12	$8.20	$7.02	$0.00	$48.34
5	70	$35.67	$8.20	$18.86	$0.00	$62.73
6	75	$38.22	$8.20	$19.40	$0.00	$65.82
7	80	$40.77	$8.20	$19.94	$0.00	$68.91
8	90	$45.86	$8.20	$21.02	$0.00	$75.08

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.03	$8.20	$0.00	$0.00	$34.23
2	55	$28.63	$8.20	$5.94	$0.00	$42.77
3	60	$31.24	$8.20	$6.48	$0.00	$45.92
4	65	$33.84	$8.20	$7.02	$0.00	$49.06
5	70	$36.44	$8.20	$18.86	$0.00	$63.50
6	75	$39.05	$8.20	$19.40	$0.00	$66.65
7	80	$41.65	$8.20	$19.94	$0.00	$69.79
8	90	$46.85	$8.20	$21.02	$0.00	$76.07

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

Apprentice - *PAINTER SIGN - Local 35 Zone 2*

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2020	$41.86	$8.20	$22.10	$0.00	$72.16
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	07/01/2020	$42.96	$8.20	$22.10	$0.00	$73.26
	01/01/2021	$44.06	$8.20	$22.10	$0.00	$74.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.93	$8.20	$0.00	$0.00	$29.13
2	55	$23.02	$8.20	$5.94	$0.00	$37.16
3	60	$25.12	$8.20	$6.48	$0.00	$39.80
4	65	$27.21	$8.20	$7.02	$0.00	$42.43
5	70	$29.30	$8.20	$18.86	$0.00	$56.36
6	75	$31.40	$8.20	$19.40	$0.00	$59.00
7	80	$33.49	$8.20	$19.94	$0.00	$61.63
8	90	$37.67	$8.20	$21.02	$0.00	$66.89

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.48	$8.20	$0.00	$0.00	$29.68
2	55	$23.63	$8.20	$5.94	$0.00	$37.77
3	60	$25.78	$8.20	$6.48	$0.00	$40.46
4	65	$27.92	$8.20	$7.02	$0.00	$43.14
5	70	$30.07	$8.20	$18.86	$0.00	$57.13
6	75	$32.22	$8.20	$19.40	$0.00	$59.82
7	80	$34.37	$8.20	$19.94	$0.00	$62.51
8	90	$38.66	$8.20	$21.02	$0.00	$67.88

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2020	$39.92	$8.20	$22.10	$0.00	$70.22
	07/01/2020	$41.02	$8.20	$22.10	$0.00	$71.32
	01/01/2021	$42.12	$8.20	$22.10	$0.00	$72.42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.96	$8.20	$0.00	$0.00	$28.16
2	55	$21.96	$8.20	$5.94	$0.00	$36.10
3	60	$23.95	$8.20	$6.48	$0.00	$38.63
4	65	$25.95	$8.20	$7.02	$0.00	$41.17
5	70	$27.94	$8.20	$18.86	$0.00	$55.00
6	75	$29.94	$8.20	$19.40	$0.00	$57.54
7	80	$31.94	$8.20	$19.94	$0.00	$60.08
8	90	$35.93	$8.20	$21.02	$0.00	$65.15

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.51	$8.20	$0.00	$0.00	$28.71
2	55	$22.56	$8.20	$5.94	$0.00	$36.70
3	60	$24.61	$8.20	$6.48	$0.00	$39.29
4	65	$26.66	$8.20	$7.02	$0.00	$41.88
5	70	$28.71	$8.20	$18.86	$0.00	$55.77
6	75	$30.77	$8.20	$19.40	$0.00	$58.37
7	80	$32.82	$8.20	$19.94	$0.00	$60.96
8	90	$36.92	$8.20	$21.02	$0.00	$66.14

