Solicitation for:
Synthetic Turf Replacement @ Woburn High School
IFB 20-14
City of Woburn, Massachusetts

Posted: May 13, 2020
Due: May 28, 2020 at 12:00 PM EST
Questions due by: May 20, 2020 @ 12:00 NOON
odeluca@cityofwoburn.com

Deliver to:
City of Woburn / Purchasing Department
Orazio DeLuca, MCPPO
Chief Procurement Officer
10 Common Street
Woburn, MA 01801

SECTION 1.0
INSTRUCTIONS TO OFFEROR

1.1 General

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

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

1.2 General Information & Submission Instructions

1.2.1 Bid Delivery

Responses must be delivered by **May 28, 2020 at 12:00 PM EST** to City of Woburn, Purchasing Department, Attn: Orazio DeLuca, 10 Common St. Woburn, MA 01801. One (1) original of the response should be submitted. Response must be sealed and marked with the solicitation tile and number. All bids must include a forms items listed in Section 1.1.

1.2.2 Bid Signature

A response must be signed as follows: 1) if the 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 **($5,000)**
- 50% Payment Bond (Required for Awarded Contractor Only) provided within 10 days of award notice. Labor and Materials Bond from a surety company qualified to do business under the Laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority in the amount stated.

1.2.5 Changes & Addenda

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

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

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

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

1.3 Questions about the Solicitation

Questions concerning this solicitation must be submitted in writing to: Orazio DeLuca, City of Woburn, Purchasing Department, 10 Common St. Woburn, MA 01801 **before @ 12:00 NOON May 20, 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 or proposers contact anyone outside of the Purchasing Department regarding this bid/proposal, that bidder/proposer will be disqualified immediately.

1.4 Quality Requirements

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

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

QUALITY REQUIREMENTS		YES	NO
1.	Contractor can meet the requirements within the bid package?		
2.	Contractor has personnel on staff with experience in installation of Turf?		
3.	Contractor to be in business for at least five (5) years providing turf replacement		
4.	Optional: Are you a Mass. Supplier Diversity Office MBE/WBE certified minority or woman owned business?		

1.5 Rule for Award

A contract will be awarded to the responsive and responsible bidder offering the lowest firm fixed price (FFP) for the following: 1. Base bid only OR Base bid plus Alternate #1.

Base Bid: Turf Installation with all labor and materials required.

Alternate #1: Polyurethane Track System Repair and Resurface

1.6 Tie Breaker Policy

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

SECTION 2.0
GENERAL TERMS, CONDITIONS, CERTIFICATIONS

2.1 Bid Offers

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

2.2 Prices

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

2.3 Awards

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

2.4. Payment

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

2.5. Guarantees

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

2.6 Patents

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

2.7 Legality

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

2.8 Taxes

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

2.9 Bonds

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

2.10 Orders

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

2.11 Indemnity

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

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

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

2.13 Minority Business Enterprise Plan

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

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

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

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

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

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

2.14 Right to Know Legislation

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

2.15 Non-Collusion Affidavit

M.G.L., Ch.30, s.39M and/or Ch.30B, s. 10 Any person submitting a bid or 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.

2.16 State Taxes Paid

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

2.17 Bid Offers

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

2.18 Unit Price

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

2.19 Insurance

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

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

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

2.20 Independent Contractor

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

2.21 Complete Agreement

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

2.22 Assignment / Sub-Contracting

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

2.23 Conflict of Interest

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

2.24 Termination

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

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

2.25 Return of property

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

2.26 Interpretations of Specifications

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

2.27 Information

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

2.28 Price Reduction

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

2.29 Governing Law

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

2.30. Enforceability

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

2.31 Samples

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

2.32 Discrimination

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

(THIS AREA IS LEFT BLANK INTENTIONALLY)

CERTIFICATIONS

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

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

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

Print Name _____

Circle: Corporation Partnership Individual

Authorized Signature _____

Print Name _____

Title of Person Signing Bid or Proposal _____

Date _____

Company Federal ID # or Social Security # _____

State of Incorporation _____

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

EMAIL ADDRESS: _____

SECTION 3.0
INVOICING REQUIREMENTS

3.1 General

Each invoice shall be mailed to the designated billing office at the following address after completion of order:

Department	Address
City	Woburn Department of Public Works Attn: Terry Cochran 50 North Warren Street Woburn, MA 01801 tcochran@cityofwoburn.com
School	**Woburn Public Schools** **Attn: David Dunkley** **55 Locust Street** **Woburn, MA 01801** **ddunkley@woburnpublicschools.com**
Police	Woburn Police Department Attn: Michelle Provinzano 25 Harrison Ave Woburn, MA 01801 mprovinzano@woburnpd.com
Fire	Woburn Fire Department Attn: Jannell Evans 124 Main St. Woburn, MA 01801 jevans@woburnfd.com

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

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

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

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

SECTION 4.0
STATEMENT OF WORK (SOW)

Polyurethane Track System
Repair and Resurface

PART 1 GENERAL

1.01 SCOPE OF WORK

The following specification and qualifications are for the renovation of the existing polyurethane synthetic running track surface located at Woburn High School. The specification includes but is not limited to the following:

1. Existing surface patching and repair to track and field events
2. BSS-100 Polyurethane system structural spray of track and field events
3. Line Markings and Lettering

1.02 SUBMITALS

A. Product data on materials and installation procedures.

B. Submit **Certified Track Builder** documentation as provided by the American Sports Builders Association.

C. Beypur 160 waterborne aliphatic polyurethane coating, as manufactured by Beynon Sport Surfaces, is the standard to which other alternative spray binders must conform. Any binders to be considered, as an equal must have written confirmation by the manufacturer that the binders have been produced specifically for use in running track surfacing construction.

