

TOWN OF WESTMINSTER

INVITATION FOR BIDS

***PAVEMENT MILLING – ASPHALT PAVEMENT
EXCAVATION BY COLD PLANER***

TABLE OF CONTENTS

I. Advertisement/Public Notice	Page 3
II. General Information/Instructions	Pages 4-6
III. Purchase Description/Specifications/Scope of Services	Page 7-8
IV. Quality Requirements	Page 9
V. Award of Contract	Page 9
Attachment A: Form for Bid	Page 10
Attachment B: References	Page 11
Attachment C: Sample Form of Contract and attachments	Pages 12-24
Appendix A--Prevailing Wage Rates	
Attachment 1-- Certificate of Authority (if a corporation)	
Attachment 2-- Certification of OSHA Training	
Attachment 3-- Tax Attestation Certification	
Attachment 4-- Payment Bond	
Attachment 5-- Performance Bond	



**TOWN OF WESTMINSTER
DEPARTMENT OF PUBLIC WORKS
2 OAKMONT AVENUE; P.O. BOX 376
WESTMINSTER MA 01473
(978 874-5572)**

I. ADVERTISEMENT/PUBLIC NOTICE

TOWN OF WESTMINSTER

INVITATION FOR BIDS

The Town of Westminster is accepting separate sealed bids from qualified Contractors for (1) Hot Mix Asphalt FOB Plant, (2) Hot Mix Asphalt Laid in Place, (3) Full Depth Pavement Reclamation with Calcium Chloride, (4) Pavement Milling, and (5) Crack Sealing. Separate sealed bids clearly marked will be received by the Department of Public Works, 2 Oakmont Avenue, Westminster MA 01473 until Thursday, July 16, 2020 at 11:00 a.m., at which time they will be publicly opened and read via teleconference by calling (978) 990-5242 and entering access code 727982. Bid packages may be obtained from the Department of Public Works, 2 Oakmont Avenue, Westminster, MA 01473. The Town of Westminster reserves the right to accept or reject, in whole or in part, any or all bids, and to take whatever other action deemed necessary to be in the best interest of the Town.

**PUBLIC WORKS COMMISSION
TOWN OF WESTMINSTER**

Lorraine J. Emerson, Chairman
Vance A. Butterfield
Ross W. Barber

II. GENERAL INFORMATION/ INSTRUCTIONS

Purchasing Entity: Town of Westminster

Address: Department of Public Works
2 Oakmont Avenue
Westminster, MA 01473

Telephone: (978) 874-5572

Facsimile: (978) 874-0445

Title of Bid: Pavement Milling

Contact Person: Joshua W. Hall, P.E. – Director of Public Works

1.) Submittal Deadline and Format:

Sealed bids must be submitted by **11:00 a.m., Thursday, July 16, 2020** to the Department of Public Works at the above address. Postmarks and faxed bids will not be considered. One original and two copies of the bid, prepared in accordance with the Submittal Requirements listed in Section 2, below, must be submitted in a sealed envelope indicating the firm's name and address. The envelope must be marked in the lower left-hand corner as follows:

“Pavement Milling”

2.) Submittal Requirements

All bids shall contain the following completed attachments and additional information:

Signed Bid Form (Att. A)
References (Att. B)
5% Bid Deposit

3.) Time for Award

All bid prices submitted in response to this IFB must remain firm for thirty (30) days following the bid opening. A contract shall be awarded to the lowest responsible and responsive bidder within thirty (30) days of the opening of bids. The time for award may be extended for up to 14 additional days by mutual agreement between the Town and the apparent lowest responsive and responsible bidder.

4.) Pre-Bid Conference

Not applicable.

5.) Right to Cancel/Reject Bids:

The Town reserves the right to cancel this Invitation for Bids (IFB), to reject any and all bids, wholly or in part, to waive informalities when in the best interest of the Town, and to make awards in a manner deemed to be in the best interest of the Town.

6.) General Requirements

- a) The bidder shall be bound by all applicable statutory provisions of the laws of the Federal Government, the Commonwealth of Massachusetts, and the Town of Westminster.
- b) This bid must cover all contingencies, including all labor, materials, transportation, etc., necessary for the delivery of these supplies as required by the Town of Westminster.
- c) The procurement officer shall unconditionally accept a bid without alteration or correction, except as provided in this paragraph. A bidder may correct, modify, or withdraw a bid by written notice received in the office designated in the IFB prior to the time and date set for the bid opening. After bid opening, a bidder may not change the price or any other provision of the bid in a manner prejudicial to the interests of the governmental body or fair competition. The procurement officer shall waive minor informalities or allow the bidder to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, the procurement officer shall correct the mistake to reflect the intended correct bid and so notify the bidder in writing, and the bidder may not withdraw the bid. A bidder may withdraw a bid if a mistake is clearly evident on the face of the bid document but the intended correct bid is not similarly evident.
- d) Before submitting a bid, each bidder must make a careful study and fully assure itself of the requirements of this IFB. By signing and submitting its bid, the bidder agrees to all terms and conditions of this IFB, including but not limited to the specifications and contract terms.
- e) Bid Deposits: If the Invitation for Bid requires a bid deposit, such deposit shall be submitted in the form of cash, bid bond, cashier's check, treasurer's check, or certified check on a responsible bank, payable to the Town of Westminster, and must be filed with the original bid. Failure to do so will lead to rejection of the bid. The bid deposit will be returned to the successful bidder within seven (7) days of execution of award and approval by the Town of any performance and/or payment bond(s). In case of default, the bid deposit shall be forfeited to the Town.
- f) Performance and/or Payment Bonds: If so stated in the Invitation for Bid, the Contractor will be required to furnish a performance and/or a labor and material payment bond in an amount, in a form and with a surety satisfactory to the Town. The bidder shall be responsible for the cost of the bond(s).
- g) The successful bidder will be required to enter into a contract with the Town substantially as shown in Attachment C.
- h) The bidder will be required to indemnify the Town for all damage to life and property that may occur due to its negligence or that of its employees, subcontractors, etc., during the period of this project (included in Form of Contract, Att. C).
- i) Purchases made by the Town of Westminster are exempt from the payment of Federal Excise Taxes and Massachusetts Sales Taxes and any such taxes must not be included in the quoted price(s).
- j) All questions concerning this IFB and requests for interpretation of these

documents shall be submitted in writing to the Procurement Officer no less than five (5) business days before the due date for submissions. Written responses will be mailed, faxed or emailed to all bidders on record as having picked up/received the IFB.