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) *LABORERS - ZONE 1*	12/01/2019	$39.15	$8.10	$16.60	$0.00	$63.85
	06/01/2020	$40.14	$8.10	$16.60	$0.00	$64.84
	12/01/2020	$41.12	$8.10	$16.60	$0.00	$65.82
	06/01/2021	$42.14	$8.10	$16.60	$0.00	$66.84
	12/01/2021	$43.15	$8.10	$16.60	$0.00	$67.85
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	01/01/2020	$40.46	$8.20	$22.10	$0.00	$70.76
	07/01/2020	$41.56	$8.20	$22.10	$0.00	$71.86
	01/01/2021	$42.66	$8.20	$22.10	$0.00	$72.96

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER - Local 35 Zone 2 - BRUSH NEW*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.23	$8.20	$0.00	$0.00	$28.43
2	55	$22.25	$8.20	$5.94	$0.00	$36.39
3	60	$24.28	$8.20	$6.48	$0.00	$38.96
4	65	$26.30	$8.20	$7.02	$0.00	$41.52
5	70	$28.32	$8.20	$18.86	$0.00	$55.38
6	75	$30.35	$8.20	$19.40	$0.00	$57.95
7	80	$32.37	$8.20	$19.94	$0.00	$60.51
8	90	$36.41	$8.20	$21.02	$0.00	$65.63

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.78	$8.20	$0.00	$0.00	$28.98
2	55	$22.86	$8.20	$5.94	$0.00	$37.00
3	60	$24.94	$8.20	$6.48	$0.00	$39.62
4	65	$27.01	$8.20	$7.02	$0.00	$42.23
5	70	$29.09	$8.20	$18.86	$0.00	$56.15
6	75	$31.17	$8.20	$19.40	$0.00	$58.77
7	80	$33.25	$8.20	$19.94	$0.00	$61.39
8	90	$37.40	$8.20	$21.02	$0.00	$66.62

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2020	$38.52	$8.20	$22.10	$0.00	$68.82
	07/01/2020	$39.62	$8.20	$22.10	$0.00	$69.92
	01/01/2021	$40.72	$8.20	$22.10	$0.00	$71.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 Zone 2 - BRUSH REPAINT*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.26	$8.20	$0.00	$0.00	$27.46
2	55	$21.19	$8.20	$5.94	$0.00	$35.33
3	60	$23.11	$8.20	$6.48	$0.00	$37.79
4	65	$25.04	$8.20	$7.02	$0.00	$40.26
5	70	$26.96	$8.20	$18.86	$0.00	$54.02
6	75	$28.89	$8.20	$19.40	$0.00	$56.49
7	80	$30.82	$8.20	$19.94	$0.00	$58.96
8	90	$34.67	$8.20	$21.02	$0.00	$63.89

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.81	$8.20	$0.00	$0.00	$28.01
2	55	$21.79	$8.20	$5.94	$0.00	$35.93
3	60	$23.77	$8.20	$6.48	$0.00	$38.45
4	65	$25.75	$8.20	$7.02	$0.00	$40.97
5	70	$27.73	$8.20	$18.86	$0.00	$54.79
6	75	$29.72	$8.20	$19.40	$0.00	$57.32
7	80	$31.70	$8.20	$19.94	$0.00	$59.84
8	90	$35.66	$8.20	$21.02	$0.00	$64.88

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2019	$35.18	$12.41	$13.72	$0.00	$61.31
	06/01/2020	$36.08	$12.41	$13.72	$0.00	$62.21
	08/01/2020	$36.08	$12.91	$13.72	$0.00	$62.71
	12/01/2020	$36.08	$12.91	$14.82	$0.00	$63.81
	06/01/2021	$36.88	$12.91	$14.82	$0.00	$64.61
	08/01/2021	$36.88	$13.41	$14.82	$0.00	$65.11
	12/01/2021	$36.88	$13.41	$16.01	$0.00	$66.30
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) *PILE DRIVER LOCAL 56 (ZONE 1)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$48.94	$9.90	$21.15	$0.00	$79.99
PILE DRIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2019	$48.94	$9.90	$21.15	$0.00	$79.99

