

Town of Needham
Department of Public Works
 Public Services Administration Building, 500 Dedham Avenue
 Needham, Massachusetts 02492
 Telephone (781) 455-7550

ACKNOWLEDGEMENT OF RECEIPT

Release Date	October 1, 2020
Bid Title	Well #2 Redevelopment and Inspection
Bid Number	21DPW079C
Number of Documents	The Bid Package consists of 2 PDF documents. Returning this form confirms receipt of all the documents.
Pre-Bid Meeting	October 13, 2020 @ 1:00pm
Questions Due	October 14, 2020 @ 5:00pm
Bids are Due	October 22, 2020 @ 11:00am Administration Office of the Department of Public Works located at the Public Services Administration Building, 500 Dedham Ave., Needham, MA, 02492 Bids will be opened via Zoom on October 22, 2020 @ 4:00pm https://us02web.zoom.us/j/87557005047?pwd=WmZqU2I1MDZZN0FhUS9kQ2J1ZEVHZz09
Please provide the requested information below as acknowledgment that you have received our bid package noted above. It is recommended that interested bidders complete this acknowledgment and return via email to dpwadmin@needhamma.gov or fax to the Department of Public Works at (781) 449-9023. Only by doing this, will the Town be able to provide notification of any addenda or answered questions relating to this bid. Only those companies or individuals shown on the Distribution Register will receive addenda to this bid. By completing and returning this acknowledgement will ensure you are recorded on the Distribution Register. Proposals from companies or individuals not acknowledging the addenda may be <u>rejected</u> as not responsive .	
Name of Company or Individual	
Name / Title of Contact	
Address	
City/Town, State, Zip Code	
Telephone Number	
Fax Number	
Email Address	
Signature	
Date	
Addenda will be posted to the Town's website. Please check the website for addenda before submitting your bid to the Town. Bidders who access the bid package from the Town's website are responsible for checking the website periodically for any addenda that may be issued by the Town.	

**Well #2 Redevelopment and Inspection
21DPW079C**



Release Date	October 1, 2020
Pre-Bid Conference	October 13, 2020 @ 1:00pm
Deadline for Questions	October 14, 2020 @ 5:00pm
Bids Due	<p>October 22, 2020 @ 11:00am Director of Finance and Administration PSAB 500 Dedham Ave. Needham, MA 02492</p> <p>Bids to be opened via Zoom October 22, 2020 @ 4:00pm https://us02web.zoom.us/j/87557005047?pwd=WmZqU2I1MDZZN0FhUS9kQ2J1ZEVHZz09</p>

(Advertised in the Needham Times issue of Thursday, October 1, 2020)
(Advertised on the MNPA's website, Thursday, October 1, 2020)
(Published in Central Register issue of Wednesday, September 30, 2020)
(Advertised in CommBuys on Thursday, September 24, 2020)

LEGAL NOTICE

**Town of Needham
Invitation for Bid (IFB)
Bid # 21DPW079C
Well #2 Redevelopment and Inspection**

The Town of Needham is accepting sealed bids for a **Well #2 Redevelopment and Inspection**. Copies of the Invitation for Bid (IFB) package will be available beginning **October 1, 2020** at the Administration Office of the Public Works Department, 500 Dedham Ave., Needham, MA 02492 between the hours of 8:30 A.M. – 5 P.M, or from the Town's web site www.needhamma.gov/bids.aspx and will be available until submission deadline. Sealed bids must be submitted no later than **11:00am, October 22, 2020** to the Administration Office of the Public Works Department, Town of Needham, 500 Dedham Ave., Needham, MA 02492. LATE BIDS WILL NOT BE CONSIDERED. Bids will be publicly opened after submission deadline via Zoom on October 22, 2020 @ 4:00pm

<https://us02web.zoom.us/j/87557005047?pwd=WmZqU2l1MDZZN0FhUS9kQ2J1ZEVHZz09> .The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities. A pre-bid conference will be held on October 13, 2020 at 1:00pm.

**Kate Fitzpatrick
Town Manager
October 1, 2020**

**IFB 21DPW079C
Well #2 Redevelopment and Inspection
Procurement in Brief**

Primary Procurement Contact	Cecilia Simchak, Director of Finance/Administration for Public Services 781-455-7550 x366
Contract Manager	Sean Harrington, Superintendent of Water/Sewer
Bid Package Available	October 1, 2020 , Information and details of bidding requirements may be obtained at the Administration Office DPW, PSAB, 500 Dedham Ave., Needham, MA 02492, or online at the Town's web site http://www.needhamma.gov/bids.aspx
Pre-Bid Meeting	October 13, 2020 @ 1:00pm contact Cecilia for location
Bid Deposit	5% bid deposit is required as part of bid
Deadline for Written Questions	October 14, 2020 @ 5:00pm By Mail: DPW - 500 Dedham Ave., Needham, MA 02492 By Email: dpwadmin@needhamma.gov By Fax: 781-449-9023 Questions are to be clearly labeled as: QUESTIONS - Well #2 Redevelopment and Inspection – 21DPW079C
Addenda	If any changes are made to this bid, an addendum will be issued. Addenda will be posted on the Town's webpage and emailed to all bidders on record as having received the bid package.
When and where bids are due	11:00am, October 22, 2020, Administration Office DPW, PSAB, 500 Dedham Ave., Needham, MA 02492. LATE BIDS WILL NOT BE CONSIDERED
Where bids will be opened	Via Zoom, October 22, 2020 @ 4:00pm https://us02web.zoom.us/j/87557005047?pwd=WmZqU2l1MDZZNOFhUS9kQ2J1ZEVHZz09
Number of Required Paper Copies	3 copies
Contract Award	November, 2020 Approval of Town Manager and Town Counsel is REQUIRED
Contract Length	This Agreement shall be for a term commencing upon execution and ending April 1, 2020.

Upon Award of Contract	
Payment Bond	50% payment bond, if required
Performance Bond	Will NOT be Required
Insurance	Refer to Contract Terms
<p>* Facsimile transmissions for written inquiries must be sent prior to the above date and time deadlines. Any hand delivery or facsimile received after the due date and time will not be addressed. The time/date stamp machine located in the receiving office will govern for the date and time requirements mentioned in the table above and throughout this document. Please allow enough time for hand delivery or facsimile transmissions.</p> <p>** The time for award may be extended by the Town. The Town reserves the right to change, delay, cancel, or expedite the contract award date. The Bidder agrees that the offer is effective for (a) at least ninety (90) calendar days from the opening date of the bids (b) a contract is executed, or (c) this bid is cancelled, whichever of (a), (b) or (C) occurs first. The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.</p>	

PART 1 – GENERAL CONDITIONS AND SUBMISSION REQUIREMENTS

1.01 Intent

The Town of Needham (hereinafter referred to as the "Town"), acting through its Town Manager, invites highly qualified bidders to submit sealed bids to perform all labor necessary for Well #2 Redevelopment and Inspection.

All bids are subject to the provisions of M.G.L. Chapter 30, 39M. The Town will award the contract to the lowest responsible and eligible bidder as set forth in section 1.15. The Town of Needham reserves to itself the right to accept or reject any and all bids, or to allow or deny variations from these specifications. Such actions will be deemed to be in the best interest of the Town. Unless sooner rejected or accepted, all bid proposals must be firm and continue in effect for a minimum of ninety (90) calendar days from the date of bid opening.

1.02 Proposed Contract Term

It is anticipated that work will commence upon execution of contract. It is anticipated that all work will be operational on or before April 1, 2020 with final equipment testing prior to acceptance, in accordance with the terms and conditions described in the Invitation for Bids. The successful Bidder must enter into the Form Agreement prepared by Needham Town Counsel (Sample Available Online).

The Town may terminate the Contract at any time upon written notice for any reason including its own convenience or for cause, including but not limited to, failure to perform the work required under the contract, failure to document satisfactorily to the Town amounts being charged, failure to have any necessary local, State or Federal licenses and/or permits, failure to pay any and all required taxes, failure to comply with any local, State or Federal regulations pertaining to services to be provided, failure to promptly correct any performance or lack of performance which conflicts with the Town's use, and failure for satisfactory behavior of all staff and management. In the case of a termination for cause, the Town shall give the Contractor a written notice as provided in the Agreement.

1.03 Pre-Bid Conference and Requests for Interpretation

Refer to Procurement in Brief for details.

Bidders shall promptly raise the issue of any ambiguity, inconsistency or error, which they may discover upon examination of the bid documents, the work site or any other conditions which apply to the work. Inquiries concerning any part of this Bid shall be directed to the individual(s) listed under the **Procurement in Brief**. Bidders should note that **oral communications are not binding on the Town and only written responses by the Town will be considered**. All requests/questions must be submitted in writing. Questions may be delivered by hand, fax or email as referenced under the **Procurement in Brief** by the deadline. Questions that may be asked during any pre-bid conference should also be sent in writing in order to receive an official response. Requests properly presented that in the opinion of the Town require interpretation, correction, or change in the Bid Documents will result in an issuance of an Addendum to the Bid Documents. Such Addendum shall subsequently become part of the contract. The Town will forward responses to all persons who are on record as receiving the bid package. Questions received after the due date will not be responded to unless the Town determines it is necessary. Bidders, please allow enough time for hand delivery or facsimile transmissions.

1.04 Information About Changes to the Bid (Addenda)

In the event that changes/additions are made to this bid, an addendum will be issued to every person (entity) on record as receiving the bid package. Addenda will be emailed, if an email address was not provided, then it will be faxed. If a fax number was not provided, then the addenda will be mailed. Addenda will also be posted to the website. Please check back on the website for addendums before submitting your bid to the Town. Bidders may not be notified individually of Addendums.