- k) If it becomes necessary to revise any part of this IFB or if additional data is necessary to enable an exact interpretation of provisions, such addenda will be provided to all firms that have requested this IFB. No addenda will be issued within the immediate three (3) business days prior to the bid deadline. If an addendum is issued, all bidders shall acknowledge receipt of each addendum with their bid.
- l) The successful bidder shall maintain such insurance as will protect it from claims under Workmens' Compensation Acts and from any other claims for property damage or personal injury, including death, which may arise from operations under this contract.
- m) The right of the successful bidder to proceed may be terminated at any time by the Town if it is determined that the bidder, the bidding firm, or its agent(s) offered or gave a gratuity to an employee of the Town of Westminster in order to obtain a contract or receive favorable treatment under a contract. The contractor shall certify by the execution of bid documents that the bid is rendered independently, without fraud, collusion or in connection with any other bidder and that no official or employee of the Town of Westminster is pecuniarily interested in the solicitation of any resultant contract.
- n) In the event that the Town receives low quotes/bids in identical amount from two or more responsive and responsible bidders, the Town shall select the successful bidder by a blind selection process such as flipping a coin or drawing a name from a hat. The low bidders who are under consideration will be invited to attend and
- o) The contract is effective when signed by both the Contractor and the Town, and shall extend for a period of one year. At the Town's sole discretion, this contract may be extended for two additional one year terms at the same contract price, terms and conditions.

III. PURCHASE DESCRIPTION/SPECIFICATIONS/ SCOPE OF SERVICES

Description

(a) The bidder shall perform Pavement Milling (Asphalt Pavement Excavation By Cold Planer) to the Town of Westminster in accordance with the Invitation For Bid and this Specification. The bidder shall not subcontract any portion of this contract. The work shall commence within 7 days of the Notice to Proceed. This work is specifically designated for cold planing that is located at various locations through out the Town as directed by the Director of Public Works. The work shall include the cold planing of existing asphalt pavement surface to various depths to produce a uniform surface for the application of pavement overlay, as directed by the Town. Pavement areas abutting utility structures and other areas, which cannot be planed by the principal cold planning machine, shall be excavated by manual methods. No cold-planed asphalt cuttings shall remain on the project at the end of each workday, except as might be acceptable for base at the approval of the Town. Cold-planed materials are the property of the Town of Westminster; the Town of Westminster may direct the Contractor to transport the cold-planed material to other sites within the Town for reuse at no extra cost to the Town. If the Town does not choose the use of the cold-planed materials, the cold-planed materials shall become the property of the Contractor and shall immediately be removed from the site at the Contractor's expense. All surfaces, which have been cold-planed, shall be swept clean to remove smaller shavings prior to the opening of the roadway or section of the roadway for traffic. No additional payment will be made for sweeping and cleaning of the cold-planed areas. The project quantity of Pavement Milling is **30,000 SQUARE YARDS**. It is understood that the quantities given in this IFB are assumed solely as a basis for the comparison of bids. While the quantities are based on the Town's best estimates of the supplies to be provided during the term of this Contract, the Town does not expressly or by implication agree that the actual amount of square yards ordered will even approximately correspond herewith, and the Town reserves the right to increase or decrease the amount of product it may deem necessary, without change of price per unit of quantity.

Materials

(b) Work under this Contract shall comply in all respects to Section 100 of the Massachusetts Highway Department (MHD) *Standard Specifications for Highways and Bridges* dated 1988 and the latest supplements and addendum thereto.

Method of Measurement

(c) Pavement Milling shall be measured by the square yard.

Basis of Payment

(d) Payment for work under this item shall be made at the Contract unit bid price per square yard and shall include full compensation for furnishing all labor, material and equipment, removal and disposal of unwanted material, sweeping and cleaning of the planed areas, and any other incidental items necessary for the satisfactory completion of the work as specified herein.

Additional Information:

1. Prevailing wage rates apply.
2. MassDOT Pre-Qualification Required.
3. Bid deposit of 5% of the value of the total bid will be required.
4. 100% payment and 100% performance bonds are required.
5. Consultation with Westminster Department of Public Works (978 874-5572) to review scope of work and permitting requirements prior to submission of bid as well as a site visit is highly recommended.
6. Contractor responsible for contacting Dig Safe and obtaining all required permits; local permit fees will be waived by the Town and should not be included in the bid price.
7. Police Details, if so required, will be provided by the Town of Westminster.
8. Sample contract attached.

IV. QUALITY REQUIREMENTS

- Bidders must comply with instructions listed in Section II, “General Information/Instructions.”
- Bidders must have been in the business of providing the above-described services for a minimum of three (3) years.
- Bidders must be able to provide references from a minimum of three customers for whom the bidder has performed similar work within the past five years.

V. AWARD OF CONTRACT

The Town intends to award this contract to the lowest eligible responsive and responsible bidder. The Procurement Officer shall consider the following criteria in making that determination:

- Price (lowest base price, not including alternates)
- Compliance with requirements of this Invitation for Bids and applicable laws
- Ability of bidder to undertake and complete the work or service for this contract.
- Ability of Town to obtain satisfactory responses from references contacted.
- The Town’s past experience with a bidder.

The contract will be awarded no later than thirty (30) days after bid opening, during which period bids may not be withdrawn.

INVITATION FOR BIDS

Pavement Milling (Asphalt Pavement Excavation By Cold Planer)

FORM FOR BID

Bid of (Company Name and Address):

.....
(hereinafter the Bidder)

To the Town of Westminster:

The Bidder, in compliance with the Town's Invitation for Bids for Pavement Milling, and having read and understood the specifications and requirements of this IFB, offers the following Bid Price.

This price is to cover all expenses incurred in performing the work required under these bid documents, of which this bid sheet is a part.

Bidder acknowledges Addenda numbered _____.

The Bidder agrees to perform all the work described in Section III of the bid documents for the proposed Contract Price of:

Price per Square Yard \$ _____ x 30,000 Square Yards = _____

_____ Dollars (\$ _____).

[Indicate amounts in words and figures. In the event of a discrepancy, the amounts in words shall control.]