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 1*

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

PIPEFITTER & STEAMFITTER *PIPEFITTERS LOCAL 537*	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

Apprentice - *PIPEFITTER - Local 537*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$22.48	$10.95	$8.00	$0.00	$41.43
2	45	$25.29	$10.95	$19.74	$0.00	$55.98
3	60	$33.71	$10.95	$19.74	$0.00	$64.40
4	70	$39.33	$10.95	$19.74	$0.00	$70.02
5	80	$44.95	$10.95	$19.74	$0.00	$75.64

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$23.08	$10.95	$8.00	$0.00	$42.03
2	45	$25.96	$10.95	$19.74	$0.00	$56.65
3	60	$34.61	$10.95	$19.74	$0.00	$65.30
4	70	$40.38	$10.95	$19.74	$0.00	$71.07
5	80	$46.15	$10.95	$19.74	$0.00	$76.84

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
PLUMBERS & GASFITTERS *PLUMBERS & GASFITTERS LOCAL 12*	03/01/2020	$58.69	$12.07	$17.26	$0.00	$88.02
	09/01/2020	$60.19	$12.07	$17.26	$0.00	$89.52
	03/01/2021	$61.69	$12.07	$17.26	$0.00	$91.02

Apprentice - *PLUMBER/GASFITTER - Local 12*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$20.54	$12.07	$6.24	$0.00	$38.85
2	40	$23.48	$12.07	$7.08	$0.00	$42.63
3	55	$32.28	$12.07	$9.63	$0.00	$53.98
4	65	$38.15	$12.07	$11.33	$0.00	$61.55
5	75	$44.02	$12.07	$13.03	$0.00	$69.12

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$21.07	$12.07	$6.24	$0.00	$39.38
2	40	$24.08	$12.07	$7.08	$0.00	$43.23
3	55	$33.10	$12.07	$9.63	$0.00	$54.80
4	65	$39.12	$12.07	$11.33	$0.00	$62.52
5	75	$45.14	$12.07	$13.03	$0.00	$70.24

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic$65.32, Step5 with lic$72.89

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) *PIPEFITTERS LOCAL 537*	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
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER *LABORERS - ZONE 1*	12/01/2019	$40.15	$8.10	$16.60	$0.00	$64.85
	06/01/2020	$41.14	$8.10	$16.60	$0.00	$65.84
	12/01/2020	$42.12	$8.10	$16.60	$0.00	$66.82
	06/01/2021	$43.14	$8.10	$16.60	$0.00	$67.84
	12/01/2021	$44.15	$8.10	$16.60	$0.00	$68.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.73	$12.50	$15.70	$0.00	$76.93
	06/01/2020	$49.83	$12.50	$15.70	$0.00	$78.03
	12/01/2020	$50.98	$12.50	$15.70	$0.00	$79.18
	06/01/2021	$52.08	$12.50	$15.70	$0.00	$80.28
	12/01/2021	$53.23	$12.50	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.73	$12.50	$15.70	$0.00	$76.93
	06/01/2020	$49.83	$12.50	$15.70	$0.00	$78.03
	12/01/2020	$50.98	$12.50	$15.70	$0.00	$79.18
	06/01/2021	$52.08	$12.50	$15.70	$0.00	$80.28
	12/01/2021	$53.23	$12.50	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$32.47	$12.50	$15.70	$0.00	$60.67
	06/01/2020	$33.22	$12.50	$15.70	$0.00	$61.42
	12/01/2020	$34.00	$12.50	$15.70	$0.00	$62.20
	06/01/2021	$34.75	$12.50	$15.70	$0.00	$62.95
	12/01/2021	$35.54	$12.50	$15.70	$0.00	$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER *TEAMSTERS 42 - J.G. MacLeallan (Wakefield)*	05/01/2019	$26.30	$7.99	$7.00	$0.00	$41.29
	05/01/2020	$26.65	$7.99	$7.00	$0.00	$41.64
	05/01/2021	$27.00	$7.99	$7.00	$0.00	$41.99
RECLAIMERS *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 1*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 33*	03/01/2020	$45.67	$11.50	$15.90	$0.00	$73.07
	08/01/2020	$47.10	$11.50	$15.90	$0.00	$74.50
	02/01/2021	$48.53	$11.50	$15.90	$0.00	$75.93
	08/01/2021	$49.96	$11.50	$15.90	$0.00	$77.36
	02/01/2022	$51.39	$11.50	$15.90	$0.00	$78.79