1.05 Bid Submission

The bidder shall submit his/her proposal upon the bid forms supplied within these specifications. The bidder shall specify the unit prices as requested for each bid item. All bids shall be signed correctly with ink; in order to qualify, the bidder must provide bids for each required item within a section. All bids shall be submitted to the Director of Finance and Administration, Town of Needham, Administration Office, 500 Dedham Avenue, Needham, MA 02492. Each bid shall be sealed in an envelope on which is clearly indicated: Name & Address of Bidder, IFB 21DPW079C, Well #2 Redevelopment and Inspection, due 11:00am, October 22, 2020. All submitted bids shall include Invitation for Bids, Bid Information, Bid Scope of Work, and all Addenda issued, and all portions of the BID FORMS must be completed and submitted in order for a submission to be deemed acceptable. Bidders will submit insurance certificates validating current coverage at the time of bid submission. Bids received at the Administration Office after the time of opening of bids designated in the IFB will be returned to the bidder unopened. Bids will be publicly opened and read aloud after the bid due date on October 22, 2020 at 4:00pm via Zoom <https://us02web.zoom.us/j/87557005047?pwd=WmZqU2l1MDZZNOFhUS9kQ2J1ZEVHZz09>
Passcode: 765989

Or iPhone one-tap :

US: +13017158592,,87557005047# or +13126266799,,87557005047#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656 or +1 253 215 8782 or +1 346 248 7799 or +1 669 900 9128

Webinar ID: 875 5700 5047

International numbers available: <https://us02web.zoom.us/j/87557005047?pwd=WmZqU2l1MDZZNOFhUS9kQ2J1ZEVHZz09>

1.06 Bid Deposit

All bids must be accompanied by a bid deposit in an amount that is not less than five percent (5%) of the value of the bid. They shall be made payable to the Town of Needham and shall be in the form of certified check, treasurer's or cashier's check issued by a responsible bank or trust company, or a bid bond issued by a surety licensed to do business in the Commonwealth of Massachusetts; and shall be conditioned upon the faithful performance by the principal of the agreements contained in the bid.

1.07 Bid Form

All bids must be made on the attached bid forms.

Bids shall be firm for the duration of the contract. No price adjustments will be allowed. Fuel surcharges or vehicle charges or adjustments will not be allowed. Payment for materials and/or service will be made only after satisfactory performance or all requirements of the specification and upon approval by the Director of Public Works or his designate. The Town reserves the right to accept or reject any or all bids, wholly or in part, and to make the award in the best interest of the Town.

1.08 Bond Requirements

If the value of the contract is over \$25,000 or more, the following shall apply:

LABOR & MATERIALS BOND (PAYMENT BOND)

Pursuant to M.G.L. c. 149, § 29, the Contractor shall furnish a payment bond from a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Town, in an amount of one half of the total Contract price for payment for labor performed or furnished and materials used or employed therein, when the Contract is executed. The payment bond shall be on the form provided by the Town.

It is distinctly agreed and understood that any changes made in the drawings and specifications for this work, whether such changes increase or decrease the amount of work required, or any change in the

manner or time of payments made by the OWNER to the CONTRACTOR, shall in no way void, release or affect the liability and surety on the bond given by the CONTRACTOR.

1.09 Insurance Requirement

Insurance Certificates indicating coverage for general liability, property damage, and workers' compensation as outlined in Sample Agreement available online, and must include the Town of Needham as additionally insured (at time of award). The selected bidder shall take out and maintain during the life of this contract Workers' Compensation Insurance for all employees employed on the site of this project, in a manner and to the extent provided by Chapter 152 of the General Laws, and shall provide the Town with written evidence showing compliance with this statute at the time of award.

The selected Bidder shall indemnify and save the Town harmless from and against all claims, suits, damages and outlays resulting from or by reason of loss, damage or injury of or to any person or property, wherever located which shall be caused by any action or operation under this agreement.

1.10 OSHA Training

The bidder certifies that all employees to be employed at the worksite shall have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten (10) hours in duration at the time the employee begins work and shall furnish documentation of successful completion of said course with the first certified payroll report for each employee (Chapter 306 of the Acts of 2004).

1.11 DCAM Certification

DCAM Certification as a General Contractor for this project is not required.

1.12 Statement of Compliance

The CONTRACTOR shall submit a Statement of Compliance stating that persons employed by the award recipient are paid in accordance with the provisions of Sections 26 to 27H of Chapter 149 of the General Laws (i.e. "The Prevailing Wage Law"). The selected Bidder will not be permitted to either assign or underlet the contract, nor assign either legally or equitably any monies there under, or its claim thereto without the previous written consent of the Town.

1.13 Prevailing Wage Rates

The state prevailing wage law, MGL Chapter 149, Section 27B requires contractors and subcontractors to submit certified payroll records to the Town. Contractors and subcontractors must submit weekly payroll records either by (1) first class mail, or (2) electronic mail. Furthermore, every weekly submittal of payroll records must contain a signed statement by the employer that indicates (1) that the records are correct, and (2) the rate of wages that each worker receives. Please feel free to contact the Department of Labor Standards at (617) 626-6953 if you have any questions. Questions about enforcement of the prevailing wage law may be directed to the Attorney General's Fair Labor and Business Practices Division at (617) 727-3465.

1.14 Duration of Bid Prices

All bids are to remain valid for 90 days after the opening of the bids.

1.15 Contractor Selection

The Town will review all bids, and will award the contract to the lowest responsible and eligible bidder based upon the total bid price.

The Town reserves to itself the right to accept or reject any and all bids, or to allow or deny variations

from these specifications.

In the event that there is a **tie bid** between two (2) responsible and eligible bidders, the award of the contract will be determined by a coin toss. The bidder's whose submission was received earliest shall be assigned "Heads" in the coin toss. In the event that there is a **tie bid** with three (3) or more responsible and eligible bidders, the award shall be made by a draw by lot limited to those bidders. The coin toss/draw by lot shall be scheduled within two (2) business days from when it was determined by the Town to be a tie bid. The bidders involved shall be given an opportunity to attend. The coin toss/drawing shall be witnessed by at least three (3) Town officials. The tie breaker event shall be held at the location of bid submission during regular business hours.

Upon Vendor selection, the Town of Needham will mail to the selected Vendor(s), three (3) contracts to be executed by the Vendor(s) and returned to the Town of Needham with the appropriate insurance certificates. The Town of Needham will then counter execute the three (3) contracts and return one complete contract to the Vendor(s). The Town's Standard Contract is available online. Bidders are expected to review the sample contract "Short Form Agreement". Unless otherwise noted by the Town, the terms and conditions contained therein are **NOT** negotiable.

It is the intention of the Town of Needham not to award a contract under this or any other proposal if the Contractor cannot furnish satisfactory evidence that he/she has the ability and experience to perform this class of work and that he/she has sufficient capital and equipment to enable him/her to prosecute the work successfully and to complete it within the time named in the contract. The Town of Needham reserves the right to reject this or any other proposal or to award the contract as is deemed to be to the best interest of said Town.

1.16 General Safety, Licenses, & Performance

The contractor's personnel working on this project must hold all necessary licenses and permits to perform the work required under this contract as required by the Town of Needham under the Commonwealth of Massachusetts regulations. The contractor must submit the names and all qualifying materials of the site supervisor that will be assigned to this project. All work will be done in accordance with applicable industry standards, codes and regulations, and/or manufacturer's specifications. Contractor is responsible for providing adequate safety measures during work to ensure protection of life and property. Any Town buildings, grounds and surrounding property damaged by the selected contractor will be restored to its original state, at the cost of the selected contractor.

The contractor shall be informed that there is a thirty (30) day cancellation clause in this contract for improper service. Complaints not rectified within a reasonable length of time from day of notice as determined by the Town may cause the Town to notify the contractor by registered or certified mail that the contract will be cancelled thirty days from the date of the letter. Any defective workmanship shown to be caused by improper or faulty installation shall cause the Contractor to correct, repair and/or replace all material and labor at no cost to the Town. The Contractor will warrant that all workmanship shall be first class and shall be performed by persons qualified and licensed in their respective trades.

Any additional work that is performed beyond this agreement must be approved by the appropriate Town authority. The absence of approval from the appropriate Town authority will be considered a violation of the contract.

1.17 Site Maintenance and Inspection

The selected contractor will be responsible for maintaining the work site in a safe and orderly fashion on a daily basis. The contractor is responsible for the proper securing of all items associated with the project, including but not limited to: debris, tools, material, scaffolding, ladders, etc. The contractor is responsible for the repair or replacement of any item, equipment, space or area which may be damaged by the contractor during the execution of this project. The contractor is responsible for the removal and disposal of all debris and materials generated from this project.

1.18 Private Property

Before any work is performed on private property, the Contractor must have in his/her possession a RIGHT OF ENTRY form signed by the property owner. The Town may assist the Contractor in obtaining permission.

1.19 Dig Safe Law

Before proceeding with excavation operations, the Contractor shall notify the State of Massachusetts Underground Plant Damage Prevention System (Dig Safe) at 1-888-344-7233, and shall make such supplemental investigations.

1.20 Private Utilities Coordination

Coordination with private utilities is the sole responsibility of the contractor (including natural gas, electricity, telephone, cable, etc.). The contractor shall be responsible for notifying Dig Safe prior to any start of work. Any assistance the Town may offer in coordinating with private utilities shall not absolve the contractor's responsibility to coordinate with private utilities as necessary to accomplish the contract work. The contractor shall be responsible and liable for all damages to the existing utilities and structures.

1.21 Public Utilities Coordination

Coordination with public utilities is the sole responsibility of the contractor (including water, sewer, and drain). The contractor shall be responsible to call the Water, Sewer & Drain Inspectors at least 48 hours prior to the start of work to schedule said inspections at 781-455-7550, Mon.-Fri. 8:30 am - 5:00 pm. The Water Sewer, & Drains Inspectors must inspect the work. Any assistance the Town may offer in coordinating the public utilities shall not absolve the contractor's responsibility to coordinate with public utilities as necessary to accomplish the contract work. The contractor shall be responsible and liable for all damages to the existing utilities and structures. At the contractor's request the Town will supply water from hydrants for work. The use and operation of Town of Needham fire hydrants is restricted to Town employees only. The Town will set up a fire hydrant connection assembly each day to supply water as needed. The contractor is responsible for proper connection to the hydrant assembly and may operate the click valve only.

1.22 Traffic Controls

The Contractor shall furnish all local Police Officers to direct traffic and to keep the traffic off any part of the roadway in which construction is being carried out on, as, in the opinion of the Engineer are necessary for such purpose. Arrangements for officers shall be made well in advance of the work schedule for each day. If for any reason the Contractor cancels work for that day, and the Needham Police Department is not given advance notice, the Contractor will be responsible for that officer's wages. If the contractor has performed work that has not been accepted by the town and has to be redone to meet the specification, then the contractor is responsible for the expense of the police details due to poor workmanship or warrantee issues. Except in the instance above, the Owner will reimburse the Contractor for all other police details. The contractor must submit payments directly to the Needham Police Department or other police department's that have supplied officers to the job site and supply copies of invoices showing invoice has been paid to the Department of Public Works as proof of payment.