1. Submit name, contact, telephone number, qualifications and a list of references of track surfacing installer as defined in 1.05 below.

D. Submit to the owner name, contact, telephone number and qualifications and list of references of line stripper.

E. Submit name of foreman and a list of previously installed projects for Owner inspection prior to start of work.

F. Prior to final acceptance, the contractor shall submit to the owner three (3) copies of maintenance manuals, which will include all necessary instructions for the proper care and preventative maintenance of a polyresin track surface.

1.03 PRE-INSTALLATION MEETINGS

A. Prior to the installation of the track system the Owner and polyurethane track surface installer shall meet to establish special requirements, proper sequence and method of installation.

B. Upon mobilization of line striper, Contractor shall conduct a meeting, which shall include the owner, the contractor and the line striper to confirm all track markings.

1.04 REFERENCE STANDARDS

A. Except as otherwise specified herein, the material and construction should be in accordance with the Department of Public Works, Standard Specifications for Highways and Bridges (SSHB) of the Commonwealth of Massachusetts, latest edition, including all addenda.

B. The American Sports Builders Association (ASBA), formerly the United States Tennis Court and Track Builders Association (USTCTBA)

1.05 QUALITY ASSURANCE

A. Installer of track surfacing shall be a member in good standing with the **American Sports Builders Association** with specific qualifications in building and constructing tennis courts and running tracks. Approved installer of running track surfacing system shall be fully knowledgeable and completely experienced with the manufacture and installation of running track surface systems for outdoor use.

Installer **must** employ a **Certified Track Builder**, as conferred by the **American Sports Builders Association**. This is mandatory.

Approved manufacturer and installer shall have demonstrated at least 10 years experience in the manufacturer and installation of Polyurethane Systems. Installer must have successfully installed at least 10 complete BSS-100 polyurethane running track surface system, utilizing waterborne aliphatic polyurethane coating, in Massachusetts. Manufacturer and Installer must have remained in business, under the same name, for at least 10 years.

B. No part of the surfacing installation will be conducted during rainfall or

when rain is imminent. After rainfall, sufficient time shall be given to allow the surface to dry thoroughly. Materials are to be only applied when ambient temperature is 50°F and rising.

PART 2 PRODUCTS

2.01 RESILIENT TRACK SURFACE

A. Resilient track surface shall be BSS-100 Waterborne Aliphatic Polyurethane system structural spray; manufactured by Beynon Sport Surfaces of Hunt Valley, MD; and installed by Cape & Island Tennis & Track of Pocasset, MA (800-422-1827). Or approved equal.

B. All liquid products shall be supplied by one manufacturer

C. The spray coating shall be BEYPUR 160 Waterborne Aliphatic Polyurethane Spray. The coating shall be red. Pigment intergraded in the field shall not be allowed.

E. The rubber granules for the BEYPUR structural spray wearing coats shall be EPDM peroxide cured, synthetic rubber containing a minimum 20% EPDM resin, with a specific gravity of 1.5 ± 0.1 g/cm3. The EPDM rubber shall be red.

PART 3 EXECUTION

3.01 REPAIR

A. Portions of the surface are either weakened or have torn and delaminated from asphalt substrate. Cut out and replace these areas with BSS-100 polyurethane patching material.

B. Areas in need of repair include miscellaneous locations around the track, some failed surface seams, and high wear areas like the event runways and starting locations. **Please Note: The bidder is recommended to perform a site visit to prior to bidding to insure an awareness of accurate repair amounts.**

3.02 CLEANING AND REPAIR OF EXISTING SURFACE

A. Prior to the application of additional layers of new material, the existing surface is to be cleaned of all loose dirt and debris. Any areas of the existing surface that have worn to the asphalt base or have delaminated from the base, shall be removed and cleaned and repaired.

3.03 SRUCTURAL COATING APPLICATION

A. The structural spray will be applied in two (2) layers. The application will consist of specifically graded .5-1.5mm red EPDM rubber particles and pre-pigmented Polyurethane Coating. The layers will total 3.6 lbs. of coating per square yard.

3.04 LINE MARKING

A. Wait 48 hours after completion of surfacing before applying line marking.

B. Locate and establish all radius points.

C. Establish and set all necessary control points.

D. Layout all lines and markings to within a ½" tolerance.

E. Provide all computations and measurements in an organized form.

F. Establish all locations on the curves using a transit or Theodolite capable of reading direct to 20 seconds.

G. Identify all markings, where appropriate, by painting the identification directly onto the track surface in 4" letters just below or in front of each mark in the right hand portion of the lane.