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ROOFER - Local 33*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$22.84	$11.50	$3.69	$0.00	$38.03
2	60	$27.40	$11.50	$15.90	$0.00	$54.80
3	65	$29.69	$11.50	$15.90	$0.00	$57.09
4	75	$34.25	$11.50	$15.90	$0.00	$61.65
5	85	$38.82	$11.50	$15.90	$0.00	$66.22

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.55	$11.50	$3.69	$0.00	$38.74
2	60	$28.26	$11.50	$15.90	$0.00	$55.66
3	65	$30.62	$11.50	$15.90	$0.00	$58.02
4	75	$35.33	$11.50	$15.90	$0.00	$62.73
5	85	$40.04	$11.50	$15.90	$0.00	$67.44

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE *ROOFERS LOCAL 33*	03/01/2020	$45.92	$11.50	$15.90	$0.00	$73.32
	08/01/2020	$47.35	$11.50	$15.90	$0.00	$74.75
	02/01/2021	$48.78	$11.50	$15.90	$0.00	$76.18
	08/01/2021	$50.21	$11.50	$15.90	$0.00	$77.61
	02/01/2022	$51.64	$11.50	$15.90	$0.00	$79.04
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2020	$49.36	$13.35	$24.12	$2.61	$89.44
	08/01/2020	$50.96	$13.35	$24.12	$2.66	$91.09
	02/01/2021	$52.61	$13.35	$24.12	$2.71	$92.79
	08/01/2021	$54.36	$13.35	$24.12	$2.76	$94.59
	02/01/2022	$56.11	$13.35	$24.12	$2.81	$96.39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SHEET METAL WORKER - Local 17-A*

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	$20.73	$13.35	$5.89	$0.00	$39.97
2	42	$20.73	$13.35	$5.89	$0.00	$39.97
3	47	$23.20	$13.35	$11.13	$1.43	$49.11
4	47	$23.20	$13.35	$11.13	$1.43	$49.11
5	52	$25.67	$13.35	$12.08	$1.53	$52.63
6	52	$25.67	$13.35	$12.33	$1.54	$52.89
7	60	$29.62	$13.35	$13.70	$1.70	$58.37
8	65	$32.08	$13.35	$15.15	$1.80	$62.38
9	75	$37.02	$13.35	$16.56	$2.01	$68.94
10	85	$41.96	$13.35	$17.96	$2.20	$75.47

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	$21.40	$13.35	$5.89	$0.00	$40.64
2	42	$21.40	$13.35	$5.89	$0.00	$40.64
3	47	$23.95	$13.35	$11.13	$1.45	$49.88
4	47	$23.95	$13.35	$11.13	$1.45	$49.88
5	52	$26.50	$13.35	$12.08	$1.56	$53.49
6	52	$26.50	$13.35	$12.33	$1.57	$53.75
7	60	$30.58	$13.35	$13.70	$1.73	$59.36
8	65	$33.12	$13.35	$15.15	$1.85	$63.47
9	75	$38.22	$13.35	$16.56	$2.04	$70.17
10	85	$43.32	$13.35	$17.96	$2.24	$76.87

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	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*	03/01/2020	$60.82	$9.68	$20.55	$0.00	$91.05
	10/01/2020	$62.32	$9.68	$20.55	$0.00	$92.55
	03/01/2021	$63.82	$9.68	$20.55	$0.00	$94.05

Apprentice - *SPRINKLER FITTER - Local 550 (Section A) Zone 1*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$21.29	$9.68	$11.61	$0.00	$42.58
2	40	$24.33	$9.68	$12.30	$0.00	$46.31
3	45	$27.37	$9.68	$12.99	$0.00	$50.04
4	50	$30.41	$9.68	$13.73	$0.00	$53.82
5	55	$33.45	$9.68	$14.36	$0.00	$57.49
6	60	$36.49	$9.68	$15.05	$0.00	$61.22
7	65	$39.53	$9.68	$15.74	$0.00	$64.95
8	70	$42.57	$9.68	$16.43	$0.00	$68.68
9	75	$45.62	$9.68	$17.11	$0.00	$72.41
10	80	$48.66	$9.68	$17.80	$0.00	$76.14

