

INVITATION FOR BID

# FIBER OPTIC CABLE INSTALLATION



TOWN OF LONGMEADOW  
MASSACHUSETTS

December 5, 2012

**INVITATION FOR BID**  
**FIBER OPTIC CABLE INSTALLATION**  
**TOWN OF LONGMEADOW, MASSACHUSETTS**

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**LEGAL NOTICE:**

INVITATION FOR BID (IFB)

IFB- FIBER OPTIC CABLE INSTALLATION  
TOWN OF LONGMEADOW, MASSACHUSETTS

Town of Longmeadow is accepting bids for the installation of fiber optic cable and supply. Bids packets are available from the Purchasing Department, Town of Longmeadow, Attn: Chad Thompson- Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA, 01106, Phone: 413-565-4185. Bid packets can also be obtained online at [www.longmeadow.org](http://www.longmeadow.org), select 'Department' from the toolbar, then 'Purchasing', then select the link labeled 'Bid & RFP Finder'. Select IFB document with the following title 'IFB: Fiber Optic Cable Installation'. Bidders are encouraged to register with Chad Thompson to get on the bid list. Others that do not register with Chad Thompson will be responsible for monitoring the website for the issuance of updates and addenda.

Sealed bids shall be delivered to the Purchasing Department and will be accepted until the bid deadline of **Wednesday, December 19, 2012 at 11:00am**. Late bids will be rejected. Immediately following the bid deadline bids received will be publicly opened in the Community House Auditorium at the same address listed. Sealed bids shall be submitted with a bid deposit in the amount of five percent (5%) of the bid amount. Bid deposits shall be made payable to the 'Town of Longmeadow' in the form of a bid bond or certified check, treasurer's check or cashier's check issued by a responsible bank or trust company. All bids shall comply with minimum wage rates as set forth under the provisions of MGL 149, Section 26 to 27H. A 50% payment bond is required upon contract award.

The Town of Longmeadow, acting through the Town Manager, the Awarding Authority reserves the right to reject any or all bids, waive minor informalities, and to award in the best interest of the Town.

END OF SECTION

**INVITATION FOR BID  
FIBER OPTIC CABLE INSTALLATION  
OWN OF LONGMEADOW, MASSACHUSETTS**

**SCOPE OF WORK**

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The Town of Longmeadow, MA, is accepting sealed bids for the installation of Town supplied fiber optic cable with the bidder supplying and installation of the following components, the '**Base Bid**':

- Installation only of fiber optic cable on telephone poles (installation only)
- The supply and installation of pole mounting hardware will be included in the base bid.
- Slack loops and snow shoes (supply and installation)
- Fiber termination panels and fiber connectors (supply and installation)
- Splicing and splice cases (supply and installation)
- Installation of corrugated inner duct in existing 4" duct (supply and installation)
- Pull fiber optic cable in underground conduit (installation)

In the event that the Town determines that it is advantageous for the Bidder to also supply the fiber optic cable which will be installed under the Base Bid specifications, then the Town may award Bid '**Alternate No. 1**' for the purchase of the fiber optic cable under this contract. It will be the sole discretion of the Town to decide if it is advantageous to award Alternate No. 1.

This IFB requests the bidder to provide installation and supply of components necessary for the installation of fiber optic cable between numerous municipal locations in the Town of Longmeadow, Massachusetts.

It is estimated that the total distance of the fiber project will be roughly 38,000 feet. The install will be 90% aerial and will include roughly 230 poles.

It is intended that the fiber optic installation will be done in either in the municipal space on the poles or in the telecommunications space. Total expected quantities for each task or component is provided in the requirements section below. The successful bidder will be tasked with providing the installation of the entire project. However, the successful bidder will be asked to perform the installation in phases. For example, this means that in any given month the supplier might be asked to install a 4000 foot section. In another month, they may be asked to install an 8000 foot section, etc.

The project completion date is June 30, 2013. It is expected that all routes will be completed by this date. In the event the project is not complete, the contract may be extended for up to an additional six months if required.