H. Paint all of the large, 3' high; lane numbers in two (2) colors, utilizing shadowed backgrounds.

I. All lines shall receive sufficient paint to assure opacity and uniformity of color.

J. Paints shall be used directly from original containers and shall be thinned only when hot temperatures dictate thinning for smooth applications.

K. Amount of paint used shall be as recommended by the manufacturer.

L. Competent, experienced and fully qualified personnel shall make all measurements.

M. The paint shall be compatible with the synthetic surface materials and recommended by the surface manufacturer.

N. The markings shall include all events and marks required or recommended by the NFHS and MIAAA High School Rules.

O. Certification of Calculations and Line Layout shall be signed by both the Measurer and Certified Track Builder.

3.05 CLEANUP AND MAINTENANCE

A. Upon completion of the work, the contractor shall remove all containers, surplus materials and debris. The site will be left in a clean and orderly manner acceptable to the Owner.

B. Clean entire area daily. All trash and job related debris shall be removed from the site or stored in an approved dumpsters at the end of each day's work. The location of any dumpsters shall be coordinated with the school department. Dumpsters shall be covered at all times other than loading and unloading. Dumpsters shall be emptied in a timely fashion to provide adequate capacity for job related debris at all times. Storage of job related debris in locations other than dumpsters or approved staging areas shall not be permitted. Remove and dispose of all demolition materials, trash and debris, except materials specifically designed to remain as property of the Owner, in strict accordance with Local, State and Federal laws.

C. References that are submitted in the bid must demonstrate experience of successfully installed, repaired, renovated and guaranteed at least five running track projects for school districts, colleges, or universities (public or private), other governmental agencies or private business.

ARTIFICIAL GRASS FIELDTURF INSTALLATION

PART 1 GENERAL

1.01 WORK INCLUDED

A. Furnish all qualified labor, tools and equipment necessary to install FieldTurf as indicated on the plans and as specified herein. The installation shall be performed in strict accordance with FieldTurf's installation instructions and in accordance with all approved shop drawings.
B. Removal and Disposal of the current turf system
C. Fine grade for planarity the existing base
D. Owner has purchased FieldTurf materials direct under separate contract.

1.02 RELATED SECTIONS

A. Section 02731 - Artificial Grass FieldTurf

1.03 SUBMITTALS

A. Submit within 7 days from Notice Of Intent To Award the following information:

1. Installation References requested in Section 1.04 - Quality Assurance

2. Certification from manufacturer that installer has been trained and is approved to install FieldTurf products.

1.04 QUALITY ASSURANCE

A. FieldTurf Installer Qualifications:

1. Must be in the business of FieldTurf installation for at least three years.

2. Must be certified by the manufacturer as acceptable installer for FieldTurf fields.

B. Prior to the beginning of installation, the Installer of FieldTurf shall inspect the subbase and accept in writing the sub-base surface planarity (tolerance-to-grade).

C. Pre-Approved Exclusive FieldTurf Installation Companies:

1. **Field Turf – East Coast Installations**
   Jack Nolan
   (978) 891-2073
   Jack.Nolan@fieldturf.com

2. **Chenango Contracting**
   Chuck Rhodes
   (607) 761-6244
   chuck@chenangocontracting.com

3. **Land Tek**
   Anthony Gusmano
   (631) 466-2948
   agusmano@landtekgroup.com

1.05 PRE-INSTALLATION MEETING

A. Convene one week before starting work of this section.

1.06 MAINTENANCE SERVICE

A. The Turf Installer will train the Owner's facility maintenance staff in the use of FieldTurf's recommended groomer.

PART 2 EXECUTION

2.01 GENERAL

A. The installation shall be performed in full compliance with approved Shop Drawings.

B. The installer must have trained technicians, skilled in the installation of athletic caliber synthetic turf systems working under the direct supervision of the approved installer supervisors, shall undertake any cutting, sewing, gluing, shearing, topdressing or brushing operations.

C. The designated Supervisory personnel on the project must be certified, in writing by FieldTurf, as competent in the installation of this material, including sewing seams and proper installation of the Infill mixture.

2.02 EXAMINATION OF THE BASE BY THE TURF INSTALLATION CONTRACTOR

A. The surface to receive the synthetic turf shall be inspected by the Installer, and prior to the beginning of installation, the Installer must accept in writing the sub-base surface planarity. The surface must be perfectly clean as installation commences and shall be maintained in that condition throughout the process.

B. The final grade of the finishing stone shall not vary from the specified grade by more than 1/4" from design grade, nor by more than ¼" when measured under a 10 ft straightedge, in all directions. Box Drag fine grading is mandatory by the Contractor building the base. This tolerance is required over the entire field. The turf installation company shall not commence work until the base has been checked for compaction, tolerance to grade, and porosity.

2.03 INSTALLATION--GENERAL

Install in accordance with FieldTurf's instructions. Any variance from these requirements must be accepted in writing, by FieldTurf's on-site representative, and submitted to the Architect/Owner, verifying that the changes do not in any way affect the warranty. Infill materials shall be approved by FieldTurf and installed in accordance with FieldTurf's standard procedures.