Effective Date - 10/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$21.81	$9.68	$11.61	$0.00	$43.10
2	40	$24.93	$9.68	$12.30	$0.00	$46.91
3	45	$28.04	$9.68	$12.99	$0.00	$50.71
4	50	$31.16	$9.68	$13.73	$0.00	$54.57
5	55	$34.28	$9.68	$14.36	$0.00	$58.32
6	60	$37.39	$9.68	$15.05	$0.00	$62.12
7	65	$40.51	$9.68	$15.74	$0.00	$65.93
8	70	$43.62	$9.68	$16.43	$0.00	$69.73
9	75	$46.74	$9.68	$17.11	$0.00	$73.53
10	80	$49.86	$9.68	$17.80	$0.00	$77.34

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN *ELECTRICIANS LOCAL 103*	03/01/2020	$40.13	$13.00	$17.12	$0.00	$70.25
	09/01/2020	$41.20	$13.00	$17.16	$0.00	$71.36
	03/01/2021	$42.66	$13.00	$17.27	$0.00	$72.93
	09/01/2021	$44.32	$13.00	$17.38	$0.00	$74.70
	03/01/2022	$45.83	$13.00	$17.49	$0.00	$76.32
	09/01/2022	$47.55	$13.00	$17.62	$0.00	$78.17
	03/01/2023	$49.11	$13.00	$17.73	$0.00	$79.84

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TELECOMMUNICATION TECHNICIAN - Local 103*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$18.06	$13.00	$0.54	$0.00	$31.60
2	45	$18.06	$13.00	$0.54	$0.00	$31.60
3	50	$20.07	$13.00	$14.00	$0.00	$47.07
4	50	$20.07	$13.00	$14.00	$0.00	$47.07
5	55	$22.07	$13.00	$14.31	$0.00	$49.38
6	60	$24.08	$13.00	$14.62	$0.00	$51.70
7	65	$26.08	$13.00	$14.94	$0.00	$54.02
8	70	$28.09	$13.00	$15.26	$0.00	$56.35
9	75	$30.10	$13.00	$15.56	$0.00	$58.66
10	80	$32.10	$13.00	$15.87	$0.00	$60.97

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$18.54	$13.00	$0.57	$0.00	$32.11
2	45	$18.54	$13.00	$0.57	$0.00	$32.11
3	50	$20.60	$13.00	$14.02	$0.00	$47.62
4	50	$20.60	$13.00	$14.02	$0.00	$47.62
5	55	$22.66	$13.00	$14.33	$0.00	$49.99
6	60	$24.72	$13.00	$14.64	$0.00	$52.36
7	65	$26.78	$13.00	$14.96	$0.00	$54.74
8	70	$28.84	$13.00	$15.28	$0.00	$57.12
9	75	$30.90	$13.00	$15.59	$0.00	$59.49
10	80	$32.96	$13.00	$15.90	$0.00	$61.86

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2020	$53.34	$10.75	$21.94	$0.00	$86.03
	08/01/2020	$54.69	$10.75	$22.09	$0.00	$87.53
	02/01/2021	$55.33	$10.75	$22.09	$0.00	$88.17
	08/01/2021	$56.73	$10.75	$22.25	$0.00	$89.73
	02/01/2022	$57.32	$10.75	$22.25	$0.00	$90.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TERRAZZO FINISHER - Local 3 Marble & Tile*

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.67	$10.75	$21.94	$0.00	$59.36
2	60	$32.00	$10.75	$21.94	$0.00	$64.69
3	70	$37.34	$10.75	$21.94	$0.00	$70.03
4	80	$42.67	$10.75	$21.94	$0.00	$75.36
5	90	$48.01	$10.75	$21.94	$0.00	$80.70