## **BID TERMS AND CONDITIONS**

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### **1.0 GENERAL**

- 1.1 Each bid submitted must be accompanied by a **bid deposit** in the form of a bid bond, money order, cashier's check, certified check, or a treasurer's check, issued by a reputable bank or trust company, in the amount of five (5%) percent of the value of the proposed bid for the Base Bid. Checks must be made payable to the Town of Longmeadow. Bids received without the mandatory bid deposit will be rejected.
- 1.2 The bid must include one (1) original submittal and be properly filled out, signed, endorsed, and placed in a sealed envelope labeled on the outside with **'IFB: Fiber Optic Cable Installation'**, followed by the bidder's company name, address and contact name. The envelope should be delivered to the Town of Longmeadow, Attention: Chad Thompson, Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106. Telephone responses and faxed replies will not be accepted. No responsibility shall be attached to any person or persons for the premature openings of bids not properly marked.
- 1.3 All submitted bids and associated price quotes must be guaranteed to the town of Longmeadow for a period of sixty (60) days from the date of the bid opening.
- 1.4 The bidder to whom a contract is awarded will be required to guarantee the installed materials and workmanship in writing to the Town of Longmeadow for a period of 365 days after final acceptance and shall replace any defective materials or workmanship required without additional cost to the town.
- 1.5 All prices must be firm. Quote F.O.B. destination, your delivery, Town of Longmeadow.
- 1.6 The successful bidder will not be permitted to either assign or underlet the contract nor assign either legally or equitably, any monies hereunder, or their claim thereto, without the previous written consent from the Town.
- 1.7 Before submitting a bid, each bidder must make a careful study of all specifications and bidding/contract requirements and fully assure themselves as to the quality/quantity of the materials and work required.
- 1.8 The bid for this work must cover all contingencies, including all labor and materials, transportation, etc, necessary for the purchase deliver and installation of the materials and related work required by the Town of Longmeadow. No fuel adjustment, mileage expenses or other additional unauthorized charges or fees will be allowed.
- 1.9 If bidders have any questions to ask about specifications or terms of the Invitation for Bids, they must be submitted in writing to Chad Thompson, Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106. Phone: 413-565-4185, Fax: 413-565-4370, email: [cthompson@longmeadow.org](mailto:cthompson@longmeadow.org), at least 120 hours (five calendar days) before the date set herein for bid submission deadline. No further consideration of questions will be given after the deadline for questions. All responses to questions and comments received will be issued in the form of a written addendum if it results in a change to the bid specifications.
- 1.10 The bidder acknowledges and agrees that as an independent Contractor for all services provided under this contract, the bidder is responsible for any and all

acts of its employees, agents and subcontractors. The bidder agrees, therefore, to indemnify, defend, and hold harmless the Town, its agents, employees and assigns, from and against any and all claims, suits, damages, losses, and expenses, including attorney's fees, arising out of, or resulting from, the performance of the services to be performed under this contract caused in whole or in part by the any negligent or willful act or omission by the bidder, its employees, agents, and subcontractors

- 1.11 The contract agreement will be in the form customarily employed by the Town and a sample is attached
- 1.12 Bids may be withdrawn without penalty prior to the time and date specified for the bid opening. Requests to withdraw a bid must be made in writing, addressed to the Procurement Manager.
- 1.13 The work is to be completed by June 30, 2013, the date of Substantial Completion. In the event that the Scope of Work is not complete, the contract may be renewed for up to one (1) additional year at the same terms and condition, if mutually accepted by both parties.

## **2.0 EQUALITY OF MATERIALS**

- 2.1 All proprietary specifications, or proprietary names used for items listed in the specifications, are shown for purposes of description only and are not intended, nor should they be interpreted, to be an endorsement of any particular proprietary item. The words "or equal" are understood to follow all names of proprietary products, trade names, catalog numbers and detailed descriptions and shall be interpreted to mean any material, article, assembly or system, which in the opinion of the Town is at least equal in quality, durability, appearance, strength and design to the equipment specified and will perform at least equally the functions imposed by the general design. The words "or equal" shall not be construed to permit substantial departure from the requirements of the specifications. The provisions of Massachusetts's General laws shall govern.

## **3.0 PERFORMANCE OF SERVICES**

Under the contract awarded, the Successful bidder shall agree to the following:

- 3.1 All Services of the successful bidder shall be performed by qualified licensed contractor and their employees. The Successful bidder shall perform its services in accordance with the highest professional standards of skill, care, and diligence.
- 3.2 Unless clearly stated in the Successful bidder's bid and incorporated into the contract, none of the services to be provided by the Successful bidder pursuant to the contract shall be sub-contracted or delegated to any other organization, association, individual, corporation, partnership or other such entity without the prior written consent of the Town.
- 3.3 The Successful bidder and its personnel shall perform 100% percent of all the work under the contract, except as may be required under emergency circumstances or as otherwise approved by the Town measured either in value of services rendered or in Bidder's time spent on such services.