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

Labor Harmony Clause: I certify that I am able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work and that s/he will comply fully with all laws and regulations applicable to awards made subject to section forty-four of M.G. L. chapter 30, s. 39M.

The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date

Name of Bidder

Social Security or FID No.

Business Address

Telephone #

Signature and Title of Person Signing Bid

REFERENCES

Bidder must provide references of at least three customers who have had similar work performed within the past five (5) years.

Reference: _____

Contact: _____

Address: _____

Telephone: _____ Fax: _____

Description of Work Performed: _____

~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~

Reference: _____

Contact: _____

Address: _____

Telephone: _____ Fax: _____

Description of Work Performed: _____

~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~

Reference: _____

Contact: _____

Address: _____

Telephone: _____ Fax: _____

Description of Work Performed: _____

(SAMPLE CONTRACT)**TOWN OF WESTMINSTER, MASSACHUSETTS****PAVEMENT MILLING (Asphalt Pavement Excavation By Cold Planer)**

THIS CONTRACT is executed this day of , 2020 by and between:

hereinafter referred to as the “Contractor” and the TOWN OF WESTMINSTER, a municipal corporation duly organized under the laws of the Commonwealth of Massachusetts, with a principal place of business at Town Hall, 11 South Street, Westminister, MA 01473, hereinafter referred to as the “Town”, acting through its Public Works Commission.

The Town and the Contractor agree to the terms and conditions contained in this Contract and in the following documents which are hereby incorporated by reference and made a part hereof: Advertisement, bid document titled “Town of Westminister, Invitation for Bids, Pavement Milling,” Contractor’s response to the Invitation for Bids, all addenda issued by the Town prior to and any modifications made by the Town subsequent to award of this Contract, certificate(s) of insurance and surety bond(s), if any, submitted in connection with this Project, and any duly authorized and executed amendments, change order or purchase orders issued by the town after execution of this Contract. The Contractor agrees to perform the services indicated in its response to the Town’s Invitation for Bid at the price indicated (\$), and in compliance with applicable laws, ordinances and codes of the state, local and federal governments.

SCOPE OF WORK

1. The bidder shall perform Pavement Milling (Asphalt Pavement Excavation By Cold Planer) to the Town of Westminister in accordance with the Invitation For Bid and this Specification. The bidder shall not subcontract any portion of this contract. The work shall commence within 7 days from the Notice to Proceed. This work is specifically designated for cold planing that is located at various locations through out the Town as directed by the Director of Public Works. The work shall include the cold planing of existing asphalt pavement surface to various depths to produce a uniform surface for the application of pavement overlay, as directed by the Town. Pavement areas abutting utility structures and other areas, which cannot be planed by the principal cold planning machine, shall be excavated by manual methods. No cold-planed asphalt cuttings shall remain on the project at the end of each workday, except as might be acceptable for base at the approval of the Town. Cold-planed materials are the property of the Town of Westminister; the Town of Westminister may direct the Contractor to transport the cold-planed material to other sites within the Town for reuse at no extra cost to the Town. If the Town does not choose the use of the cold-planed materials, the cold-planed materials shall become the property of the Contractor and shall immediately be removed from the site at the Contractor’s expense. All surfaces,

which have been cold-planed, shall be swept clean to remove smaller shavings prior to the opening of the roadway or section of the roadway for traffic. No additional payment will be made for sweeping and cleaning of the cold-planed areas. The project quantity of Pavement Milling is **30,000 SQUARE YARDS**. It is understood that the quantities given in this IFB are assumed solely as a basis for the comparison of bids. While the quantities are based on the Town's best estimates of the supplies to be provided during the term of this Contract, the Town does not expressly or by implication agree that the actual amount of square yards ordered will even approximately correspond herewith, and the Town reserves the right to increase or decrease the amount of product it may deem necessary, without change of price per unit of quantity.

2. Work under this Contract shall comply in all respects to Section 100 of the Massachusetts Highway Department (MHD) *Standard Specifications for Highways and Bridges* dated 1988 and the latest supplements and addendum thereto.

MATERIALS

The Contractor agrees, unless otherwise specified, that all equipment, materials and supplies furnished under this contract are to be first quality, new and unused.

TERM OF CONTRACT

This Contract is effective when signed by both the Contractor and the Town, and shall extend for a period of one year. At the Town's sole discretion, this contract may be extended for two additional one year terms at the same contract price, terms and conditions.

TERMINATION OF CONTRACT

The Town may, by written notice to the Contractor, terminate the whole or any part of this contract pursuant thereto in any one of the following circumstances:

- a) If, for any cause, the Contractor fails to fulfill in a timely manner its obligations under this Contract, or if the Contractor shall violate any of the covenants, agreements, or stipulations of this Contract, the Town shall thereupon have the right to terminate this Contract by giving written notice to the Contractor of such termination and specifying the effective date of such termination. Such notice shall be given not less than five (5) days prior to the effective date of termination and the Contractor shall be entitled to receive just and equitable compensation for any satisfactory work completed through the date of termination.
- b) If the Contractor fails to perform any of the other provisions of this contract or, if in the opinion of the Town, the Contractor so fails to make progress as to endanger performance of this contract in accordance with its terms, and in either of these two circumstances does not correct such failure within thirty (30) days (or such longer period as the Town may authorize in writing) after receipt of notice from the Town specifying such failure.

In the event of termination the Contractor shall have no right to payment for lost profits, consequential, incidental, indirect or punitive damages.

PREVAILING WAGE RATES

Minimum wage rates as determined by the Director of the Division of Occupational Safety under the provisions of Massachusetts General Laws Chapter 149, Sections 26-27 apply to this project. A copy of the wage schedule in effect for the duration of this project is attached to this Contract as Appendix A.

BID DEPOSIT

A 5% bid deposit of the value of the total bid is required.

PAYMENT BOND

A 100% payment bond is required.

PERFORMANCE BOND

A 100% performance bond is required.

PAYMENT TERMS

The Contractor shall provide the services at the price stated on the bid form. The Town shall submit full payment to the Contractor in the amount of \$_____ upon submission of an invoice by the Contractor and upon verification by the Town Coordinator or her designee of acceptance of the project to the Town's full satisfaction.