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.35	$10.75	$22.09	$0.00	$60.19
2	60	$32.81	$10.75	$22.09	$0.00	$65.65
3	70	$38.28	$10.75	$22.09	$0.00	$71.12
4	80	$43.75	$10.75	$22.09	$0.00	$76.59
5	90	$49.22	$10.75	$22.09	$0.00	$82.06

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER *LABORERS - FOUNDATION AND MARINE*	12/01/2019	$40.50	$8.10	$16.80	$0.00	$65.40
	06/01/2020	$41.49	$8.10	$16.80	$0.00	$66.39
	12/01/2020	$42.47	$8.10	$16.80	$0.00	$67.37
	06/01/2021	$43.49	$8.10	$16.80	$0.00	$68.39
	12/01/2021	$44.50	$8.10	$16.80	$0.00	$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER *LABORERS - FOUNDATION AND MARINE*	12/01/2019	$39.22	$8.10	$16.80	$0.00	$64.12
	06/01/2020	$40.21	$8.10	$16.80	$0.00	$65.11
	12/01/2020	$41.19	$8.10	$16.80	$0.00	$66.09
	06/01/2021	$42.21	$8.10	$16.80	$0.00	$67.11
	12/01/2021	$43.22	$8.10	$16.80	$0.00	$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER *LABORERS - FOUNDATION AND MARINE*	12/01/2019	$39.10	$8.10	$16.80	$0.00	$64.00
	06/01/2020	$40.09	$8.10	$16.80	$0.00	$64.99
	12/01/2020	$41.07	$8.10	$16.80	$0.00	$65.97
	06/01/2021	$42.09	$8.10	$16.80	$0.00	$66.99
	12/01/2021	$43.10	$8.10	$16.80	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.23	$12.50	$15.70	$0.00	$76.43
	06/01/2020	$49.31	$12.50	$15.70	$0.00	$77.51
	12/01/2020	$50.45	$12.50	$15.70	$0.00	$78.65
	06/01/2021	$51.54	$12.50	$15.70	$0.00	$79.74
	12/01/2021	$52.68	$12.50	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2019	$36.22	$12.41	$13.72	$0.00	$62.35
	06/01/2020	$37.12	$12.41	$13.72	$0.00	$63.25
	08/01/2020	$37.12	$12.91	$13.72	$0.00	$63.75
	12/01/2020	$37.12	$12.91	$14.82	$0.00	$64.85
	06/01/2021	$37.92	$12.91	$14.82	$0.00	$65.65
	08/01/2021	$37.92	$13.41	$14.82	$0.00	$66.15
	12/01/2021	$37.92	$13.41	$16.01	$0.00	$67.34
TUNNEL WORK - COMPRESSED AIR *LABORERS (COMPRESSED AIR)*	12/01/2019	$51.38	$8.10	$17.20	$0.00	$76.68
	06/01/2020	$52.37	$8.10	$17.20	$0.00	$77.67
	12/01/2020	$53.35	$8.10	$17.20	$0.00	$78.65
	06/01/2021	$54.37	$8.10	$17.20	$0.00	$79.67
	12/01/2021	$55.38	$8.10	$17.20	$0.00	$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) *LABORERS (COMPRESSED AIR)*	12/01/2019	$53.38	$8.10	$17.20	$0.00	$78.68
	06/01/2020	$54.37	$8.10	$17.20	$0.00	$79.67
	12/01/2020	$55.35	$8.10	$17.20	$0.00	$80.65
	06/01/2021	$56.37	$8.10	$17.20	$0.00	$81.67
	12/01/2021	$57.38	$8.10	$17.20	$0.00	$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR *LABORERS (FREE AIR TUNNEL)*	12/01/2019	$43.45	$8.10	$17.20	$0.00	$68.75
	06/01/2020	$44.44	$8.10	$17.20	$0.00	$69.74
	12/01/2020	$45.42	$8.10	$17.20	$0.00	$70.72
	06/01/2021	$46.44	$8.10	$17.20	$0.00	$71.74
	12/01/2021	$47.45	$8.10	$17.20	$0.00	$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	12/01/2019	$45.45	$8.10	$17.20	$0.00	$70.75
	06/01/2020	$46.44	$8.10	$17.20	$0.00	$71.74
	12/01/2020	$47.42	$8.10	$17.20	$0.00	$72.72
	06/01/2021	$48.44	$8.10	$17.20	$0.00	$73.74
	12/01/2021	$49.45	$8.10	$17.20	$0.00	$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	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*	12/01/2019	$39.40	$8.10	$16.60	$0.00	$64.10
	06/01/2020	$40.39	$8.10	$16.60	$0.00	$65.09
	12/01/2020	$41.37	$8.10	$16.60	$0.00	$66.07
	06/01/2021	$42.39	$8.10	$16.60	$0.00	$67.09
	12/01/2021	$43.40	$8.10	$16.60	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2019	$48.73	$12.50	$15.70	$0.00	$76.93
	06/01/2020	$49.83	$12.50	$15.70	$0.00	$78.03
	12/01/2020	$50.98	$12.50	$15.70	$0.00	$79.18
	06/01/2021	$52.08	$12.50	$15.70	$0.00	$80.28
	12/01/2021	$53.23	$12.50	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER *PLUMBERS & GASFITTERS LOCAL 12*	03/01/2020	$58.69	$12.07	$17.26	$0.00	$88.02
	09/01/2020	$60.19	$12.07	$17.26	$0.00	$89.52
	03/01/2021	$61.69	$12.07	$17.26	$0.00	$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$28.83	$8.75	$1.86	$0.00	$39.44
	08/30/2020	$29.67	$9.25	$1.89	$0.00	$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$40.84	$8.75	$10.02	$0.00	$59.61
	08/30/2020	$42.03	$9.25	$10.27	$0.00	$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$33.64	$8.75	$9.86	$0.00	$52.25
	08/30/2020	$34.62	$9.25	$10.07	$0.00	$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$26.43	$8.75	$1.79	$0.00	$36.97
	08/30/2020	$27.20	$9.25	$1.82	$0.00	$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$40.84	$8.75	$14.10	$0.00	$63.69
	08/30/2020	$42.03	$9.25	$14.35	$0.00	$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$36.04	$8.75	$10.65	$0.00	$55.44
	08/30/2020	$37.09	$9.25	$10.87	$0.00	$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$21.62	$8.75	$1.65	$0.00	$32.02
	08/30/2020	$22.25	$9.25	$1.67	$0.00	$33.17
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$26.43	$8.75	$1.79	$0.00	$36.97
	08/30/2020	$27.20	$9.25	$1.82	$0.00	$38.27
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$48.05	$8.75	$17.19	$0.00	$73.99
	08/30/2020	$49.45	$9.25	$17.48	$0.00	$76.18