- 3.4 The Town may require the Successful bidder to relieve any of the Successful bidder's personnel and sub-contractors from any further work under the contract if in the Town's sole opinion the individual or sub-contractor does not perform at the applicable skill level; the individual does not deliver work which conforms to the performance standards stated in the contract and the Successful bidder's bid; or personality conflicts with Town personnel hinder effective progress on the work of the project or assignment for which the individual is responsible
- 3.5 No subcontracts or delegation shall relieve or discharge the Successful bidder from any obligation or liability under the contract except as specifically set forth in the instrument of consent. The Successful bidder shall be as fully responsible to the Town for the acts and omissions of its sub-contractors and of persons either directly or indirectly employed by them, as it is for the acts and omissions of persons directly or indirectly employed by it.
- 3.6 Without limiting the foregoing, the Town shall have the right to require the Successful bidder to cease providing services within 10 days following a written notice of termination.
- 3.7 In the event that there is a discrepancy or issue with interpretation of dollar amounts submitted by the bidder on the Bid Submission Forms. The amount written in words will be utilized in establishing the unit pricing for the bid.

#### **4.0 CONTRACT AWARD REQUIREMENTS**

- 4.1 The Town intends to award the contract to one prime Bidder only, generally referred to herein as 'the Successful bidder'. The Successful bidder shall be solely responsible for any separate contractual agreements with its sub-contractor(s), if any are proposed and agreed to in the contract between the Town and the Successful bidder. The Successful bidder will be the lowest responsible and eligible bidder on the basis of the Base Bid Total and Alternate selected for award by the Town of Longmeadow. The Town of Longmeadow, acting through the Town Manager, the Awarding Authority reserves the right to reject any or all bids, waive informalities, and to award a contract in the best interest of the Town.  
The contract that is awarded as a result of this Invitation for Bids will be effective upon completed execution of a contract signed by both the successful bidder and the appropriate Town officials. Any failure of product and/or installation that is under valid warrant will be replaced and/or repaired at no additional charge to the Town.
- 4.2 If this bid shall be accepted by the Town, and the undersigned shall fail to contract as aforesaid within ten (14) days (not including Sunday or a Legal Holiday) from the Town to the selected Bidder, according to the address given herewith, from the time that the contract is ready for signature, The Town may by option determine that the bidder has abandoned the contract and thereupon the bid bond shall become the property of the Town as liquidated damages. Additionally, the contractor will be responsible for any difference in the bid price and the price necessary to complete the job as outlined in these specifications.

- 4.3 The Successful bidder shall, within one week of awarding of the contract, be required to provide payment bond in the amount of 50% of the contract. The bonds shall be provided before the contract is considered to be binding.
- 4.4 The contractor shall be responsible to the Town or any third party for any property damage or bodily injury caused by it, any of its subcontractors, employees or agents in the performance of, or as a result of, the work under this agreement. The contractor and any subcontractors used hereby certify that they are insured for workers compensation, property damage, personal and product liability. The contractor and any subcontractor used shall purchase, furnish copies of, and maintain in full force and effect insurance policies in the amounts here indicated.

**General Liability**

Bodily Injury Liability:	\$1,000,000 per occurrence
Property Damage Liability	\$1,000,000 per occurrence
(or combined single limit)	\$1,000,000 per occurrence

**Automobile Liability**

Bodily Injury Liability:	\$1,000,000 per occurrence
Property Damage Liability	\$1,000,000 per occurrence
(or combined single limit)	\$1,000,000 per occurrence

**Workers' Compensation Insurance**

Coverage for all employees in accordance with Massachusetts General Laws

Prior to commencement of any work under this Agreement, the Contractor shall provide the Town with Certificates of Insurance which include the Town as an additional named insured and which include a thirty day notice of cancellation to the Town.

**5.0 COMPLIANCE WITH THE LAW AND REGULATIONS**

- 5.1 This procurement is subject to the requirements under MGL, Chapter 30, Section 39M. Under the contract award, it is the successful bidder's responsibility that the contract be conducted, and that all services and other work performed by the Successful bidder under the contract be performed so as to comply with all applicable federal, state and municipal laws, regulations, codes, and ordinances including prevailing wage laws as applicable. The Town intends to award the contract to one prime Bidder only, generally referred to herein as 'the Successful bidder'. The Successful bidder shall be solely responsible for any separate contractual agreements with its sub-contractor(s), if any are proposed and agreed to in the contract between the Town and the Successful bidder.