2.04 INSTALLATION OF THE FIELDTURF FABRIC

1. The carpet rolls are to be installed directly over the properly prepared aggregate or acceptable asphaltic-concrete or concrete base. Extreme care should be taken to avoid disturbing the aggregate base, both in regard to compaction and planarity. It is suggested that a 2-5 ton static roller is on site and available to repair and properly compact any disturbed areas of the aggregate base.

2. The full width rolls shall be laid out across the field. Turf shall be of sufficient length to permit full cross-field installation from sideline to sideline. No head or cross seams will be allowed in the main playing area between the sidelines. Utilizing standard state of the art sewing procedures each roll shall be attached to the next. When all of the rolls of the playing surface have been installed, the sideline areas shall be installed at right angles to the playing field turf.

3. This is a 99% sewn installation. Gluing of rolls shall not be acceptable. Minimum gluing will only be permitted to repair problem areas, corner completions, and to cut in any logos or inlaid lines as required by the specifications. All seams shall be sewn using double bagger stitches and polyester thread or adhered using seaming tape and high grade adhesive (per the manufacturer's standard procedures). Seams shall be flat, tight, and permanent with no separation or fraying.

4. Infill materials shall be applied in numerous thin lifts. The turf shall be brushed as the mixture is applied. The infill material shall be installed to a depth determined by FieldTurf.

5. The Infill materials shall be installed to fill the voids between the fibers and allow the fibers to remain vertical and non-directional. The Infill installation consists of a base layer of sand followed by a homogenous mixture of the sand and the cryogenically processed rubber. A final application of specifically sized cryogenically processed rubber completes the system. The Infill shall be installed to the depth of 1 %". Infill density shall consist of no more than 7 pounds of sand and at least 3 pounds of rubber per square foot. The Infill shall be placed so that there is a void of %" to the top of the fibers. The top lift of fill must be 100% SBR rubber, cryogenically ground.

6. Synthetic turf shall be attached to the perimeter edge detail in accordance with the FieldTurf's standard procedures. The perimeter edge detail must be designed to provide a permanent edge attachment for the turf fabric so as to prevent the fabric from creating a tripping hazard at the edge of the field.

3.04 FIELD MARKINGS

A. Installer shall be responsible for installation in accordance with approved project shop drawings that will be provided by FieldTurf.

3.05 WARRANTY

A. Installer shall provide an (8) year warranty.

3.06 **CLEAN UP/CLOSE OUT**

A. Installer shall provide the labor, supplies, and equipment as necessary for final cleaning of surfaces and installed items.

END OF SECTION

WOBURN HIGH SCHOOL
STADIUM FIELD
WOBURN, MA

FieldTurf
A Tarkett Sports Company

FIELD LAYOUT SUBMITTALS PREPARED BY: FIELDTURF
DRAWN BY: JOE BUGGEMI & JOSEPH LAVIGNE
DATE: MARCH 26, 2020

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FTVTP-1

APPROVED BY:	
SIGNATURE:	
PRINTED NAME:	
TITLE:	
DATE:	

SPORT COLORS:

FOOTBALL
COMPLETE COLOR NAME: WHITE
PANTONE COLOR NUMBER: WHITE

LEGEND:

FIELD/SUMMER GREEN FIELDTURF
84,674 sq. ft.

FIELD LAYOUT NOTES:

FOOTBALL MARKINGS ARE 4" WHITE NFHS STANDARDS.

ALL DIMENSIONS TO BE VERIFIED BEFORE ANY CONSTRUCTION BEGINS.

DRAWN BY:	J. B.
CHECKED BY:	-
SCALE:	1"=30'
TOTAL FIELD AREA:	84,674 sq. ft.
PERIMETER:	1182 ft.

Scale is only accurate when this drawing is printed on 11" X 17" paper.