INSURANCE REQUIREMENTS

The Contractor shall secure and maintain for the duration of this project and at no cost to the Town, with respect to the services related to this Contract, insurance coverages for general, property, automobile, and workers' compensation as follows:

- a) General Liability on an occurrence basis with a total limit of at least \$1,000,000,
- b) Property Damage Liability on an occurrence basis with a limit per occurrence of at least \$1,000,000,
- c) Automobile Bodily Injury and Property Liability on an occurrence basis, with a limit per accident of at least \$500,000,
- d) Worker's Compensation, as required by law.

The Certificate Holder shall be identified as "Town of Westminster, Department of Public Works, 2 Oakmont Avenue, Westminster MA 01473." The Town of Westminster shall be named as an additional insured for the project.

WARRANTY

The Contractor agrees to warranty parts and labor for a period of one year from the date of acceptance of the project to the Town's full satisfaction. The Contractor shall replace, repair or make good, without cost to the Town, any defects or faults arising within one (1) year after date of acceptance of equipment, materials or supplies furnished hereunder (acceptance not to be unreasonably delayed) resulting from imperfect or defective work done or materials furnished by the Contractor.

AMENDMENTS/ALTERATIONS

This Contract shall not be amended or altered in any particular without the consent of all parties to this Contract. All alterations to this Contract must be in writing and authorized as such by the Chief Procurement Officer and the Contractor.

INDEMNIFICATION

The Contractor agrees to indemnify, save harmless, and defend the Town of Westminster and its respective employees, elected officials, agents, and assigns from and against any and all losses, liabilities, claims, penalties, suits and the cost and expense incident thereto, including the cost of defense, settlement and reasonable attorney's fees, which the Town may hereafter incur, become responsible for, or pay out as a result of death or bodily injuries to any person, destruction or damage to any property, contamination of or any adverse effects on the environment or any violation of applicable federal, state, and local laws, regulations, bylaws, or ordinances to the extent caused by the contractor's breach of any term or provision of this agreement.

GOVERNING LAW

This contract shall be deemed to be a Massachusetts contract and its interpretation and construction shall be governed by the laws of Massachusetts and the Bylaws of the Town of Westminster.

SEVERABILITY

The provisions of this Contract are severable. If any section, paragraph, clause or provision of this Contract shall be finally adjudicated by a court of competent jurisdiction to be invalid, the remainder of this Contract shall be unaffected by such adjudication and all of the remaining provisions of this Contract shall remain in full force and effect as though such section, paragraph, clause or provision, or any part thereof so adjudicated to be invalid had not been included herein, unless such remaining provisions, standing alone, are incomplete and incapable of being executed in accordance with the intent of the parties to this Contract.

In the event the Contractor is a corporation, a certificate that the person executing this contract is duly authorized to sign must accompany this contract.

This Contract shall become effective when signed by both the Contractor and the Town.

IN WITNESS WHEREOF, this Contract has been executed, in triplicate, on the date first above written for the Town of Westminster by its Public Works Commission, and for the said Contractor by its owner, or duly authorized officer or agent.

TOWN OF WESTMINSTER:

CONTRACTOR:

Authorized Signature

PUBLIC WORKS COMMISSION

Print Name and Title

Approved as to Appropriation:

Town Accountant

CERTIFICATE OF AUTHORITY

(Required if a Corporation)

At a duly authorized meeting of the Board of Directors of the _____
(Name of Corporation)
held on _____ at which all the Directors were present or waived notice,
(Date)
it was voted that _____ of the company be and
(Officer and Title)
hereby is authorized to execute contracts and bonds in the name and on behalf of said
company, and affix its corporate seal thereto, and such execution of any contract of
obligation in this company's name on its behalf of such _____ under
(Officer)
seal of the company shall be valid and binding upon this company.

A TRUE COPY,

Attest: _____
(Signature/Title)

Place of Business: _____

~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~

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

Signature: _____
Date: _____
Name/Title: _____
(Corporate Seal)

Notary Public

ATTACHMENT 2

Certification of OSHA Training

The undersigned certifies under the penalties of perjury that all employees to be employed at the worksite have completed a construction safety and health course that is least ten hours in duration and has been approved by the United States Occupational Safety and Health Administration (OSHA).

Signature: _____

Date: _____

Name [Printed]: _____

Title: _____

Company: _____

TAX ATTESTATION CERTIFICATION

Pursuant to M.G.L., Ch. 62C, s. 49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Signature of Individual or Corporate Officer

Company Name

Social Security Number or Federal
Identification Number*

* Your Social Security Number will be furnished to the Massachusetts Department of Revenue to determine whether or not you have any tax filing or tax payment obligations. Providers who fail to correct their non-filing or delinquency will not have a contract or other agreement issued, renewed, or extended. This request is made under the authority of Chapter 62C, Section 49A, of the Massachusetts General Laws.

PAYMENT BOND

Know All Men By These Presents: That
we, _____, as PRINCIPAL,
and _____, as SURETY, are held and firmly bound unto the Town of Westminster as Obligee, in the sum
of _____ dollars
(\$ _____) to be paid to the Obligee, for which payments well and truly to be made,
we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly
and severally, firmly by these presents. Whereas, the said PRINCIPAL has made a contract with
the Obligee, bearing the date of _____, 20____, for the construction of

(Project Title) in Westminster, Massachusetts. Now, the conditions of this obligation are such that
if the PRINCIPAL and all Sub-contractors under said contract shall pay for all labor performed or
furnished and for all materials used or employed in said contract and in any and all duly authorized
modifications, alterations, extensions of time, changes or additions to said contract that may
hereafter be made, notice to the SURETY of such modifications, alterations, extensions of time,
changes or additions being hereby waived, the foregoing to include any other purposes or items set
out in, and to be subject to, provisions of M.G.L. c. 30, sec. 39A, and M.G.L. c. 149 sec. 29, as
amended, then this obligation shall become null and void; otherwise it shall remain in full force,
virtue and effect. In Witness Whereof, the PRINCIPAL and SURETY have hereto set their hands
and seals this ____ day of _____, 20____.