1.23 Material Disposal

The Contractor, at no additional cost to the Town, shall dispose of all material that has been removed from each location.

1.24 Quantities

Unless otherwise stated, the quantities set forth herein are ESTIMATES ONLY. Any quantities indicated on

the Bid Price Form or elsewhere in the bid package are estimates only and are given solely as a basis for the comparison of bids. The Vendor shall have no claim for additional compensation, or refuse to do the work called for, or provide the requested items, by reason of the actual quantities involved being greater or lesser by any amount than those called for in the bid.

1.25 Subcontracting

The Contractor shall keep the work under his personal control and shall not assign by power of attorney or otherwise, or sublet the work or any part thereof, without the previous written consent of the Owner. Should the Contractor require the services of one or more sub-contractors, the Contractor shall submit to the Owner, at the time of submittal of bids, the name and references for the sub-contractor(s) for review and approval by the Owner. Said sub-contractor(s) shall not begin any work or bring any equipment, etc., onto the site until such approval is given. Under no circumstances shall the Contractor sub-contract more than forty percent of the work on the project. The Contractor shall be responsible for the operations of any sub-contractor(s) and the sub-contractor shall be subject to the directions of the Contractor's Project Supervisor.

1.26 Invoices & Reporting

Upon verification that the work has been completed, invoices must be sent to Town of Needham, Finance and Administration Division, Department of Public Works, 500 Dedham Avenue, Needham, MA 02492. Each bill shall contain a cover sheet listing the broken out labor and materials cost, and back-up documents including materials costs, and other relevant information. Certified payroll will be required. Invoices shall not be processed for payment until the above information is provided in a format acceptable to the Director of Finance and Administration or their designee. Invoices for on-call services must specify the cost of labor, hours worked, and cost of materials for each project. Invoices shall be itemized by units and by location or project.

1.27 Payment

Payment shall be made on the amount of work performed based upon the unit prices placed on the bid forms. Payment shall be made upon submission of an invoice and acceptance of the work by the Director of Public Works, or his designated agent. The payment of these amounts shall be considered full and complete payment for all labor, material and equipment necessary, including traffic control, to perform the specified work.

The Town will not be responsible for payment of any charges not itemized to the Town's satisfaction. Pre-payment is NOT allowed. Invoices must include the Town's purchase order number.

Invoices for additional services must include the date and times of the work, the type of the services performed; the number of hours or units to be charged, and the name of the person who authorized the work.

1.28 CORI/SORI

See Article 30 of Sample Agreement.

1.29 Supplemental Equal Opportunity Anti-Discrimination & Affirmative Action Program

This contract is subject to the Supplemental Equal Opportunity Anti-Discrimination and Affirmative Action Program (EEO/AA) provisions attached to the Project Manual.

1.30 Submission Requirements

Quality Requirements

- ✓ **All bidders must furnish proof of a minimum of three (3) continuous years in business.**

- ✓ **All bidders must provide owner contact information for five (5) projects of similar nature and scope completed within the last five (5) years.**
- ✓ The bidder shall submit their proposal upon the bid forms supplied within these specifications. The bidder shall specify the unit prices as requested for each bid item. All bids shall be signed correctly with ink; in order to qualify, the bidder must provide bids for each required item within a section.

Submission Requirements

1. The bid is to be submitted and addressed as follows: Director of Finance and Administration, PSAB, 500 Dedham Ave., Needham, MA 02492.
2. The bid is to be clearly marked IFB 21DPW079C for Well #2 Redevelopment and Inspection.
3. Bidder must acknowledge all addenda related to this IFB, if any.
4. Bidder must submit a completed **Bid Form A: Bid Form** or an exact copy, signed by an individual authorized to negotiate for and contractually bind the Bidder. All prices must be reflective of all costs for delivery. No price adjustments will be allowed. Fuel surcharges or vehicle surcharges or adjustments will not be allowed.
5. Bidder must submit a completed **Bid Form B: Bidder Information Response** form.
6. Bidder must submit a completed **Bid Form C: Authentication Form**.
7. Bidder must submit a signed **Bid Form D: Certificate of Good Faith**.
8. Bidder must submit a completed **Bid Form E: Certificate of Compliance with Massachusetts Tax Laws** or Certificate of Good Standing issued by the Massachusetts Department of Revenue.
9. Bidder must submit a completed **Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00**.
10. Bidder must provide the required number of references. For each, provide the following: a contact person and title, customer's name, address, telephone number, email, and a brief description of the actual services provided (sample format included in bid package).
11. Bidder must submit a completed **Bid Form H: Certificate of Authority** (attached) or **Corporate Resolution**; if applicable.
12. Bids must be received and time stamped no later than the deadline stated in the **Procurement Schedule** (Where and When Bids are Due). LATE BIDS WILL NOT BE CONSIDERED.
13. A **Bid Deposit** is required.
14. Delivery will be at the expense of the Bidder. Any and all damages that may occur due to packaging or shipping will be at the sole responsibility of the Bidder.
15. Any additional requirements as required in the Scope of Service.

The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.

PART 2 – SCOPE OF WORK

2.01 General

Under these specifications, it is intended that the CONTRACTOR shall furnish all necessary equipment, labor and supplies required to recondition both the well and pumping equipment in service for the *Needham Water Department's Production Well No. 2_*. All information which the BIDDER may require may be secured by means of a personal visit to the site of the work. Arrangement for such a visit may be made by contacting the Water Superintendent.

All construction projects in the Town of Needham, MA must comply with the mandatory safety standards and recommended best practices published by the Commonwealth of Massachusetts. The state's Mandatory Safety Standards for Workplaces are available at: <https://www.mass.gov/info-details/reopening-mandatory-safety-standards-for-workplaces>.

The state's Safety Standards and Checklists specifically for the construction sector are available at: <https://www.mass.gov/info-details/safety-standards-and-checklist-construction>.

Contractors are advised to carefully review all materials, but especially the standards for protections of employee health and the enumerated bullets under the Enforcement and Oversight section. Contractors will be responsible for ensuring complete compliance with protocols across the worksite, and may be required to submit a site-specific risk analysis and an enhanced COVID-19 safety plan for review by Town of Needham staff members if they are not able to achieve full worksite compliance.

2.02 Hours of Work

Normal hours of work shall be between the hours of 7:00 am and 3:30 pm, Monday through Friday, unless otherwise specified. No work shall be performed on Saturdays, Sundays, Holidays, or any other times other than normal hours of work without express permission from the Director of Public Works or his designee. All work in this contract will be identified by the Director of Public Works and shall be constructed in accordance to Town Specification or as directed by the Director.

2.03 Response Time - RESERVED

2.04 Supervision

The contractor shall designate a project supervisor in writing upon a receipt of awarded contract. Any change in supervision shall require the prior approval in writing of the Director of Public Works or his designee. Failure of the contractor complying with this requirement may result in the Town, after one written warning, and at its sole option, charging a penalty of \$200 per day until an approved project supervisor is on site. The project supervisor shall be present at each project during the execution of work. Once project has begun, the contractor shall pursue and coordinate all work in a continuous and diligent manner until all work is completed, unless otherwise directed by the Director of Public Works or his designee. The contractor shall employ a minimum of 2 competent workers on site daily. Failure to comply with this requirement may result in a penalty of \$200 per business day of noncompliance as determined by the Director of Public Works.

2.05 Specifications

- a. **EQUIPMENT:** The CONTRACTOR shall furnish, deliver, and erect at the site all necessary rigging and miscellaneous equipment to accomplish the repairs. This will include a hoist/crane rig capable of pulling the motor and pumping equipment. The development rig **MUST** include a hydraulically operated surging piston with variable stroke length between 1 and 6-feet to provide a reciprocating surging action in the well automatically. Use of a Cable Tool rig is **NOT** acceptable. The equipment shall also be capable of a stroke frequency up to 30 strokes per minute. The work will be performed by the CONTRACTOR'S personnel with equipment owned by the CONTRACTOR and shall

not be subcontracted.

b. SITE SAFETY REQUIREMENTS:

- i. CONTRACTOR'S field employees must all have current OSHA 10-Hour Training to be permitted on site.
- ii. Due to the use of heavy equipment, the use of hazardous chemicals, the presence of potential overhead and electrical hazards, **the CONTRACTOR'S field crew MUST consist of a 2-MAN CREW for ALL on-site activities** including accessing the pump station, removal & reinstallation of the permanent pumping equipment, installation & removal of the developing tools, all chemical handling including surface preparation, injection, pumping and neutralization, and all mechanical surging and pumping activities.

c. PRELIMINARY TEST: Prior to pulling the pumping equipment, the CONTRACTOR shall conduct a test of the well and pumping equipment by isolating the well from the system, connecting a temporary discharge line and orifice pipe to the station blow off line or yard hydrant, and operating the existing pump at a minimum of four (4) different flow rates to establish a baseline for the evaluation of the effectiveness of the cleaning effort. Vibration, voltage and amperage readings are also to be collected and recorded during the pre-cleaning testing procedures.

d. REMOVAL AND INSPECTION OF PUMP AND MOTOR: The CONTRACTOR shall remove the pump and motor from the well, taking all due precaution to avoid damaging the well house, well casings, seals, discharge piping or pumping equipment. Once removed, the pumping equipment, column pipe, and discharge head shall be disassembled, cleaned by high pressure washing and inspected by the CONTRACTOR'S qualified personnel. A written Pump Inspection Report detailing the condition of the equipment will be prepared and submitted, along with a complete list of recommended repair parts, including pricing, to the Water Department for review and approval. No repairs shall be made without prior written authorization from the Water Department. This work shall be performed by the CONTRACTOR'S factory trained personnel, and shall not be subcontracted.

e. PRE-CLEANING VIDEO INSPECTION: Once the pumping equipment has been removed from the well the CONTRACTOR will conduct a closed circuit video inspection of the well to examine the condition of both the well casing and screen. During the inspection the well is to be pumped to waste by the CONTRACTOR at a rate sufficient to remove any floating debris to allow for the clearest possible view of the well. The equipment shall be capable of viewing the inside of the complete well from top to bottom and transmitting the image to a monitor located at the wellhead. The camera to be used MUST be portable, full color (black and white will not be acceptable) and capable of including an audio description of the inspection. The CONTRACTOR shall notify the Owner prior to performing the inspection and a DVD copy of the inspection shall be provided upon its completion. The video inspection shall be performed by the CONTRACTOR'S personnel and shall not be subcontracted. Equipment primarily designed for sewer or tunnel inspection will not be allowed.

f. WELL REDEVELOPMENT: The CONTRACTOR re-develop the well by a combination of individual chemical treatments, mechanical surging, high volume backwashing and pumping. The development equipment to be used MUST include a minimum of three (3) full diameter blocks (two in the screen and one in the casing), an end-suction turbine pump, a calibrated orifice for the measurement of the flow rate and a minimum 1,500 gallon temporary holding tank to be used for the storage and neutralization of the redevelopment chemicals. The wells will be redeveloped and chemically treated as follows:

1st Treatment – Once the pumping equipment has been removed, and the pre-cleaning video inspection completed, the CONTRACTOR shall pre-treat the well by jetting the interior of the screen with a high pressure stream of water to remove soft materials and break apart hardened mineral deposits from the screen surface. The jetting tool is to be set within the well along with either a

submersible or centrifugal pump. Once set, the jetting tool will be raised and lowered through the well screen covering the entire length of screen on each pass. Throughout the jetting process, the submersible/centrifugal pump will be used to pump debris loosened out of the well. Waste water pumped from the well will be directed to a temporary holding tank where the solids will be allowed to settle out prior to discharge of the water on-site at a location acceptable to the Owner.