FieldTurf
A Tarkett Sports Company

WOBURN HIGH SCHOOL
STADIUM FIELD
WOBURN, MA

SHEET: 1/3 FIELD LAYOUT

ISSUE: SUBMITTAL

DATE: MARCH 26, 2020

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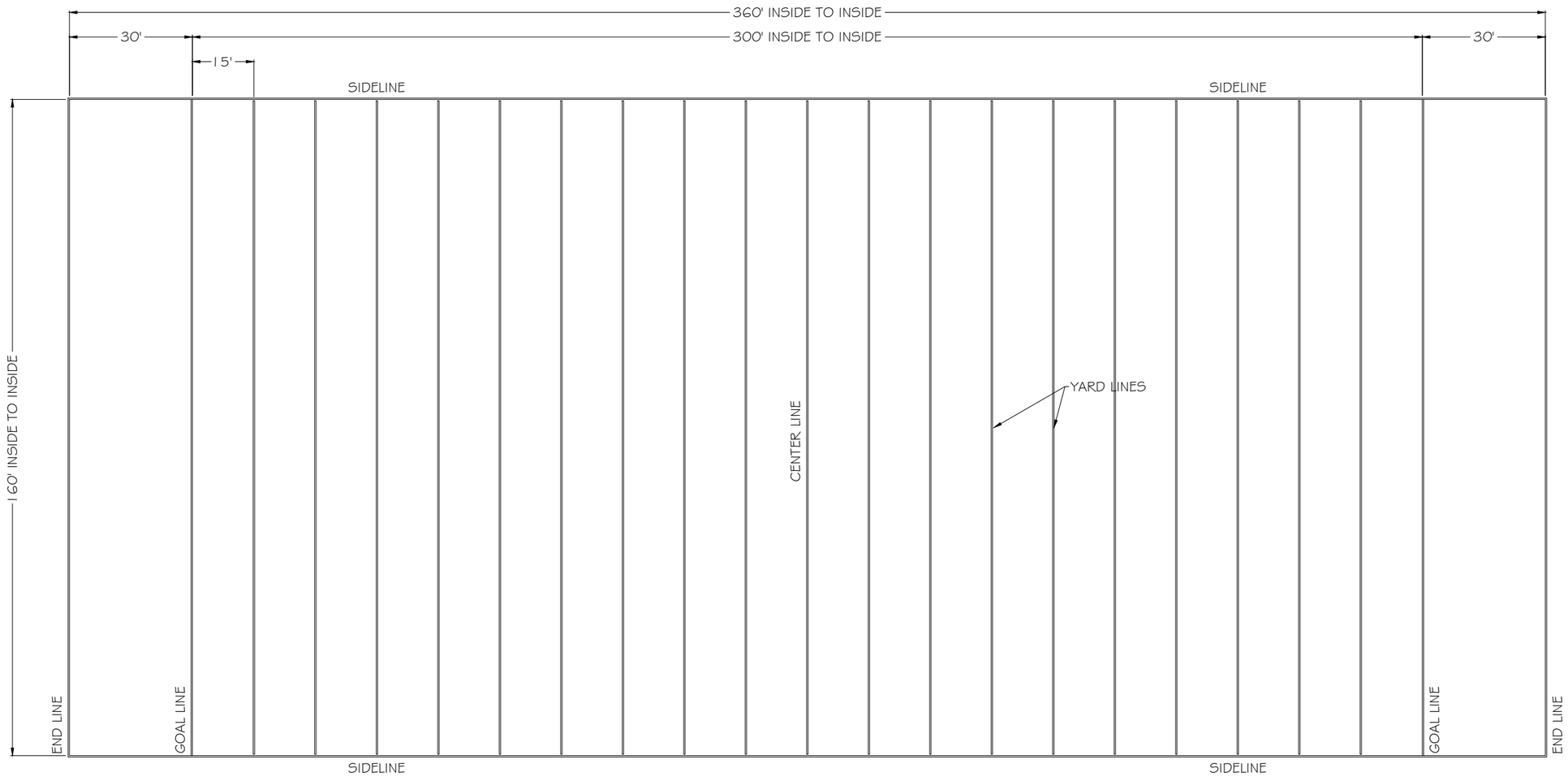
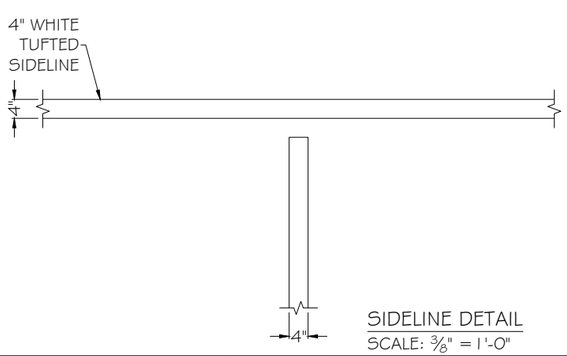


FOOTBALL FIELD LAYOUT
SCALE: 1" = 40'-0"



SIDELINE DETAIL
SCALE: 3/8" = 1'-0"

LEGEND:

TUFTED WHITE LINE
(INDICATED ON DETAILS ONLY)

FOOTBALL LAYOUT NOTES:

SIDELINES, END LINES, GOAL LINES, YARD LINES AND RESTRAINING LINES ARE TUFTED WHITE LINES.

ALL OTHER FIELD MARKINGS ARE TO BE WHITE INLAID TURF.

DRAWN BY: J. L.
CHECKED BY: J. B.
SCALE: AS SHOWN

Scale is only accurate when this drawing is printed on 11" X 17" paper.