PRINCIPAL SURETY

BY _____ (SEAL) (ATTORNEY-IN-FACT) (SEAL) (Title)

ATTEST: _____ ATTEST: _____

PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS: That we _____
(Name of Contractor)

a _____ hereinafter called "Principal" and
(Corporation, Partnership, Joint Venture or Individual)

_____ of _____, State of _____
(Surety) (City & State)

_____ hereinafter called the "Surety" and licensed by the State Division of Insurance to do business under the laws of the Commonwealth of Massachusetts, are held and firmly bound to the City/Town of _____, Massachusetts, hereinafter called "Owner", in the penal sum of _____ Dollars (\$_____) in lawful money of the United States, for the payment of which sum well and truly to be made, we bind ourselves, our heirs, executors, administrators and successors, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION is such that Whereas, the Principal entered into a certain contract with the Owner, dated the _____ day of _____, 20____ (the "Construction Contract"), for the construction described as follows: _____.

NOW, THEREFORE, if the Principal shall well, truly and faithfully perform its duties, all the undertakings, covenants, terms, conditions, and agreements of the Construction Contract during the original term thereof, and any extensions thereof which may be granted by the Owner, with or without notice to the Surety, and if he shall satisfy all claims and demands incurred under the Construction Contract, and shall fully indemnify and save harmless the Owner from all costs and damages which it may suffer by reason of failure to do so, and shall reimburse and repay the Owner all outlay and expense which the Owner may incur in making good any default, then this obligation shall be void; otherwise to remain in full force and effect.

PROVIDED, FURTHER, that the Surety's obligation under this Bond shall arise after (1) the Owner has declared the Principal in default of the Construction Contract or any provision thereof or (2) has declared that the Principal has failed, or is otherwise unable or unwilling, to execute the work consistent with, and in conformance to, the Construction Contract (collectively referred to as a "Contractor Default"). The determination of a Contractor Default shall be made solely by the Owner. The Owner need not terminate the Construction Contract to declare a Contractor Default or to invoke its rights under this Bond.

When the Surety's obligation under this Bond arises, the Surety, at its sole expense and at the consent and election of the Owner, shall promptly take one of the following steps: (1) arrange for the Principal to perform and complete the work of the Construction Contract: (2) arrange for a contractor other than the Principal to perform and complete the work of the Construction Contract;

(3) reimburse the Owner, in a manner and at such time as the Owner shall decide, for all costs and expenses incurred by the Owner in performing and completing the work of the Construction Contract. Surety will keep Owner reasonably informed of the progress, status and results of any investigation of any claim of the Owner.

If the Surety does not proceed as provided in this Bond with due diligence and all deliberate speed, the Surety shall be deemed to be in default of this Bond, and the Owner shall be entitled to enforce any remedy available to the Owner.

After the Surety's obligation under this Bond arises, the Surety is obligated, to the limit of the amounts of this Bond, for (1) the correction of defective work and completion of the Construction Contract; (2) additional design, professional services, and legal costs, including attorneys' fees, resulting from the Contractor Default or from the default of the Surety under this Bond; (3) any additional work beyond the Construction Contract made necessary by the Contractor Default or default of the Surety under this Bond; (4) indemnification obligation of the Principal, if any, as provided in the Construction Contract; and (5) liquidated damages as provided in the Construction Contract, or if none are so specified, actual and foreseeable consequential damages resulting from the Contractor Default or default of the Surety under this Bond.

Any proceeding, legal or equitable, under this Bond shall be instituted in any court of competent jurisdiction in the Commonwealth of Massachusetts.

The Surety, for value received, hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the Construction Contract or to the work to be performed thereunder or the specifications accompanying the same shall in any way affect its obligation on this Bond, and it does hereby waive notice of any such change, extension of time, alteration or addition to the terms of the Construction Contract or to the work or to the specifications.

IN WITNESS WHEREOF, this instrument is executed in _____ () counterparts, each one of which shall be deemed an original, this the _____ day of _____, 20____.

ATTEST:

_____		_____
(Principal Secretary)	By	Principal

		(Address-Zip Code)

_____ (SEAL)
Witness as to Principal

(Address-Zip Code)

ATTEST:

_____		_____
	By	Surety
		(Attorney-in-Fact)

		(Address-Zip Code)

_____ (SEAL)
Witness as to Surety

(Address-Zip Code)

NOTE: Date of Bond must not be prior to date of Contract. If Contractor is a Partnership, all partners should execute Bond.

PROVIDED, FURTHER, that no final settlement between the Owner and the Contractor shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

IN WITNESS WHEREOF, this instrument is executed in ____ () counterparts, each one of which shall be deemed an original, this the _____ day of _____, 20__.

ATTEST:

_____	By	_____ Surety
		_____ (Attorney-in-Fact)
		_____ (Address-Zip Code)
_____ (SEAL)		
Witness as to Surety		

_____ (Address-Zip Code)		

NOTE: Date of Bond must not be prior to date of Contract. If Contractor is a Partnership, all partners should execute Bond.



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 WESTMINSTER

Contract Number:

City/Town: WESTMINSTER

Description of Work: Pavement Milling - 30,000 SY

Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and 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 B</i>	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
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 WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)</i>	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER <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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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"						
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 (LOWELL)</i>	02/01/2020	\$52.26	\$10.75	\$21.30	\$0.00	\$84.31
	08/01/2020	\$53.61	\$10.75	\$21.45	\$0.00	\$85.81
	02/01/2021	\$54.21	\$10.75	\$21.45	\$0.00	\$86.41
	08/01/2021	\$55.61	\$10.75	\$21.61	\$0.00	\$87.97
	02/01/2022	\$56.19	\$10.75	\$21.61	\$0.00	\$88.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lowell

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.13	\$10.75	\$21.30	\$0.00	\$58.18
2	60	\$31.36	\$10.75	\$21.30	\$0.00	\$63.41
3	70	\$36.58	\$10.75	\$21.30	\$0.00	\$68.63
4	80	\$41.81	\$10.75	\$21.30	\$0.00	\$73.86
5	90	\$47.03	\$10.75	\$21.30	\$0.00	\$79.08