**6.0 BID PRICING**

- 6.1 All bid pricing must include all charges, fees, expenses, etc., related to supplying the required equipment and installation work (including all labor and materials and any cleanup). No separate or additional costs will be paid by the Town. All costs must be included in the proposed unit pricing. Prices must be based on the total installed price. There will be no price adjustments, fuel adjustment, mileage reimbursement or other expenses.



- 6.2 The Town will provide at no additional cost to the contract any police detail required if necessary.
- 6.3 All bidders must submit a list of references of clients who they have performed similar work for over the past not less than two (2) years. The Town is to have express permission to contact these people, either by phone, written correspondence or in person, as to past performance. Any negative references received, or lack of experience may be grounds for rejection of the bid by the Town.
- 6.4 Prevailing wages will apply to this contract. The successful bidder must comply with the prevailing wage laws of Massachusetts when performing work for the Town. Prevailing wage rates are provided per Massachusetts General Law, Chapter 149, Section 26 to 27H.

## **7.0 COMPENSATION**

Under the contract awarded, the Successful bidder's compensation shall be made according to the following provisions:

- 7.1 For the Base Bid, compensation will be based on for either labor and/or supply of actual unit quantities installed. Reference the Bid Submission Form for the detail of expectations where supply and/or labor is required to be included in the unit pricing. Compensation will be based on unit quantities of actual installation/supplied. Alternate No.1 will be for the additional expense for the bidder to supply fiber optic cable material that coordinates with B-'Approach 1'. In no event shall the Town be liable for additional charges such as interest, penalties, attorney's fees or any other expenses incurred by the Successful bidder such as travel, telephone, or duplication expenses except as may be negotiated for and agreed to by the Town and set forth in writing.
- 7.2 The Successful bidder shall submit invoices for services rendered on the schedule agreed to between the Town and the Successful bidder. The Successful bidder's invoice shall include a description of services performed under the task or tasks in such form and detail and with such supporting data as the Town may reasonably require showing the computational basis for all charges. The Successful bidder shall keep records pertaining to services performed employing sound bookkeeping practices and in accordance with generally accepted accounting principles.
- 7.3 Payments under the contract will be made only to the Successful bidder. The Successful bidder shall be responsible for the compensation of any of its sub-contractors.

## **8.0 JOB SITE INSPECTION**

- 8.1 Bidders are required to fully inform themselves of existing conditions of the entire job site. Lack of knowledge or unfamiliarity of the project or job site after the bid has been awarded will not excuse non-compliance with the requirements of all specifications contained in this bid document.

## **9.0 SPECIFICATIONS**

The Town of Longmeadow is soliciting bids for the installation of fiber optic cable and supply between numerous municipal locations in the Town of Longmeadow, Massachusetts.

As part of the Base Bid, bidders will provide a unit of measure price per foot for the installation of Town supplied fiber optic cable (B1), and unit pricing for the supply of components and labor (B2 through B7). Alternate No.1 will be the addition cost per foot for the bidder to offer bid pricing for the supply of fiber optic cable.

It is estimated that the total distance of the fiber project will be roughly 38,000 feet. The installation will be 90% aerial and will include roughly 230 poles.

It is intended that the fiber optic installation will be done in either the municipal space on the poles or in the telecommunications space. Total expected quantities for each task or component is provided on the Bid Submission Form. The successful bidder will be tasked with providing the installation of the entire project. However, the successful bidder will be asked to perform the installation in phases. This means, for example, that in any given month, the Contractor might be asked to install a 4000 foot section. In another month, the Contractor might be asked to install an 8000 foot section.

ATTACHMENT A-  
PREVAILING WAGE RATES



**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**

JOANNE F. GOLDSTEIN  
Secretary  
HEATHER E. ROWE  
Director

DEVAL L. PATRICK  
Governor  
TIMOTHY P. MURRAY  
Lt. Governor

**Awarding Authority:** Town of Longmeadow  
**Contract Number:** **City/Town:** LONGMEADOW  
**Description of Work:** FIBER OPTIC CONSTRUCTION WORKS - INSTALLATION OF A FIBER OPTIC NETWORK UNDERGROUND OR ON POWER LINES.  
**Job Location:** LONGMEADOW, VARIOUS LOCATIONS

**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.
- Awarding authorities 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.
- 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. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during 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 regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAT, he/she must be paid the "total rate" listed on the wage schedule regardless of experience or skills.
- 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. 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 directly to the awarding authority 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.