2nd Treatment - Upon removal of the jetting equipment, the surge-block development tools will be set, and prior to the placement of any chemicals, the well will be surged for a period of one (1) hour and then pumped to waste to remove any loose debris from the interior of the screen & casing. Place in the well screen a solution consisting of 20 degree baume Muriatic Acid and NuWell 310 Bio-Acid Enhancer. A sufficient amount of Acid shall be placed in the well to provide an Acid concentration in the entire screen and gravel pack of 15%. The NuWell 310 shall be added at a rate of 2.5 gallons per 55 gallons of Acid. Once the solution has been placed in the well it shall be forced into the formation by the addition of 1,500 gallons of potable water. The Acid/NW310 solution shall then be surged, pumped and backwashed for a minimum of 4 hours. The high volume backwash effort shall include the recirculation of unspent Acid/NW310 solution into the well through the developing tools. Each backwash event should include a quantity of not less than 1,000 gallons of the chemical solution being forced back into the screened section of the well. Once the treatment is complete, the well will be pumped to waste while surging, into the temporary settling tank provided by the CONTRACTOR. After settlement, the Acid solution will be neutralized to a pH of at least 6.0 by the addition of Soda Ash, and then discharged to waste on-site at the location designated by the OWNER. A detailed record of the neutralization data shall be maintained and submitted with the final report. In calculating the amount of chemicals to be required, the screen length plus 5' shall be considered as a base. The gravel pack shall be considered to have a porosity of 50% and allowance should be made to fill both the screen and the gravel pack with chemicals.

3rd Treatment – Once the Acid solution has been pumped from the well, the CONTRACTOR shall treat the well using a wetting agent to remove formation fines, silts and clays. Place 1 gallon of Nu Well 220 (Johnson Screen) per 1,000 gallons of well volume. Once the solution has been placed in the well it shall be forced into the formation by the addition of 500 gallons of water. The well shall be surged, pumped and backwashed (as described above) for a minimum of 4 hours, the solution pumped from the well, neutralized as needed, and discharged to waste on-site.

4th Treatment – Once the Wetting Agent solution has been pumped from the well, the CONTRACTOR shall place in the well sufficient Sodium Hypochlorite solution to provide a minimum concentration of 200 ppm. The total volume of the chlorine solution shall be 3 times the volume of the water in the screen and gravel pack. Immediately following the injection of the chlorine, the well will be surged without pumping to distribute the solution through both the screen and gravel pack. Following this surging effort, the solution is to be forced into the formation by the addition of 1,500 gallons of water. Whenever possible the solution shall remain in the well overnight and be surged, pumped and backwashed (as described above) for a minimum of 4 hours before pumping to waste. Following treatment, the chlorine solution will be pumped into a temporary settling tank provided by the CONTRACTOR. The Sodium Hypochlorite solution will be neutralized in the CONTRACTOR'S temporary holding tank with Sodium Bisulfite until a chlorine residual of < 5ppm is achieved. The neutralized solution will then be discharged to waste on-site at the location designated by the OWNER. A detailed record of the neutralization data shall be maintained and submitted with the final report.

Additional Treatments - At the completion of each chemical treatment, a brief 30 minute pumping test shall be conducted to provide an estimate of the development results. The test MUST be completed using the end suction turbine pump and calibrated orifice pipe. No other methods of pumping or flow measurement will be permitted. Upon completion of each treatment, an analysis of the development results shall be made with the OWNER. The decision of whether to provide additional chemical treatments will be made at that time.

- g. POST-CLEANING VIDEO INSPECTION:** Following completion of the reconditioning work, a

second video inspection of the well casing and screen will be completed in the same manner and with the same equipment as the pre-cleaning inspection.

- h. REASSEMBLY AND REINSTALLATION:** The CONTRACTOR shall reassemble and install the reconditioned pumping unit in the well, being careful to maintain proper alignment with the existing pump foundation and discharge piping.
- i. FINAL TEST OF WELL AND EQUIPMENT:** Following the installation of the pump in the well, the CONTRACTOR shall conduct a 2 hour pumping test of the well and its equipment, comparing the results of this test with the capacity of the well prior to its reconditioning. Voltage and amperage measurements shall be taken and recorded, together with pump discharge pressure, static and pumping water levels and capacities at four (4) operating points of the pump.
- j. REPORT:** Upon completion of all work, a letter report detailing the work completed. Information to be included in the report includes the following:

 - i. Complete details of the results of the daily testing throughout the redevelopment process, redevelopment chemicals including quantities used and a detail of any repair parts furnished.
 - ii. A separate report detailing the post-cleaning flow test on the well and pumping equipment showing all pertinent well, pump and motor information as well as all field test data collected and a plot of the current pump performance shall be made.
 - iii. Copies of the pre and post-cleaning video inspections shall be furnished to the Water Department in DVD format.
- k. SALVAGE:** All pump parts and equipment removed from the existing work and not required to be reinstalled in the new work shall remain the property of the OWNER.

PART 3 – CHECKLIST AND REQUIRED FORMS FOR SUBMISSION

**Well #2 Redevelopment and Inspection
21DPW079C**

Company Name: _____

- Bidder has completed and returned the **Acknowledgment of Receipt** form (via fax or email).
- Bidder has completed, signed, and enclosed the **Bid Form A: Bid Price Form** or an exact copy.
- Bidder has completed, signed, and enclosed the **Bid Form B: Bidder Information Response** form.
- Bidder has completed, signed, and enclosed the **Bid Form C: Authentication Form**.
- Bidder has completed, signed, and enclosed the **Bid Form D: Certificate of Good Faith**.
- Bidder has completed, signed, and enclosed the **Bid Form E: Certificate of Compliance with Massachusetts Tax Laws** or Certificate of Good Standing issued by the Massachusetts Department of Revenue.
- Bidder has completed, signed, and enclosed the **Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00**.
- Bidder has provided at least five (5) references on the **Bid Form G: Professional Reference Form** of which at least 3 are governmental units (municipal/county/regional district/state agency/special district).
- If the bid submission is signed by someone other than the Owner/President of the company, a completed **Bid Form H: Certificate of Authority of Corporate Resolution** for the person who signed the proposal or a valid Corporate Resolution stating the individual has the authority to submit the proposal on behalf of the Company and can bind the Company to the contract if awarded.
- The Bid Deposit (Bond) enclosed.
- Bidder acknowledged all addenda, if any
Addendum Number 1 dated _____
Addendum Number 2 dated _____
Addendum Number 3 dated _____
Addendum Number 4 dated _____
Addendum Number 5 dated _____

This form must be completed and filed with bid submission

**Bid Form A: Bid Sheet
Well #2 Redevelopment and Inspection
21DPW079C**

Well #2 Redevelopment and Inspection – 21DPW079C					
Bid Item		Unit Price	Unit Type	Estimated Quantity	Total Anticipated Cost
A	Mobilization - Demobilization				\$
B	Remove, Reinstall, & Test Pumping Equipment				\$
C	Set, Maintain, Pull Developing Tools				\$
D	Disassemble, Clean, & Inspect Pumping Equipment				\$
E	Jetting Application				\$
F	Machine Time for Redevelopment	\$	Hour	X 40	\$
G	Closed Circuit Video Inspections (Pre & Post)				\$
H	Chemicals for Redevelopment: Muriatic Acid	\$	Gallon	X	\$
I	Chemicals for Redevelopment: NuWell 310	\$	Gallon	X	\$
J	Chemicals for Redevelopment: NuWell 220	\$	Gallon	X	\$
K	Chemicals for Redevelopment: Sodium Hypochlorite	\$	Pound	X	\$
L	Chemicals for Redevelopment: Neutralization Chemicals				\$
M	Total Cost (Sum A – L)				\$

Bidder Acknowledges Addenda #: _____

Company Name: _____ Number of Years in Business: _____

Address: _____

Authorized Signature: _____

Printed Name & Title: _____

This form must be completed and filed with bid submission

**Bid Form B: Bidder Information Response
Well #2 Redevelopment and Inspection
21DPW079C**

Legal Name of the Bidder: _____

Company Name: _____

Company Address: _____

City State Zip: _____

Company Web Address: _____

Company Telephone: _____ Company Fax Number: _____

State of Incorporation (Date): _____

If the bidder is a partnership, give full names and addresses of all partners; and if an individual, give residential address if different from business address.

Company Contacts – Required

Individual submitting the bid: (This is the individual who should sign the Certificate of Good Faith)

Name: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax Number: _____

Email Address: _____

Individual to be contacted about the bid: (If different from the individual submitting the bid)

Name: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax Number: _____

Email Address: _____

Best Times to Contact: _____

Individual authorized to contractually bind the company: (This will be the individual whose name

and title will appear in the contract documents and will execute the contract if the contract is awarded to the company)

Name: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax Number: _____

Email Address: _____

Best Times to Contact: _____

1. Has the bid been signed by a person legally authorized to commit the Bidder (Company) to the contract, if awarded? **Yes** **No**
2. Is the Bidder prepared to provide the insurances as required? **Yes** **No**
3. Has the Bidder placed any conditions or restrictions with its bid to the Town which conflict with the Scope of Services? (If yes, the bid may be deemed conditional.) **Yes** **No**
4. Has the Bidder identified any and all exceptions to the Town's specifications and are they included in the submission? **Yes** **No**
5. Is the Bidder prepared to execute the Town's contract, if awarded? **Yes** **No**

Signature of the Bidder: _____

Printed Name and Title of Signatory: _____

Date: _____

This form must be completed and filed with bid submission

Bid Form C: Authentication Form
Well #2 Redevelopment and Inspection
21DPW079C

The undersigned agrees that, if selected as the contractor for any or all of the above bid items, the contractor shall be obligated to provide those services in accordance with the terms of these specifications at the bid price upon receipt of a fully executed contract.