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.81	\$10.75	\$21.45	\$0.00	\$59.01
2	60	\$32.17	\$10.75	\$21.45	\$0.00	\$64.37
3	70	\$37.53	\$10.75	\$21.45	\$0.00	\$69.73
4	80	\$42.89	\$10.75	\$21.45	\$0.00	\$75.09
5	90	\$48.25	\$10.75	\$21.45	\$0.00	\$80.45

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	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 LABORERS - FOUNDATION AND MARINE	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 LABORERS - FOUNDATION AND MARINE	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 LABORERS - FOUNDATION AND MARINE	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 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
CARPENTER	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2020

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

Effective Date - 09/01/2020

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

Notes:

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

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88
CARPENTERS -ZONE 2 (Wood Frame)						
All Aspects of New Wood Frame Work						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 10/01/2019

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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$19.65/ 3&4 \$27.19/ 5&6 \$34.50/ 7&8 \$37.29

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (LOWELL)	01/01/2020	\$45.23	\$12.75	\$22.41	\$0.62	\$81.01
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Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.62	\$12.75	\$15.41	\$0.00	\$50.78
2	60	\$27.14	\$12.75	\$17.41	\$0.62	\$57.92
3	65	\$29.40	\$12.75	\$18.41	\$0.62	\$61.18
4	70	\$31.66	\$12.75	\$19.41	\$0.62	\$64.44
5	75	\$33.92	\$12.75	\$20.41	\$0.62	\$67.70
6	80	\$36.18	\$12.75	\$21.41	\$0.62	\$70.96
7	90	\$40.71	\$12.75	\$22.41	\$0.62	\$76.49

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 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"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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>	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	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 - 01/01/2020

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
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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
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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
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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
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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 2)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 96</i>	07/01/2019	\$44.07	\$10.72	\$16.04	\$0.00	\$70.83

Apprentice - *ELECTRICIAN - Local 96*

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.63	\$10.72	\$0.53	\$0.00	\$28.88
2	43	\$18.95	\$10.72	\$0.57	\$0.00	\$30.24
3	48	\$21.15	\$10.72	\$12.93	\$0.00	\$44.80
4	55	\$24.24	\$10.72	\$13.27	\$0.00	\$48.23
5	65	\$28.65	\$10.72	\$13.88	\$0.00	\$53.25
6	80	\$35.26	\$10.72	\$14.81	\$0.00	\$60.79

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2020	\$54.85	\$15.73	\$18.41	\$0.00	\$88.99
	01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$15.73	\$0.00	\$0.00	\$43.16
2	55	\$30.17	\$15.73	\$18.41	\$0.00	\$64.31
3	65	\$35.65	\$15.73	\$18.41	\$0.00	\$69.79
4	70	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
5	80	\$43.88	\$15.73	\$18.41	\$0.00	\$78.02

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.35	\$15.88	\$0.00	\$0.00	\$44.23
2	55	\$31.18	\$15.88	\$19.31	\$0.00	\$66.37
3	65	\$36.85	\$15.88	\$19.31	\$0.00	\$72.04
4	70	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
5	80	\$45.35	\$15.88	\$19.31	\$0.00	\$80.54

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	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	05/01/2020	\$44.73	\$12.50	\$15.70	\$0.00	\$72.93
OPERATING ENGINEERS LOCAL 4	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	05/01/2020	\$46.23	\$12.50	\$15.70	\$0.00	\$74.43
OPERATING ENGINEERS LOCAL 4	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 96</i>	07/01/2019	\$44.07	\$10.72	\$16.04	\$0.00	\$70.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING <i>ELECTRICIANS LOCAL 96</i>	07/01/2019	\$44.07	\$10.72	\$16.04	\$0.00	\$70.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
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 II</i>	03/01/2020	\$44.74	\$9.40	\$19.25	\$0.00	\$73.39
	09/01/2020	\$45.54	\$9.40	\$19.25	\$0.00	\$74.19
	03/01/2021	\$46.34	\$9.40	\$19.25	\$0.00	\$74.99
	09/01/2021	\$47.14	\$9.40	\$19.25	\$0.00	\$75.79
	03/01/2022	\$47.94	\$9.40	\$19.25	\$0.00	\$76.59

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - FLOORCOVERER - Local 2168 Zone II
Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.37	\$9.40	\$1.79	\$0.00	\$33.56
2	55	\$24.61	\$9.40	\$1.79	\$0.00	\$35.80
3	60	\$26.84	\$9.40	\$13.88	\$0.00	\$50.12
4	65	\$29.08	\$9.40	\$13.88	\$0.00	\$52.36
5	70	\$31.32	\$9.40	\$15.67	\$0.00	\$56.39
6	75	\$33.56	\$9.40	\$15.67	\$0.00	\$58.63
7	80	\$35.79	\$9.40	\$17.46	\$0.00	\$62.65
8	85	\$38.03	\$9.40	\$17.46	\$0.00	\$64.89

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.77	\$9.40	\$1.79	\$0.00	\$33.96
2	55	\$25.05	\$9.40	\$1.79	\$0.00	\$36.24
3	60	\$27.32	\$9.40	\$13.88	\$0.00	\$50.60
4	65	\$29.60	\$9.40	\$13.88	\$0.00	\$52.88
5	70	\$31.88	\$9.40	\$15.67	\$0.00	\$56.95
6	75	\$34.16	\$9.40	\$15.67	\$0.00	\$59.23
7	80	\$36.43	\$9.40	\$17.46	\$0.00	\$63.29
8	85	\$38.71	\$9.40	\$17.46	\$0.00	\$65.57

Notes: Steps are 750 hrs.

% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$31.32/ 3&4 \$37.53/ 5&6 \$56.39/ 7&8 \$62.65

Apprentice to Journeyworker Ratio:1:1
FORK LIFT/CHERRY PICKER
OPERATING ENGINEERS LOCAL 4

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
OPERATING ENGINEERS LOCAL 4

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)
GLAZIERS LOCAL 35 (ZONE 2)

01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
07/01/2020	\$41.01	\$8.25	\$22.40	\$0.00	\$71.66
01/01/2021	\$41.56	\$8.25	\$21.75	\$0.00	\$71.56

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - GLAZIER - Local 35 Zone 2
Effective Date - 01/01/2020

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS

OPERATING ENGINEERS LOCAL 4

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

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 63	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 96	07/01/2019	\$44.07	\$10.72	\$16.04	\$0.00	\$70.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS LOCAL 4	03/01/2020	\$46.16	\$9.80	\$15.46	\$0.00	\$71.42
	09/01/2020	\$47.16	\$9.80	\$15.46	\$0.00	\$72.42
	03/01/2021	\$48.16	\$9.80	\$15.46	\$0.00	\$73.42
	09/01/2021	\$49.16	\$9.80	\$15.46	\$0.00	\$74.42
	03/01/2022	\$50.16	\$9.80	\$15.46	\$0.00	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS LOCAL 4</i>	03/01/2020	\$46.16	\$9.80	\$15.46	\$0.00	\$71.42
	09/01/2020	\$47.16	\$9.80	\$15.46	\$0.00	\$72.42
	03/01/2021	\$48.16	\$9.80	\$15.46	\$0.00	\$73.42
	09/01/2021	\$49.16	\$9.80	\$15.46	\$0.00	\$74.42
	03/01/2022	\$50.16	\$9.80	\$15.46	\$0.00	\$75.42
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 (WORCESTER)</i>	09/01/2019	\$43.60	\$12.80	\$16.40	\$0.00	\$72.80

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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.80	\$12.80	\$11.90	\$0.00	\$46.50
2	60	\$26.16	\$12.80	\$12.80	\$0.00	\$51.76
3	70	\$30.52	\$12.80	\$13.70	\$0.00	\$57.02
4	80	\$34.88	\$12.80	\$14.60	\$0.00	\$62.28

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (WORCESTER AREA)</i>	03/16/2019	\$46.36	\$8.00	\$23.50	\$0.00	\$77.86
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Apprentice - IRONWORKER - Local 7 Worcester

Effective Date - 03/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.82	\$8.00	\$23.50	\$0.00	\$59.32
2	70	\$32.45	\$8.00	\$23.50	\$0.00	\$63.95
3	75	\$34.77	\$8.00	\$23.50	\$0.00	\$66.27
4	80	\$37.09	\$8.00	\$23.50	\$0.00	\$68.59
5	85	\$39.41	\$8.00	\$23.50	\$0.00	\$70.91
6	90	\$41.72	\$8.00	\$23.50	\$0.00	\$73.22

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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

LABORER: CARPENTER TENDER 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"

LABORER: CEMENT FINISHER TENDER 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"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	06/01/2020	\$34.15	\$8.60	\$15.83	\$0.00	\$58.58
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For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER 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
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>	02/01/2020	\$41.49	\$10.75	\$20.12	\$0.00	\$72.36
	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$0.00	\$75.85

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

Effective Date - 02/01/2020

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

Effective Date - 08/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS,TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

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

Effective Date - 02/01/2020

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

Effective Date - 08/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <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 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.41	\$9.90	\$5.31	\$0.00	\$35.62
2	65	\$24.12	\$9.90	\$15.13	\$0.00	\$49.15
3	75	\$27.83	\$9.90	\$16.10	\$0.00	\$53.83
4	85	\$31.54	\$9.90	\$17.06	\$0.00	\$58.50

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER 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"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	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) OPERATING ENGINEERS LOCAL 4	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 OPERATING ENGINEERS LOCAL 4	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) PAINTERS LOCAL 35 - ZONE 2	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	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 - 01/01/2020

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2020	\$41.86	\$8.20	\$22.10	\$0.00	\$72.16
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$41.21	\$8.25	\$22.40	\$0.00	\$71.86
	01/01/2021	\$42.96	\$8.25	\$22.75	\$0.00	\$73.96

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New**Effective Date - 01/01/2020**

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2020	\$39.92	\$8.20	\$22.10	\$0.00	\$70.22
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$40.47	\$8.25	\$22.40	\$0.00	\$71.12
	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 - 01/01/2020

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.24	\$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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
LABORERS - ZONE 2	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) *	01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$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 - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2020

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2020	\$38.52	\$8.20	\$22.10	\$0.00	\$68.82
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$39.07	\$8.25	\$22.40	\$0.00	\$69.72
	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 - 01/01/2020

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.54	\$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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1
PANEL & PICKUP TRUCKS DRIVER
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)
PILE DRIVER LOCAL 56 (ZONE 2)

For apprentice rates see "Apprentice- PILE DRIVER"

08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66
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PILE DRIVER
PILE DRIVER LOCAL 56 (ZONE 2)

08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PILE DRIVER - Local 56 Zone 2

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1\$54.34/2\$58.99/3\$63.65/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8\$72.96

Apprentice to Journeyworker Ratio:1:5

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"

PLUMBER & PIPEFITTER PLUMBERS LOCAL 4	03/01/2020	\$46.16	\$9.80	\$15.46	\$0.00	\$71.42
	09/01/2020	\$47.16	\$9.80	\$15.46	\$0.00	\$72.42
	03/01/2021	\$48.16	\$9.80	\$15.46	\$0.00	\$73.42
	09/01/2021	\$49.16	\$9.80	\$15.46	\$0.00	\$74.42
	03/01/2022	\$50.16	\$9.80	\$15.46	\$0.00	\$75.42

Apprentice - PLUMBER/PIPEFITTER - Local 4

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.46	\$9.80	\$0.00	\$0.00	\$28.26
2	50	\$23.08	\$9.80	\$0.00	\$0.00	\$32.88
3	60	\$27.70	\$9.80	\$0.00	\$0.00	\$37.50
4	70	\$32.31	\$9.80	\$5.75	\$0.00	\$47.86
5	80	\$36.93	\$9.80	\$5.75	\$0.00	\$52.48

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.86	\$9.80	\$0.00	\$0.00	\$28.66
2	50	\$23.58	\$9.80	\$0.00	\$0.00	\$33.38
3	60	\$28.30	\$9.80	\$0.00	\$0.00	\$38.10
4	70	\$33.01	\$9.80	\$5.75	\$0.00	\$48.56
5	80	\$37.73	\$9.80	\$5.75	\$0.00	\$53.28

Notes:
Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85%
Step 4 w/lic \$50.17, Step 5 w/lic \$54.79