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LINEMAN (Outside Electrical) - East Local 104*

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$28.83	$8.75	$3.36	$0.00	$40.94
2	65	$31.23	$8.75	$3.44	$0.00	$43.42
3	70	$33.64	$8.75	$3.51	$0.00	$45.90
4	75	$36.04	$8.75	$5.08	$0.00	$49.87
5	80	$38.44	$8.75	$5.15	$0.00	$52.34
6	85	$40.84	$8.75	$5.23	$0.00	$54.82
7	90	$43.25	$8.75	$7.30	$0.00	$59.30

Effective Date - 08/30/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$29.67	$9.25	$3.39	$0.00	$42.31
2	65	$32.14	$9.25	$3.46	$0.00	$44.85
3	70	$34.62	$9.25	$3.54	$0.00	$47.41
4	75	$37.09	$9.25	$5.11	$0.00	$51.45
5	80	$39.56	$9.25	$5.19	$0.00	$54.00
6	85	$42.03	$9.25	$5.26	$0.00	$56.54
7	90	$44.51	$9.25	$7.34	$0.00	$61.10

Notes:

Apprentice to Journeyworker Ratio:1:2

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

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

TREE TRIMMER GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	01/31/2016	$16.32	$3.55	$0.00	$0.00	$19.87

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)
Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.
*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.