FieldTurf
A Tarkett Sports Company

WOBURN HIGH SCHOOL
STADIUM FIELD
WOBURN, MA

SHEET: 2/3 FOOTBALL MARKINGS
ISSUE: SUBMITTAL
DATE: MARCH 26, 2020

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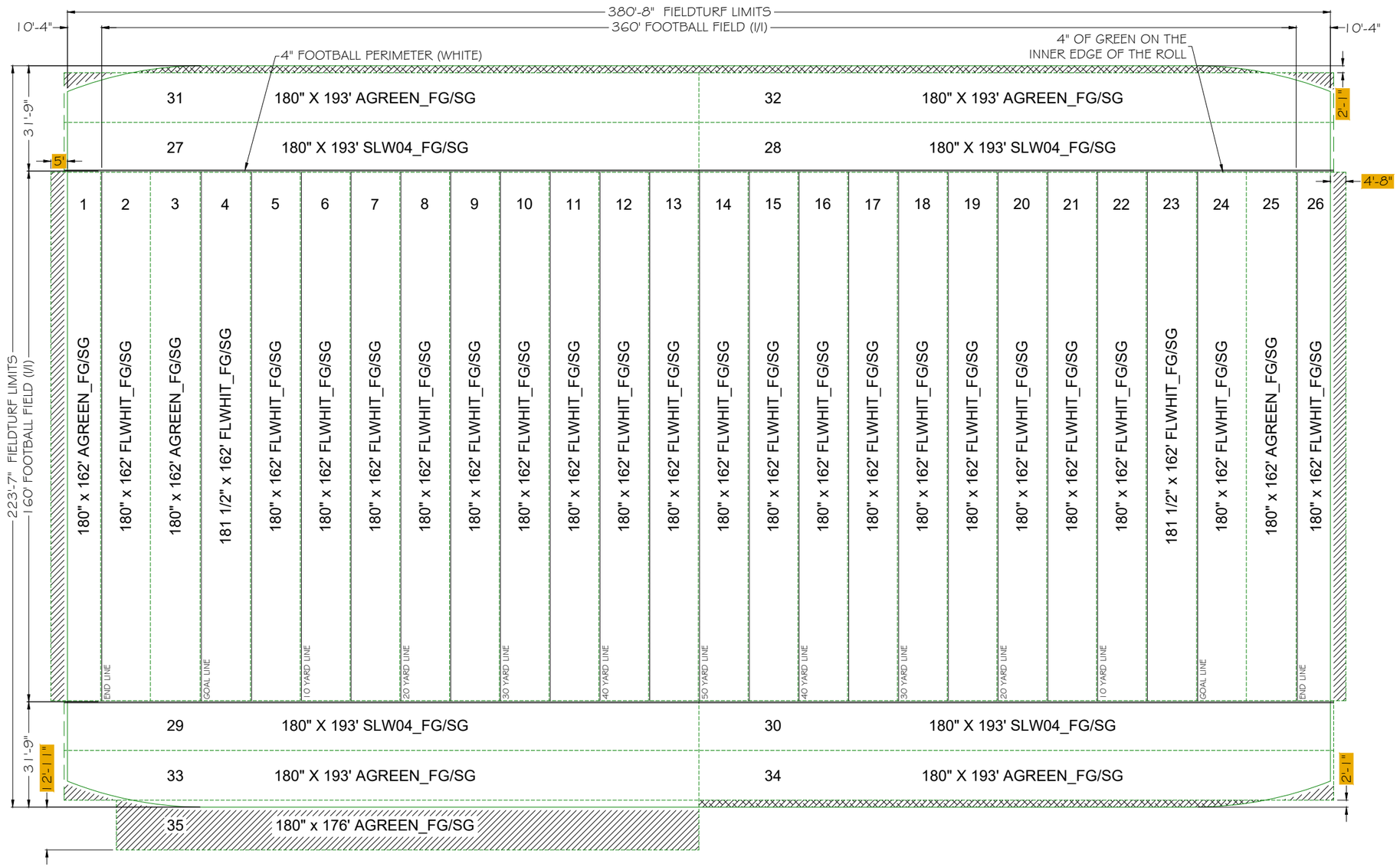
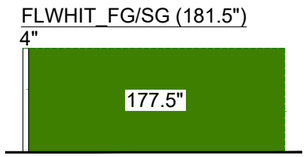
FTVTP-1



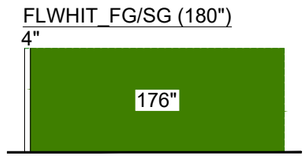
ROLL LEGEND:

FLWHIT_FG/SG (181.5")



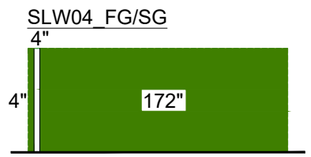
(4, 23)

FLWHIT_FG/SG (180")



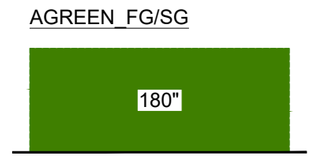
(2, 5-22, 24, 26)

SLW04_FG/SG



(27-30)

AGREEN_FG/SG



(1, 3, 25)

INSTALLATIONS NOTES:

1. ROLLS (SEAMS) ARE SHOWN IN DASHED LINES.
2. FIELD EDGE AND SPORTS LINES ARE SHOWN IN CONTINUOUS LINES.
3. ROLLS #2 & #26 HAVE THE FOOTBALL END LINES.
4. ROLLS #4 & #24 HAVE THE FOOTBALL GOAL LINES.
5. ROLLS #27 TO #30 HAVE THE FOOTBALL SIDELINES.
6. THE FOOTBALL SIDELINE ROLLS HAVE 4" OF GREEN ON THE FIELD SIDE OF THE ROLLS.
7. THE INSTALLATION OF THE ROLLS SHOULD START FROM THE 50-YARD LINE (ROLL #13/14).
8. USE THE LEGEND FOR PLACEMENT OF EXCESS ROLLS.