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS LOCAL 4</i>	03/01/2020	\$46.16	\$9.80	\$15.46	\$0.00	\$71.42
	09/01/2020	\$47.16	\$9.80	\$15.46	\$0.00	\$72.42
	03/01/2021	\$48.16	\$9.80	\$15.46	\$0.00	\$73.42
	09/01/2021	\$49.16	\$9.80	\$15.46	\$0.00	\$74.42
	03/01/2022	\$50.16	\$9.80	\$15.46	\$0.00	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL 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"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2020	\$35.06	\$8.60	\$15.77	\$0.00	\$59.43
	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 <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"						
PUMP OPERATOR (CONCRETE) <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"						
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 -J.G.MacLellan (Lunenburg)</i>	01/01/2020	\$24.64	\$9.65	\$8.00	\$0.00	\$42.29
	01/01/2021	\$24.64	\$10.01	\$8.00	\$0.00	\$42.65
	02/02/2021	\$24.84	\$10.01	\$8.00	\$0.00	\$42.85
	01/01/2022	\$24.84	\$10.37	\$8.00	\$0.00	\$43.21
	02/02/2022	\$25.04	\$10.37	\$8.00	\$0.00	\$43.41
	01/01/2023	\$25.04	\$10.77	\$8.00	\$0.00	\$43.81
	02/02/2023	\$25.29	\$10.77	\$8.00	\$0.00	\$44.06
	01/01/2024	\$25.29	\$11.17	\$0.00	\$0.00	\$36.46
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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i>	03/01/2020	\$45.67	\$11.50	\$15.90	\$0.00	\$73.07
	08/01/2020	\$47.10	\$11.50	\$15.90	\$0.00	\$74.50
	02/01/2021	\$48.53	\$11.50	\$15.90	\$0.00	\$75.93
	08/01/2021	\$49.96	\$11.50	\$15.90	\$0.00	\$77.36
	02/01/2022	\$51.39	\$11.50	\$15.90	\$0.00	\$78.79

Apprentice - ROOFER - Local 33

Effective Date - 03/01/2020

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

Effective Date - 08/01/2020

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

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	03/01/2020	\$45.92	\$11.50	\$15.90	\$0.00	\$73.32
	08/01/2020	\$47.35	\$11.50	\$15.90	\$0.00	\$74.75
	02/01/2021	\$48.78	\$11.50	\$15.90	\$0.00	\$76.18
	08/01/2021	\$50.21	\$11.50	\$15.90	\$0.00	\$77.61
	02/01/2022	\$51.64	\$11.50	\$15.90	\$0.00	\$79.04
For apprentice rates see "Apprentice- ROOFER"						

SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
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Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SHEET METAL WORKER - Local 63
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.65	\$6.21	\$4.67	\$0.00	\$27.53
2	50	\$18.50	\$6.55	\$5.19	\$0.00	\$30.24
3	55	\$20.34	\$6.88	\$9.33	\$1.08	\$37.63
4	60	\$22.19	\$7.22	\$9.33	\$1.14	\$39.88
5	65	\$24.04	\$7.55	\$9.33	\$1.20	\$42.12
6	70	\$25.89	\$7.88	\$9.33	\$1.27	\$44.37
7	75	\$27.74	\$8.22	\$9.33	\$1.33	\$46.62
8	80	\$29.59	\$9.30	\$15.18	\$1.59	\$55.66
9	85	\$31.44	\$9.64	\$15.18	\$1.66	\$57.92
10	90	\$33.29	\$9.98	\$15.18	\$1.72	\$60.17

Notes:
Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 669
Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.68	\$7.75	\$0.00	\$0.00	\$26.43
2	50	\$20.76	\$7.75	\$0.00	\$0.00	\$28.51
3	55	\$22.83	\$10.02	\$7.25	\$0.00	\$40.10
4	60	\$24.91	\$10.02	\$7.25	\$0.00	\$42.18
5	65	\$26.98	\$10.02	\$7.50	\$0.00	\$44.50
6	70	\$29.06	\$10.02	\$7.50	\$0.00	\$46.58
7	75	\$31.13	\$10.02	\$7.50	\$0.00	\$48.65
8	80	\$33.21	\$10.02	\$7.50	\$0.00	\$50.73
9	85	\$35.28	\$10.02	\$7.50	\$0.00	\$52.80
10	90	\$37.36	\$10.02	\$7.50	\$0.00	\$54.88

Notes:
Apprentice to Journeyworker Ratio:1:1

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

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2020

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

Effective Date - 08/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
LABORERS - FOUNDATION AND MARINE	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	06/01/2020	\$39.27	\$8.60	\$17.24	\$0.00	\$65.11
LABORERS - FOUNDATION AND MARINE	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	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION AND MARINE	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	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	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 B</i>	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
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 B</i>	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
VOICE-DATA-VIDEO TECHNICIAN <i>ELECTRICIANS LOCAL 96</i>	07/01/2019	\$30.10	\$10.57	\$14.15	\$0.00	\$54.82

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.05	\$10.57	\$3.83	\$0.00	\$29.45
2	55	\$16.56	\$10.57	\$3.88	\$0.00	\$31.01
3	60	\$18.06	\$10.57	\$13.79	\$0.00	\$42.42
4	65	\$19.57	\$10.57	\$13.84	\$0.00	\$43.98
5	70	\$21.07	\$10.57	\$13.88	\$0.00	\$45.52
6	75	\$22.58	\$10.57	\$13.93	\$0.00	\$47.08
7	80	\$24.08	\$10.57	\$13.97	\$0.00	\$48.62
8	85	\$25.59	\$10.57	\$14.02	\$0.00	\$50.18

Notes:

Apprentice to Journeyworker Ratio:1:1

WAGON DRILL OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	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	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/01/2020	\$46.16	\$9.80	\$15.46	\$0.00	\$71.42
PLUMBERS LOCAL 4	09/01/2020	\$47.16	\$9.80	\$15.46	\$0.00	\$72.42
	03/01/2021	\$48.16	\$9.80	\$15.46	\$0.00	\$73.42
	09/01/2021	\$49.16	\$9.80	\$15.46	\$0.00	\$74.42
	03/01/2022	\$50.16	\$9.80	\$15.46	\$0.00	\$75.42
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

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

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

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

STATEMENT OF COMPLIANCE

_____, 20____

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

do hereby state:

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

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

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

Signature _____

Title _____

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



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

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

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

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

Date Received by Awarding Authority / /