Name of Bidder: _____

Address: _____

Authorized Signature: _____

Printed Name and Title: _____

Date: _____ Phone Number: _____

Fax Number: _____ Email: _____

This form must be completed and filed with bid submission

**Bid Form D: Certificate of Good Faith
Well #2 Redevelopment and Inspection
21DPW079C**

The undersigned hereby certifies that s/he will comply with all laws and regulations applicable to awards made subject to Massachusetts General Laws, Chapter 30 Section 39M.

The undersigned certifies under penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

Bidder Name: _____ Date: _____

Signature of Individual Submitting Bid: _____

Individual Full Name and Title: _____

Business Address: _____

This form must be completed and filed with bid submission

**Bid Form E: Certificate of Compliance with Massachusetts Tax Laws
Well #2 Redevelopment and Inspection
21DPW079C**

Certificate of Good Standing issued by the Massachusetts Department of Revenue dated no earlier than 90 days before the bid submission deadline may be submitted in place of this certificate.

Pursuant to M.G.L. c.62C, §49A , the undersigned acting on behalf of the Contractor* certifies under the penalties of perjury that the Contractor is in compliance with all laws of the Commonwealth relating to taxes including payment of all local taxes, fees, assessments, betterments and any other local or municipal charges (unless the Contractor has a pending abatement application or has entered into a payment agreement with the entity to which such charges were owed), reporting of employees and contractors, and withholding and remitting child support.**

(1) Contractor: _____ Date: _____

Print Name: _____

Social Security Number: _____

Corporation, Association, or Partnership: _____

Federal Tax ID Number or Social Security Number: _____

(2) By: _____ Date: _____
(Authorized Corporate Signature)

Name and Title: _____

Note to Contractor***: Please sign at (1) or (2), whichever applies.

In order to comply with all laws of the Commonwealth relating to taxes, the undersigned certifies that Contractor (check applicable item):

1. _____ has filed all tax returns and paid all taxes required by law; or
2. _____ has filed a pending application for abatement of such tax; or
3. _____ has a pending petition before the appellate tax board contesting such tax; or
4. _____ does not derive taxable income from Massachusetts Sources such that it is subject to taxation by the Commonwealth

* 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.

* The provision in this Certification relating to child support applies only when the Contractor is an individual.

*** Approval of a contract or other agreement will not be granted until the Town of Needham receives a signed copy of this Certification.

This form must be completed and filed with bid submission

Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00
Well #2 Redevelopment and Inspection
21DPW079C

The undersigned agrees that, if selected as Contractor, s/he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the Town, execute a contract in accordance with the terms of this bid. The undersigned hereby certifies that s/he is 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's/he will comply fully with all laws and regulations applicable to awards made subject to M.G.L. Chapter 30 39M. The undersigned agrees that, if selected as the contractor for any or all of the above bid items, he/she shall be obligated to provide those services in accordance with the terms of these specifications at the bid price upon receipt of a fully executed contract.

The undersigned certifies, under pains and penalties of perjury that:

1. The Contractor 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. 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 (OSHA) that is at least 10 hours in duration and the time the employee begins works and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee;

Name of Company: _____

Signature: _____

Printed Name and Title of Signatory: _____

Business Address: _____

City, State, Zip: _____

Telephone: _____ Fax: _____

Email Address: _____

This form must be completed and filed with bid submission

**Bid Form G: Professional References
Well #2 Redevelopment and Inspection
21DPW079C**

Customer: _____

Mailing Address: _____

Period of Service (MM/YYYY): _____ through _____

Is this a Municipal or other Governmental Unit?: Yes No

Project Name: _____

Primary Contact: _____ Title: _____

Telephone: _____ Ext: _____

Email: _____

Customer: _____

Mailing Address: _____

Period of Service (MM/YYYY): _____ through _____

Is this a Municipal or other Governmental Unit?: Yes No

Project Name: _____

Primary Contact: _____ Title: _____

Telephone: _____ Ext: _____

Email: _____

(Make as many copies as necessary. A minimum of 5 references required)

**THIS FORM OR SUBSTITUTE WITH THE REQUESTED
INFORMATION MUST BE FILED WITH BID SUBMISSION**

**Bid Form H: Certificate of Authority
Well #2 Redevelopment and Inspection
21DPW079C**

Complete Only If Applicable

1. I hereby certify that I am the Clerk/Secretary of _____
(insert full name of Corporation)
2. corporation, and that _____
(insert the name of officer who signed the contract and bonds.)
3. is the duly elected _____
(insert the title of the officer in line 2)
4. of said corporation, and that on _____
(insert a date that is **ON OR BEFORE** the date the officer signed the
contract and bonds.)

at a duly authorized meeting of the Board of Directors of said corporation, at which all the directors were present or waived notice, it was voted that

5. _____ the _____
(insert name from line 2) (insert title from line 3)

of this corporation be and hereby is authorized to execute contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below.

6. ATTEST: _____ AFFIX CORPORATE
(Signature of Clerk or Secretary)* SEAL HERE
7. Name: _____
(Please print or type name in line 6)*
8. Date: _____
(insert a date that is **ON OR AFTER** the date the
officer signed the **contract and bonds.**)

The name and signature inserted in lines 6 & 7 must be that of the Clerk or Secretary of the corporation.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Town of Needham
Contract Number: 21DPW079C **City/Town:** NEEDHAM
Description of Work: Well #2 Redevelopment and Inspection
Job Location: 914 Charles River St.

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.
-

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	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 <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2020	\$37.10	\$12.80	\$9.45	\$0.00	\$59.35
	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	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) <i>BRICKLAYERS LOCAL 3 (NEWTON)</i>	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 Newton

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.20	\$10.75	\$22.09	\$0.00	\$61.04
2	60	\$33.83	\$10.75	\$22.09	\$0.00	\$66.67
3	70	\$39.47	\$10.75	\$22.09	\$0.00	\$72.31
4	80	\$45.11	\$10.75	\$22.09	\$0.00	\$77.95
5	90	\$50.75	\$10.75	\$22.09	\$0.00	\$83.59

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
	12/01/2020	\$41.28	\$8.60	\$17.24	\$0.00	\$67.12
	06/01/2021	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
	12/01/2021	\$43.31	\$8.60	\$17.24	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	09/01/2020	\$42.94	\$9.40	\$18.95	\$0.00	\$71.29
CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2021	\$43.54	\$9.40	\$18.95	\$0.00	\$71.89
	09/01/2021	\$44.19	\$9.40	\$18.95	\$0.00	\$72.54
	03/01/2022	\$44.79	\$9.40	\$18.95	\$0.00	\$73.14
	09/01/2022	\$45.44	\$9.40	\$18.95	\$0.00	\$73.79
	03/01/2023	\$46.04	\$9.40	\$18.95	\$0.00	\$74.39

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.47	\$9.40	\$1.73	\$0.00	\$32.60
2	60	\$25.76	\$9.40	\$1.73	\$0.00	\$36.89
3	70	\$30.06	\$9.40	\$13.76	\$0.00	\$53.22
4	75	\$32.21	\$9.40	\$13.76	\$0.00	\$55.37
5	80	\$34.35	\$9.40	\$15.49	\$0.00	\$59.24
6	80	\$34.35	\$9.40	\$15.49	\$0.00	\$59.24
7	90	\$38.65	\$9.40	\$17.22	\$0.00	\$65.27
8	90	\$38.65	\$9.40	\$17.22	\$0.00	\$65.27

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.77	\$9.40	\$1.73	\$0.00	\$32.90
2	60	\$26.12	\$9.40	\$1.73	\$0.00	\$37.25
3	70	\$30.48	\$9.40	\$13.76	\$0.00	\$53.64
4	75	\$32.66	\$9.40	\$13.76	\$0.00	\$55.82
5	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72
6	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72
7	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81
8	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$30.45/ 3&4 \$36.42/ 5&6 \$54.95/ 7&8 \$60.97

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2020	\$22.66	\$7.21	\$4.80	\$0.00	\$34.67
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2021	\$23.16	\$7.21	\$4.80	\$0.00	\$35.17
	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
2	60	\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
3	65	\$14.73	\$7.21	\$0.00	\$0.00	\$21.94
4	70	\$15.86	\$7.21	\$0.00	\$0.00	\$23.07
5	75	\$17.00	\$7.21	\$3.80	\$0.00	\$28.01
6	80	\$18.13	\$7.21	\$3.80	\$0.00	\$29.14
7	85	\$19.26	\$7.21	\$3.80	\$0.00	\$30.27
8	90	\$20.39	\$7.21	\$3.80	\$0.00	\$31.40

Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
2	60	\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
3	65	\$15.05	\$7.21	\$0.00	\$0.00	\$22.26
4	70	\$16.21	\$7.21	\$0.00	\$0.00	\$23.42
5	75	\$17.37	\$7.21	\$3.80	\$0.00	\$28.38
6	80	\$18.53	\$7.21	\$3.80	\$0.00	\$29.54
7	85	\$19.69	\$7.21	\$3.80	\$0.00	\$30.70
8	90	\$20.84	\$7.21	\$3.80	\$0.00	\$31.85

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.41/ 3&4 \$19.67/ 5&6 \$26.87/ 7&8 \$29.14

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (NEWTON)	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85
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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Newton)

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$50.33	\$13.00	\$15.70	\$0.00	\$79.03
	12/01/2020	\$51.48	\$13.00	\$15.70	\$0.00	\$80.18
	06/01/2021	\$52.58	\$13.00	\$15.70	\$0.00	\$81.28
	12/01/2021	\$53.73	\$13.00	\$15.70	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.78	\$13.00	\$0.65	\$0.00	\$35.43
2	40	\$21.78	\$13.00	\$0.65	\$0.00	\$35.43
3	45	\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
4	45	\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
5	50	\$27.23	\$13.00	\$15.31	\$0.00	\$55.54
6	55	\$29.95	\$13.00	\$15.75	\$0.00	\$58.70
7	60	\$32.67	\$13.00	\$16.19	\$0.00	\$61.86
8	65	\$35.39	\$13.00	\$16.63	\$0.00	\$65.02
9	70	\$38.12	\$13.00	\$17.07	\$0.00	\$68.19
10	75	\$40.84	\$13.00	\$17.53	\$0.00	\$71.37