CUT-OFFS FROM ROLLS

PLACEMENT OF CUT-OFFS

FIELD GREEN FIELD AREA: 84,674 sq. ft.

FIELD GREEN TURF MANUF'D: 89,021 sq. ft.

FIELD GREEN EXTRA TURF: 5.1 %

DRAWN BY:	J. B.
CHECKED BY:	-
SCALE:	1"=35'
TOTAL FIELD AREA:	84,674 sq. ft.
TOTAL TURF MANUF'D:	89,021 sq. ft.
TOTAL EXTRA TURF:	5.1 %

Scale is only accurate when this drawing is printed on 11" X 17" paper.

FieldTurf
A Tarkett Sports Company

WOBURN HIGH SCHOOL STADIUM FIELD WOBURN, MA

SHEET: 3/3 ROLL LAYOUT

ISSUE: SUBMITTAL

DATE: MARCH 26, 2020

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FORM FOR GENERAL BID
Turf Replacement IFB 20-14

BID FORM

Bid of _____(herein after called the "Bidder), a _____corporation /a partnership /an individual (strike out inapplicable terms) doing business as
_____.
To City of Woburn (hereinafter called the "City"):

The undersigned hereby declares to have carefully examined the Contract Invitation to Bid, Information for Bidders, form of Contract and General, Supplementary, and Special Conditions, Specifications and Contract Drawings referred to and also the site upon which the proposed work is to be performed.

The undersigned also hereby declares that the winning Bidder is the only person interested in the bid: that it is made without any connection with any person making any bid for the same work; that no person acting for, or employed by the City of Woburn is directly or indirectly interested in this Bid, or in any contract which may be made under it, or in expected profits to arise there from: that it is bona fide and made without directly or indirectly influencing or attempting to influence any other person or corporation to bid or to refrain from bidding or to influence the amount of the bid of any other person or corporation, and without collusion or fraud with any other person or connection with any other person bidding for the same work; and that this Bid is made with distinct reference and relation to the plans and specifications prepared for this contract and herein mentioned. The undersigned declares that in regard to the conditions affecting the work to be done and the labor and materials needed, this Bid is based solely on its own investigation and research and not in the reliance upon any representations of any employee, officer or agent of the City. As used herein, the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal identity.

No oral, written or telegraphic amendments to this Bid will be accepted. A bidder wishing to amend this Bid after transmittal to the City may do so only by amending this Bid itself prior to the time for opening the bids.
Drainage Structure

C. The undersigned propose to furnish all labor, equipment and material required for the **"Turf Replacement @ Woburn High School" IFB 20-14,** located in Woburn, Massachusetts, in accordance with the accompanying Contract Documents, Plans and Specifications prepared by the Woburn Engineering Department, within the time set forth herein for the Contract Prices specified below, subject to additions and deductions according to the terms of the Contract Documents. These prices are to cover all expenses incurred in performing the work required under the Contract Documents, of which this Bid is a part.

This Bid includes the Addenda numbered _____.

D. In submitting this Bid, the Bidder understands that the City reserves the right to reject any or all of the bids, and to waive any informalities in the bidding. The City further reserves the right to award the base bid contract and any or all of the alternates indicated above.

E. The Bidder agrees that this Bid shall be good and may not be withdrawn for a period of Sixty (60) calendar days after scheduled closing time for receiving bids.

F. Upon receipt of written notice of the acceptance of this bid, Bidder will execute a contract within 10 days.

G. The undersigned further certifies under the penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under provisions of §29F of MGL c.29 or any other applicable debarment provisions of any chapter of federal or Massachusetts General Laws or any rule or regulation promulgated thereunder.

H. The undersigned further certifies that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work and that they will comply fully with all laws and regulations applicable to awards made subject to Davis-Bacon regulations.

I. The undersigned agrees that all sub-contractors that perform work on this project will do so under a written agreement with the Contractor.

Respectfully submitted:

(Seal – if bid is by a corporation)

_____
(Name of General Bidder

By_____
(Name of Person Signing Bid and Title)

_____
(Business Address

Federal ID# _____

_____
(Municipality and State)

PRICING PAGE

BASE BID: Turf Installation all labor and materials to complete this portion of the project.

$_____

Add Alternate #1:

Track Installation: Labor and materials required to finish this portion of the project

$_____

CERTIFICATION AS TO CORPORATE VOTE

If a corporation, complete below or attach to each signed copy of the Contract a notarized copy of vote of corporation authorizing the signatory to sign this Contract.

At a duly authorized meeting of the Board of Directors of the

_____ held on _____
(Name of Corporation) (Date)

at which all the Directors were present or waived notice, it was VOTED, that,

_____ held on _____
(Name) (Officer)

of this company be and hereby is authorized to execute contract and bonds in the name and behalf of said company, and affix its corporate seal thereto; and such execution of any contract or obligation in this company's name on its behalf by such

_____ of the company, shall be valid
(Officer)

and binding upon this company.