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.16	\$13.00	\$0.66	\$0.00	\$35.82
2	40	\$22.16	\$13.00	\$0.66	\$0.00	\$35.82
3	45	\$24.93	\$13.00	\$15.13	\$0.00	\$53.06
4	45	\$24.93	\$13.00	\$15.13	\$0.00	\$53.06
5	50	\$27.71	\$13.00	\$15.57	\$0.00	\$56.28
6	55	\$30.48	\$13.00	\$16.01	\$0.00	\$59.49
7	60	\$33.25	\$13.00	\$16.46	\$0.00	\$62.71
8	65	\$36.02	\$13.00	\$16.90	\$0.00	\$65.92
9	70	\$38.79	\$13.00	\$17.34	\$0.00	\$69.13
10	75	\$41.56	\$13.00	\$17.80	\$0.00	\$72.36

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
ELEVATOR CONSTRUCTORS LOCAL 4	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 <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	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 <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	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 <i>OPERATING ENGINEERS LOCAL 4</i>	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 <i>OPERATING ENGINEERS LOCAL 4</i>	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 <i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> / COMMISSIONING <i>ELECTRICIANS</i>	09/01/2020	\$40.84	\$13.00	\$17.53	\$0.00	\$71.37
	03/01/2021	\$42.11	\$13.00	\$17.88	\$0.00	\$72.99
	09/01/2021	\$43.77	\$13.00	\$18.00	\$0.00	\$74.77
	03/01/2022	\$45.27	\$13.00	\$18.12	\$0.00	\$76.39
	09/01/2022	\$46.99	\$13.00	\$18.24	\$0.00	\$78.23
	03/01/2023	\$48.54	\$13.00	\$18.37	\$0.00	\$79.91
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$40.30	\$13.00	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.25	\$13.00	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.16	\$13.00	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.11	\$13.00	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2020	\$23.50	\$8.60	\$15.77	\$0.00	\$47.87
	12/01/2020	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
	06/01/2021	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
	12/01/2021	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	09/01/2020	\$47.79	\$9.40	\$19.25	\$0.00	\$76.44
	03/01/2021	\$48.59	\$9.40	\$19.25	\$0.00	\$77.24
	09/01/2021	\$49.39	\$9.40	\$19.25	\$0.00	\$78.04
	03/01/2022	\$50.19	\$9.40	\$19.25	\$0.00	\$78.84

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.90	\$9.40	\$1.79	\$0.00	\$35.09
2	55	\$26.28	\$9.40	\$1.79	\$0.00	\$37.47
3	60	\$28.67	\$9.40	\$13.88	\$0.00	\$51.95
4	65	\$31.06	\$9.40	\$13.88	\$0.00	\$54.34
5	70	\$33.45	\$9.40	\$15.67	\$0.00	\$58.52
6	75	\$35.84	\$9.40	\$15.67	\$0.00	\$60.91
7	80	\$38.23	\$9.40	\$17.46	\$0.00	\$65.09
8	85	\$40.62	\$9.40	\$17.46	\$0.00	\$67.48

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.30	\$9.40	\$1.79	\$0.00	\$35.49
2	55	\$26.72	\$9.40	\$1.79	\$0.00	\$37.91
3	60	\$29.15	\$9.40	\$13.88	\$0.00	\$52.43
4	65	\$31.58	\$9.40	\$13.88	\$0.00	\$54.86
5	70	\$34.01	\$9.40	\$15.67	\$0.00	\$59.08
6	75	\$36.44	\$9.40	\$15.67	\$0.00	\$61.51
7	80	\$38.87	\$9.40	\$17.46	\$0.00	\$65.73
8	85	\$41.30	\$9.40	\$17.46	\$0.00	\$68.16

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.70/ 3&4 \$39.20/ 5&6 \$58.52/ 7&8 \$65.09

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	07/01/2020	\$41.01	\$8.25	\$22.40	\$0.00	\$71.66
	01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76
2	55	\$22.56	\$8.25	\$6.05	\$0.00	\$36.86
3	60	\$24.61	\$8.25	\$6.60	\$0.00	\$39.46
4	65	\$26.66	\$8.25	\$7.15	\$0.00	\$42.06
5	70	\$28.71	\$8.25	\$19.10	\$0.00	\$56.06
6	75	\$30.76	\$8.25	\$19.65	\$0.00	\$58.66
7	80	\$32.81	\$8.25	\$20.20	\$0.00	\$61.26
8	90	\$36.91	\$8.25	\$21.30	\$0.00	\$66.46

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.13	\$13.00	\$0.00	\$0.00	\$40.13
2	60	\$29.60	\$13.00	\$15.70	\$0.00	\$58.30
3	65	\$32.06	\$13.00	\$15.70	\$0.00	\$60.76
4	70	\$34.53	\$13.00	\$15.70	\$0.00	\$63.23
5	75	\$37.00	\$13.00	\$15.70	\$0.00	\$65.70
6	80	\$39.46	\$13.00	\$15.70	\$0.00	\$68.16
7	85	\$41.93	\$13.00	\$15.70	\$0.00	\$70.63
8	90	\$44.40	\$13.00	\$15.70	\$0.00	\$73.10

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.76	\$13.00	\$0.00	\$0.00	\$40.76
2	60	\$30.29	\$13.00	\$15.70	\$0.00	\$58.99
3	65	\$32.81	\$13.00	\$15.70	\$0.00	\$61.51
4	70	\$35.34	\$13.00	\$15.70	\$0.00	\$64.04
5	75	\$37.86	\$13.00	\$15.70	\$0.00	\$66.56
6	80	\$40.38	\$13.00	\$15.70	\$0.00	\$69.08
7	85	\$42.91	\$13.00	\$15.70	\$0.00	\$71.61
8	90	\$45.43	\$13.00	\$15.70	\$0.00	\$74.13

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2020	\$49.00	\$13.80	\$17.14	\$0.00	\$79.94
	09/01/2021	\$51.40	\$13.80	\$17.14	\$0.00	\$82.34
	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

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

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.50	\$13.80	\$12.42	\$0.00	\$50.72
2	60	\$29.40	\$13.80	\$13.36	\$0.00	\$56.56
3	70	\$34.30	\$13.80	\$14.31	\$0.00	\$62.41
4	80	\$39.20	\$13.80	\$15.25	\$0.00	\$68.25

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.70	\$13.80	\$12.42	\$0.00	\$51.92
2	60	\$30.84	\$13.80	\$13.36	\$0.00	\$58.00
3	70	\$35.98	\$13.80	\$14.31	\$0.00	\$64.09
4	80	\$41.12	\$13.80	\$15.25	\$0.00	\$70.17

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	03/16/2019	\$46.66	\$8.00	\$23.50	\$0.00	\$78.16
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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 2	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.60	\$15.77	\$0.00	\$44.81
2	70	\$23.84	\$8.60	\$15.77	\$0.00	\$48.21
3	80	\$27.25	\$8.60	\$15.77	\$0.00	\$51.62
4	90	\$30.65	\$8.60	\$15.77	\$0.00	\$55.02

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.60	\$15.77	\$0.00	\$45.34
2	70	\$24.47	\$8.60	\$15.77	\$0.00	\$48.84
3	80	\$27.96	\$8.60	\$15.77	\$0.00	\$52.33
4	90	\$31.46	\$8.60	\$15.77	\$0.00	\$55.83

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.15	\$8.60	\$15.83	\$0.00	\$58.58
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
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 <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	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 - 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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.54	\$10.75	\$20.27	\$0.00	\$52.56
2	60	\$25.85	\$10.75	\$20.27	\$0.00	\$56.87
3	70	\$30.16	\$10.75	\$20.27	\$0.00	\$61.18
4	80	\$34.46	\$10.75	\$20.27	\$0.00	\$65.48
5	90	\$38.77	\$10.75	\$20.27	\$0.00	\$69.79

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
BRICKLAYERS LOCAL 3 - MARBLE & TILE	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 - 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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.21	\$10.75	\$22.08	\$0.00	\$61.04
2	60	\$33.85	\$10.75	\$22.08	\$0.00	\$66.68
3	70	\$39.49	\$10.75	\$22.08	\$0.00	\$72.32
4	80	\$45.13	\$10.75	\$22.08	\$0.00	\$77.96
5	90	\$50.77	\$10.75	\$22.08	\$0.00	\$83.60

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	04/01/2019	\$42.22	\$9.90	\$18.50	\$0.00	\$70.62
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Classification

Effective Date Base Wage Health Pension Supplemental 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 <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$23.13	\$13.00	\$15.70	\$0.00	\$51.83
	12/01/2020	\$23.70	\$13.00	\$15.70	\$0.00	\$52.40
	06/01/2021	\$24.25	\$13.00	\$15.70	\$0.00	\$52.95
	12/01/2021	\$24.83	\$13.00	\$15.70	\$0.00	\$53.53

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$27.79	\$13.00	\$15.70	\$0.00	\$56.49
	12/01/2020	\$28.47	\$13.00	\$15.70	\$0.00	\$57.17
	06/01/2021	\$29.11	\$13.00	\$15.70	\$0.00	\$57.81
	12/01/2021	\$29.79	\$13.00	\$15.70	\$0.00	\$58.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2020	\$41.21	\$8.25	\$22.40	\$0.00	\$71.86
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$42.96	\$8.25	\$22.75	\$0.00	\$73.96

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.61	\$8.25	\$0.00	\$0.00	\$28.86
2	55	\$22.67	\$8.25	\$6.05	\$0.00	\$36.97
3	60	\$24.73	\$8.25	\$6.60	\$0.00	\$39.58
4	65	\$26.79	\$8.25	\$7.15	\$0.00	\$42.19
5	70	\$28.85	\$8.25	\$19.10	\$0.00	\$56.20
6	75	\$30.91	\$8.25	\$19.65	\$0.00	\$58.81
7	80	\$32.97	\$8.25	\$20.20	\$0.00	\$61.42
8	90	\$37.09	\$8.25	\$21.30	\$0.00	\$66.64

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.48	\$8.25	\$0.00	\$0.00	\$29.73
2	55	\$23.63	\$8.25	\$6.16	\$0.00	\$38.04
3	60	\$25.78	\$8.25	\$6.72	\$0.00	\$40.75
4	65	\$27.92	\$8.25	\$7.28	\$0.00	\$43.45
5	70	\$30.07	\$8.25	\$19.39	\$0.00	\$57.71
6	75	\$32.22	\$8.25	\$19.95	\$0.00	\$60.42
7	80	\$34.37	\$8.25	\$20.51	\$0.00	\$63.13
8	90	\$38.66	\$8.25	\$21.63	\$0.00	\$68.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2020	\$40.47	\$8.25	\$22.40	\$0.00	\$71.12
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$41.02	\$8.25	\$22.75	\$0.00	\$72.02

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.24	\$8.25	\$0.00	\$0.00	\$28.49
2	55	\$22.26	\$8.25	\$6.05	\$0.00	\$36.56
3	60	\$24.28	\$8.25	\$6.60	\$0.00	\$39.13
4	65	\$26.31	\$8.25	\$7.15	\$0.00	\$41.71
5	70	\$28.33	\$8.25	\$19.10	\$0.00	\$55.68
6	75	\$30.35	\$8.25	\$19.65	\$0.00	\$58.25
7	80	\$32.38	\$8.25	\$20.20	\$0.00	\$60.83
8	90	\$36.42	\$8.25	\$21.30	\$0.00	\$65.97

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76
2	55	\$22.56	\$8.25	\$6.16	\$0.00	\$36.97
3	60	\$24.61	\$8.25	\$6.72	\$0.00	\$39.58
4	65	\$26.66	\$8.25	\$7.28	\$0.00	\$42.19
5	70	\$28.71	\$8.25	\$19.39	\$0.00	\$56.35
6	75	\$30.77	\$8.25	\$19.95	\$0.00	\$58.97
7	80	\$32.82	\$8.25	\$20.51	\$0.00	\$61.58
8	90	\$36.92	\$8.25	\$21.63	\$0.00	\$66.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	07/01/2020	\$41.01	\$8.25	\$22.40	\$0.00	\$71.66
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76
2	55	\$22.56	\$8.25	\$6.05	\$0.00	\$36.86
3	60	\$24.61	\$8.25	\$6.60	\$0.00	\$39.46
4	65	\$26.66	\$8.25	\$7.15	\$0.00	\$42.06
5	70	\$28.71	\$8.25	\$19.10	\$0.00	\$56.06
6	75	\$30.76	\$8.25	\$19.65	\$0.00	\$58.66
7	80	\$32.81	\$8.25	\$20.20	\$0.00	\$61.26
8	90	\$36.91	\$8.25	\$21.30	\$0.00	\$66.46

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2020	\$39.07	\$8.25	\$22.40	\$0.00	\$69.72
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$39.62	\$8.25	\$22.75	\$0.00	\$70.62

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.54	\$8.25	\$0.00	\$0.00	\$27.79
2	55	\$21.49	\$8.25	\$6.05	\$0.00	\$35.79
3	60	\$23.44	\$8.25	\$6.60	\$0.00	\$38.29
4	65	\$25.40	\$8.25	\$7.15	\$0.00	\$40.80
5	70	\$27.35	\$8.25	\$19.10	\$0.00	\$54.70
6	75	\$29.30	\$8.25	\$19.65	\$0.00	\$57.20
7	80	\$31.26	\$8.25	\$20.20	\$0.00	\$59.71
8	90	\$35.16	\$8.25	\$21.30	\$0.00	\$64.71

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.81	\$8.25	\$0.00	\$0.00	\$28.06
2	55	\$21.79	\$8.25	\$6.16	\$0.00	\$36.20
3	60	\$23.77	\$8.25	\$6.72	\$0.00	\$38.74
4	65	\$25.75	\$8.25	\$7.28	\$0.00	\$41.28
5	70	\$27.73	\$8.25	\$19.39	\$0.00	\$55.37
6	75	\$29.72	\$8.25	\$19.95	\$0.00	\$57.92
7	80	\$31.70	\$8.25	\$20.51	\$0.00	\$60.46
8	90	\$35.66	\$8.25	\$21.63	\$0.00	\$65.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	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) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.58	\$11.70	\$8.25	\$0.00	\$42.53
2	45	\$25.40	\$11.70	\$20.24	\$0.00	\$57.34
3	60	\$33.86	\$11.70	\$20.24	\$0.00	\$65.80
4	70	\$39.51	\$11.70	\$20.24	\$0.00	\$71.45
5	80	\$45.15	\$11.70	\$20.24	\$0.00	\$77.09

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

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:**

PIPELAYER LABORERS - ZONE 2	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS	09/01/2020	\$58.69	\$13.57	\$17.26	\$0.00	\$89.52
<i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.54	\$13.57	\$6.24	\$0.00	\$40.35
2	40	\$23.48	\$13.57	\$7.08	\$0.00	\$44.13
3	55	\$32.28	\$13.57	\$9.63	\$0.00	\$55.48
4	65	\$38.15	\$13.57	\$11.33	\$0.00	\$63.05
5	75	\$44.02	\$13.57	\$13.03	\$0.00	\$70.62

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.07	\$13.57	\$6.24	\$0.00	\$40.88
2	40	\$24.08	\$13.57	\$7.08	\$0.00	\$44.73
3	55	\$33.10	\$13.57	\$9.63	\$0.00	\$56.30
4	65	\$39.12	\$13.57	\$11.33	\$0.00	\$64.02
5	75	\$45.14	\$13.57	\$13.03	\$0.00	\$71.74

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$66.82, Step5 with lic\$74.39

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
<i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88

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

PNEUMATIC DRILL/TOOL OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
<i>LABORERS - ZONE 2</i>	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER	06/01/2020	\$35.06	\$8.60	\$15.77	\$0.00	\$59.43
<i>LABORERS - ZONE 2</i>	12/01/2020	\$35.95	\$8.60	\$15.77	\$0.00	\$60.32
	06/01/2021	\$36.87	\$8.60	\$15.77	\$0.00	\$61.24
	12/01/2021	\$37.78	\$8.60	\$15.77	\$0.00	\$62.15

For apprentice rates see "Apprentice- LABORER"

POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (CONCRETE)	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Rosenfeld (Walpole)</i>	01/01/2020	\$23.50	\$11.01	\$8.00	\$0.00	\$42.51
	01/01/2021	\$23.50	\$11.51	\$8.00	\$0.00	\$43.01
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2020	\$46.60	\$11.75	\$16.15	\$0.00	\$74.50
	02/01/2021	\$48.03	\$11.75	\$16.15	\$0.00	\$75.93
	08/01/2021	\$49.46	\$11.75	\$16.15	\$0.00	\$77.36
	02/01/2022	\$50.89	\$11.75	\$16.15	\$0.00	\$78.79

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.30	\$11.75	\$3.81	\$0.00	\$38.86
2	60	\$27.96	\$11.75	\$16.15	\$0.00	\$55.86
3	65	\$30.29	\$11.75	\$16.15	\$0.00	\$58.19
4	75	\$34.95	\$11.75	\$16.15	\$0.00	\$62.85
5	85	\$39.61	\$11.75	\$16.15	\$0.00	\$67.51

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.02	\$11.75	\$3.81	\$0.00	\$39.58
2	60	\$28.82	\$11.75	\$16.15	\$0.00	\$56.72
3	65	\$31.22	\$11.75	\$16.15	\$0.00	\$59.12
4	75	\$36.02	\$11.75	\$16.15	\$0.00	\$63.92
5	85	\$40.83	\$11.75	\$16.15	\$0.00	\$68.73

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	08/01/2020	\$46.85	\$11.75	\$16.15	\$0.00	\$74.75
ROOFERS LOCAL 33	02/01/2021	\$48.28	\$11.75	\$16.15	\$0.00	\$76.18
	08/01/2021	\$49.71	\$11.75	\$16.15	\$0.00	\$77.61
	02/01/2022	\$51.14	\$11.75	\$16.15	\$0.00	\$79.04

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.28	\$13.50	\$5.89	\$0.00	\$40.67
2	42	\$21.28	\$13.50	\$5.89	\$0.00	\$40.67
3	47	\$23.81	\$13.50	\$11.13	\$1.45	\$49.89
4	47	\$23.81	\$13.50	\$11.13	\$1.45	\$49.89
5	52	\$26.35	\$13.50	\$12.08	\$1.56	\$53.49
6	52	\$26.35	\$13.50	\$12.33	\$1.57	\$53.75
7	60	\$30.40	\$13.50	\$13.70	\$1.73	\$59.33
8	65	\$32.94	\$13.50	\$15.15	\$1.83	\$63.42
9	75	\$38.00	\$13.50	\$16.56	\$2.04	\$70.10
10	85	\$43.07	\$13.50	\$17.96	\$2.24	\$76.77

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.97	\$13.50	\$5.89	\$0.00	\$41.36
2	42	\$21.97	\$13.50	\$5.89	\$0.00	\$41.36
3	47	\$24.59	\$13.50	\$11.13	\$1.48	\$50.70
4	47	\$24.59	\$13.50	\$11.13	\$1.48	\$50.70
5	52	\$27.21	\$13.50	\$12.08	\$1.58	\$54.37
6	52	\$27.21	\$13.50	\$12.33	\$1.59	\$54.63
7	60	\$31.39	\$13.50	\$13.70	\$1.76	\$60.35
8	65	\$34.01	\$13.50	\$15.15	\$1.88	\$64.54
9	75	\$39.24	\$13.50	\$16.56	\$2.08	\$71.38
10	85	\$44.47	\$13.50	\$17.96	\$2.28	\$78.21

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	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
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	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 <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	03/01/2020	\$60.82	\$9.68	\$20.55	\$0.00	\$91.05
	10/01/2020	\$61.97	\$9.68	\$20.55	\$0.00	\$92.20
	03/01/2021	\$63.47	\$9.68	\$20.55	\$0.00	\$93.70

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	\$21.69	\$9.68	\$11.61	\$0.00	\$42.98
2	40	\$24.79	\$9.68	\$12.30	\$0.00	\$46.77
3	45	\$27.89	\$9.68	\$12.99	\$0.00	\$50.56
4	50	\$30.99	\$9.68	\$13.73	\$0.00	\$54.40
5	55	\$34.08	\$9.68	\$14.36	\$0.00	\$58.12
6	60	\$37.18	\$9.68	\$15.05	\$0.00	\$61.91
7	65	\$40.28	\$9.68	\$15.74	\$0.00	\$65.70
8	70	\$43.38	\$9.68	\$16.43	\$0.00	\$69.49
9	75	\$46.48	\$9.68	\$17.11	\$0.00	\$73.27
10	80	\$49.58	\$9.68	\$17.80	\$0.00	\$77.06