A true copy,

ATTEST: _____
(Clerk)

Place of Business: _____

_____

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

(Corporate Seal)

SECTION 6.0
FORMS

6.1 Required Submissions

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

STATEMENT OF MANAGEMENT
For Contracts over $100,000

In accordance with M.G.L. Chapter 30, Section 39R, the undersigned successful bidder states that its system of internal accounting controls and that of its subsidiaries reasonably assure (1) that transactions are executed in accordance with management's general and specific authorization; (2) that transactions are recorded as necessary to permit preparation of financial statements in conformity with generally accepted accounting principles, and to maintain accountability for assets; (3) that access to assets is permitted only in accordance with management's general or specific authorization, and (4) that the recorded accountability for assets is compared with the existing assets at reasonable intervals and appropriate action was taken with respect to any difference.

Executed this _____day of _____ , _____

On behalf of _____
(Name of Successful Bidder)

_____
(Address and telephone of Successful Bidder)

_____
(Name and title of person signing statement)

By:_____
(Signature)

CERTIFIED PUBLIC ACCOUNTANT STATEMENT

In accordance with M.G.L. 30, Section 39R I, _____ a certified public accountant, state that I have examined the above Statement of Management on internal accounting controls, and that in my opinion (1) the representations of management are consistent with the result of management's evaluation of the system of internal accounting controls; and (2) that such representations of management are, in addition, reasonable with respect to transactions and assets in amounts which would be material when measured in relation to the above referenced successful bidder's financial statements.

_____
(Signature)

_____

_____

_____
(Business name, address and telephone number)

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 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 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.

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:

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 _____

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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Form:___ CITY OF WOBURN
Contract Number:_____

OSHA GENERAL CONTRACTOR CERTIFICATION FORM

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

GENERAL CONTRACTOR'S CERTIFICATION – BID FORM

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

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

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

Signature: _____
(Individual Submitting Bid)
Duly Authorized

Name of Business or Entity:_____

Date: _____

RETURN THIS FORM WITH YOUR BID

APPENDIX A
PAST PERFORMANCE

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

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

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

APPENDIX B
CONTRACTOR'S QUESIONNAIRE

THIS QUESTIONNAIRE MUST BE COMPLETED AND SUBMITTED WITH YOUR BID

1. Summary of any litigation filed against the quoter in the past five years which is related to the services provided. The summary shall state the nature of the litigation, a brief description of the case, the outcome or projected outcome, and the monetary amounts involved.

2. List any notice of violations, formal notices of regulatory non-compliance, safety violations and accidents resulting in a Worker's Compensation claim.

3. Have you ever failed to complete work awarded to you? If so, where and why?

4. In what city or town is your primary place of business located and may we visit your facilities?

5. Employee roster for this contract

Name of Employee	License #	(Master, Journeyman)	Number of Years

Form **W-9**
(Rev. December 2011)
Department of the Treasury
Internal Revenue Service

Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

Print or type
See **Specific Instructions** on page 2.

Name (as shown on your income tax return)

Business name/disregarded entity name, if different from above

Check appropriate box for federal tax classification:
☐ Individual/sole proprietor ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶

☐ Other (see instructions) ▶

☐ Exempt payee

Address (number, street, and apt. or suite no.)

Requester's name and address (optional)

City, state, and ZIP code

List account number(s) here (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on the "Name" line to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Social security number
☐☐☐ – ☐☐ – ☐☐☐☐

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Employer identification number
☐☐ – ☐☐☐☐☐☐☐

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here **Signature of U.S. person ▶** **Date ▶**

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),

2. Certify that you are not subject to backup withholding, or

3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

APPENDIX C
PREVAILING WAGES

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
Director

Awarding Authority: City of Woburn

Contract Number:

City/Town: WOBURN

Description of Work: Replacement of turf at athletic field and installation of new synthetic turf

Job Location: 88 Montval Ave Woburn Mass

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: 05/06/2020 **Wage Request Number:** 20200505-038

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*	05/01/2020	$44.73	$12.50	$15.70	$0.00	$72.93
	11/01/2020	$45.73	$12.50	$15.70	$0.00	$73.93
	05/01/2021	$46.88	$12.50	$15.70	$0.00	$75.08
	11/01/2021	$47.88	$12.50	$15.70	$0.00	$76.08
	05/01/2022	$49.03	$12.50	$15.70	$0.00	$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2020	$46.23	$12.50	$15.70	$0.00	$74.43
	11/01/2020	$47.24	$12.50	$15.70	$0.00	$75.44
	05/01/2021	$48.40	$12.50	$15.70	$0.00	$76.60
	11/01/2021	$49.41	$12.50	$15.70	$0.00	$77.61
	05/01/2022	$50.57	$12.50	$15.70	$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*	05/01/2020	$22.64	$12.50	$15.70	$0.00	$50.84
	11/01/2020	$23.23	$12.50	$15.70	$0.00	$51.43
	05/01/2021	$23.91	$12.50	$15.70	$0.00	$52.11
	11/01/2021	$24.51	$12.50	$15.70	$0.00	$52.71
	05/01/2022	$25.18	$12.50	$15.70	$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 the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . 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)*	05/01/2020	$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	$15.25	$0.00	$56.34
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"						

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.