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

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$40.84	\$13.00	\$17.53	\$0.00	\$71.37
	03/01/2021	\$42.11	\$13.00	\$17.88	\$0.00	\$72.99
	09/01/2021	\$43.77	\$13.00	\$18.00	\$0.00	\$74.77
	03/01/2022	\$45.27	\$13.00	\$18.12	\$0.00	\$76.39
	09/01/2022	\$46.99	\$13.00	\$18.24	\$0.00	\$78.23
	03/01/2023	\$48.54	\$13.00	\$18.37	\$0.00	\$79.91

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.38	\$13.00	\$0.55	\$0.00	\$31.93
2	45	\$18.38	\$13.00	\$0.55	\$0.00	\$31.93
3	50	\$20.42	\$13.00	\$14.20	\$0.00	\$47.62
4	50	\$20.42	\$13.00	\$14.20	\$0.00	\$47.62
5	55	\$22.46	\$13.00	\$14.53	\$0.00	\$49.99
6	60	\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
7	65	\$26.55	\$13.00	\$15.20	\$0.00	\$54.75
8	70	\$28.59	\$13.00	\$15.53	\$0.00	\$57.12
9	75	\$30.63	\$13.00	\$15.87	\$0.00	\$59.50
10	80	\$32.67	\$13.00	\$16.20	\$0.00	\$61.87

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.95	\$13.00	\$0.57	\$0.00	\$32.52
2	45	\$18.95	\$13.00	\$0.57	\$0.00	\$32.52
3	50	\$21.06	\$13.00	\$14.47	\$0.00	\$48.53
4	50	\$21.06	\$13.00	\$14.47	\$0.00	\$48.53
5	55	\$23.16	\$13.00	\$14.80	\$0.00	\$50.96
6	60	\$25.27	\$13.00	\$15.14	\$0.00	\$53.41
7	65	\$27.37	\$13.00	\$15.47	\$0.00	\$55.84
8	70	\$29.48	\$13.00	\$15.80	\$0.00	\$58.28
9	75	\$31.58	\$13.00	\$16.15	\$0.00	\$60.73
10	80	\$33.69	\$13.00	\$16.48	\$0.00	\$63.17

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	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 - 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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.67	\$10.75	\$22.09	\$0.00	\$60.51
2	60	\$33.20	\$10.75	\$22.09	\$0.00	\$66.04
3	70	\$38.73	\$10.75	\$22.09	\$0.00	\$71.57
4	80	\$44.26	\$10.75	\$22.09	\$0.00	\$77.10
5	90	\$49.80	\$10.75	\$22.09	\$0.00	\$82.64

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
	12/01/2020	\$41.53	\$8.60	\$17.24	\$0.00	\$67.37
	06/01/2021	\$42.55	\$8.60	\$17.24	\$0.00	\$68.39
	12/01/2021	\$43.56	\$8.60	\$17.24	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.27	\$8.60	\$17.24	\$0.00	\$65.11
	12/01/2020	\$40.25	\$8.60	\$17.24	\$0.00	\$66.09
	06/01/2021	\$41.27	\$8.60	\$17.24	\$0.00	\$67.11
	12/01/2021	\$42.28	\$8.60	\$17.24	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	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 <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
	12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
	06/01/2021	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
	06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
	12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
	12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
	06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
	06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	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 <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2020	\$58.69	\$13.57	\$17.26	\$0.00	\$89.52
	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

Rental of Equipment - East

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2020	\$36.25	\$12.91	\$0.00	\$0.00	\$49.16
	12/01/2020	\$36.25	\$12.91	\$0.00	\$0.00	\$49.16
	06/01/2021	\$37.05	\$12.91	\$0.00	\$0.00	\$49.96
	08/01/2021	\$37.05	\$13.41	\$0.00	\$0.00	\$50.46
	12/01/2021	\$37.05	\$13.41	\$0.00	\$0.00	\$50.46
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2020	\$36.32	\$12.91	\$0.00	\$0.00	\$49.23
	12/01/2020	\$36.32	\$12.91	\$0.00	\$0.00	\$49.23
	06/01/2021	\$37.12	\$12.91	\$0.00	\$0.00	\$50.03
	08/01/2021	\$37.12	\$13.41	\$0.00	\$0.00	\$50.53
	12/01/2021	\$37.12	\$13.41	\$0.00	\$0.00	\$50.53
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2020	\$36.44	\$12.91	\$0.00	\$0.00	\$49.35
	12/01/2020	\$36.44	\$12.91	\$0.00	\$0.00	\$49.35
	06/01/2021	\$37.24	\$12.91	\$0.00	\$0.00	\$50.15
	08/01/2021	\$37.24	\$13.41	\$0.00	\$0.00	\$50.65
	12/01/2021	\$37.24	\$13.41	\$0.00	\$0.00	\$50.65
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$50.33	\$13.00	\$0.00	\$0.00	\$63.33
	12/01/2020	\$51.48	\$13.00	\$0.00	\$0.00	\$64.48
	06/01/2021	\$52.58	\$13.00	\$0.00	\$0.00	\$65.58
	12/01/2021	\$53.73	\$13.00	\$0.00	\$0.00	\$66.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$0.00	\$0.00	\$78.10
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$0.00	\$0.00	\$58.47
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$0.00	\$0.00	\$83.00
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2020	\$23.50	\$8.60	\$0.00	\$0.00	\$32.10
	12/01/2020	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	06/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	12/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.13	\$13.00	\$0.00	\$0.00	\$40.13
2	60	\$29.60	\$13.00	\$0.00	\$0.00	\$42.60
3	65	\$32.06	\$13.00	\$0.00	\$0.00	\$45.06
4	70	\$34.53	\$13.00	\$0.00	\$0.00	\$47.53
5	75	\$37.00	\$13.00	\$0.00	\$0.00	\$50.00
6	80	\$39.46	\$13.00	\$0.00	\$0.00	\$52.46
7	85	\$41.93	\$13.00	\$0.00	\$0.00	\$54.93
8	90	\$44.40	\$13.00	\$0.00	\$0.00	\$57.40

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.76	\$13.00	\$0.00	\$0.00	\$40.76
2	60	\$30.29	\$13.00	\$0.00	\$0.00	\$43.29
3	65	\$32.81	\$13.00	\$0.00	\$0.00	\$45.81
4	70	\$35.34	\$13.00	\$0.00	\$0.00	\$48.34
5	75	\$37.86	\$13.00	\$0.00	\$0.00	\$50.86
6	80	\$40.38	\$13.00	\$0.00	\$0.00	\$53.38
7	85	\$42.91	\$13.00	\$0.00	\$0.00	\$55.91
8	90	\$45.43	\$13.00	\$0.00	\$0.00	\$58.43

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	06/01/2020	\$34.06	\$8.60	\$0.00	\$0.00	\$42.66
LABORERS - ZONE 2	12/01/2020	\$34.95	\$8.60	\$0.00	\$0.00	\$43.55
	06/01/2021	\$35.87	\$8.60	\$0.00	\$0.00	\$44.47
	12/01/2021	\$36.78	\$8.60	\$0.00	\$0.00	\$45.38

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.60	\$0.00	\$0.00	\$29.04
2	70	\$23.84	\$8.60	\$0.00	\$0.00	\$32.44
3	80	\$27.25	\$8.60	\$0.00	\$0.00	\$35.85
4	90	\$30.65	\$8.60	\$0.00	\$0.00	\$39.25

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.60	\$0.00	\$0.00	\$29.57
2	70	\$24.47	\$8.60	\$0.00	\$0.00	\$33.07
3	80	\$27.96	\$8.60	\$0.00	\$0.00	\$36.56
4	90	\$31.46	\$8.60	\$0.00	\$0.00	\$40.06

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2020	\$23.13	\$13.00	\$0.00	\$0.00	\$36.13
	12/01/2020	\$23.70	\$13.00	\$0.00	\$0.00	\$36.70
	06/01/2021	\$24.25	\$13.00	\$0.00	\$0.00	\$37.25
	12/01/2021	\$24.83	\$13.00	\$0.00	\$0.00	\$37.83

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2020	\$27.79	\$13.00	\$0.00	\$0.00	\$40.79
	12/01/2020	\$28.47	\$13.00	\$0.00	\$0.00	\$41.47
	06/01/2021	\$29.11	\$13.00	\$0.00	\$0.00	\$42.11
	12/01/2021	\$29.79	\$13.00	\$0.00	\$0.00	\$42.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2020	\$36.08	\$12.91	\$0.00	\$0.00	\$48.99
	12/01/2020	\$36.08	\$12.91	\$0.00	\$0.00	\$48.99
	06/01/2021	\$36.88	\$12.91	\$0.00	\$0.00	\$49.79
	08/01/2021	\$36.88	\$13.41	\$0.00	\$0.00	\$50.29
	12/01/2021	\$36.88	\$13.41	\$0.00	\$0.00	\$50.29

POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	12/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	06/01/2021	\$37.34	\$12.91	\$0.00	\$0.00	\$50.25
	08/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
	12/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2020	\$36.83	\$12.91	\$0.00	\$0.00	\$49.74
	12/01/2020	\$36.83	\$12.91	\$0.00	\$0.00	\$49.74
	06/01/2021	\$37.63	\$12.91	\$0.00	\$0.00	\$50.54
	08/01/2021	\$37.63	\$13.41	\$0.00	\$0.00	\$51.04
	12/01/2021	\$37.63	\$13.41	\$0.00	\$0.00	\$51.04
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2020	\$37.12	\$12.91	\$0.00	\$0.00	\$50.03
	12/01/2020	\$37.12	\$12.91	\$0.00	\$0.00	\$50.03
	06/01/2021	\$37.92	\$12.91	\$0.00	\$0.00	\$50.83
	08/01/2021	\$37.92	\$13.41	\$0.00	\$0.00	\$51.33
	12/01/2021	\$37.92	\$13.41	\$0.00	\$0.00	\$51.33
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	12/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	06/01/2021	\$37.34	\$12.91	\$0.00	\$0.00	\$50.25
	08/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
	12/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75

Additional Apprentices 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. Apprentices 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.