<b>Classification</b>	<b>Effective Date</b>	<b>Base Wage</b>	<b>Health</b>	<b>Pension</b>	<b>Supplemental Unemployment</b>	<b>Total Rate</b>
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2012	\$30.15	\$8.91	\$7.27	\$0.00	\$46.33
	12/01/2012	\$30.45	\$8.91	\$8.00	\$0.00	\$47.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2012	\$30.22	\$8.91	\$7.27	\$0.00	\$46.40
	12/01/2012	\$30.52	\$8.91	\$8.00	\$0.00	\$47.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2012	\$30.34	\$8.91	\$7.27	\$0.00	\$46.52
	12/01/2012	\$30.64	\$9.07	\$8.00	\$0.00	\$47.71
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$27.19	\$7.10	\$9.85	\$0.00	\$44.14
	12/03/2012	\$28.14	\$7.10	\$9.85	\$0.00	\$45.09
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$27.19	\$7.10	\$9.68	\$0.00	\$43.97
	12/01/2012	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	06/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	12/01/2013	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	06/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	12/01/2014	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	06/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	12/01/2015	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
	06/01/2016	\$30.94	\$7.10	\$9.68	\$0.00	\$47.72
	12/01/2016	\$31.69	\$7.10	\$9.68	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>ASBESTOS WORKERS LOCAL 6 (SPRINGFIELD)</i>	06/01/2012	\$25.63	\$10.40	\$5.45	\$0.00	\$41.48
	12/01/2012	\$26.17	\$10.40	\$5.45	\$0.00	\$42.02
	06/01/2013	\$26.89	\$10.40	\$5.45	\$0.00	\$42.74
	12/01/2013	\$27.61	\$10.40	\$5.45	\$0.00	\$43.46
	06/01/2014	\$28.42	\$10.40	\$5.45	\$0.00	\$44.27
	12/01/2014	\$29.23	\$10.40	\$5.45	\$0.00	\$45.08
	06/01/2015	\$30.09	\$10.40	\$5.45	\$0.00	\$45.94
	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	12/01/2012	\$26.94	\$7.10	\$9.68	\$0.00	\$43.72
	06/01/2013	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	12/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	06/01/2014	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	12/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	06/01/2015	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	12/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	06/01/2016	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
	12/01/2016	\$31.19	\$7.10	\$9.68	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$30.35	\$9.35	\$9.64	\$0.00	\$49.34
	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$29.82	\$9.35	\$9.64	\$0.00	\$48.81
	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$27.19	\$7.10	\$9.85	\$0.00	\$44.14
	12/03/2012	\$28.14	\$7.10	\$9.85	\$0.00	\$45.09
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$27.19	\$7.10	\$9.68	\$0.00	\$43.97
	12/01/2012	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	06/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	12/01/2013	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	06/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	12/01/2014	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	06/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	12/01/2015	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
	06/01/2016	\$30.94	\$7.10	\$9.68	\$0.00	\$47.72
	12/01/2016	\$31.69	\$7.10	\$9.68	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2010**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
2	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
3	70	\$26.39	\$6.97	\$11.18	\$0.00	\$44.54
4	75	\$28.28	\$6.97	\$11.18	\$0.00	\$46.43
5	80	\$30.16	\$6.97	\$11.18	\$0.00	\$48.31
6	85	\$32.05	\$6.97	\$11.18	\$0.00	\$50.20
7	90	\$33.93	\$6.97	\$11.18	\$0.00	\$52.08
8	95	\$35.82	\$6.97	\$11.18	\$0.00	\$53.97

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	09/03/2012	\$35.91	\$10.18	\$15.41	\$0.00	\$61.50
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	03/04/2013	\$36.49	\$10.18	\$15.41	\$0.00	\$62.08
	09/02/2013	\$37.39	\$10.18	\$15.48	\$0.00	\$63.05
	03/03/2014	\$37.95	\$10.18	\$15.48	\$0.00	\$63.61
	09/01/2014	\$38.85	\$10.18	\$15.55	\$0.00	\$64.58
	03/02/2015	\$39.41	\$10.18	\$15.55	\$0.00	\$65.14
	08/31/2015	\$40.31	\$10.18	\$15.62	\$0.00	\$66.11
	02/29/2016	\$40.88	\$10.18	\$15.62	\$0.00	\$66.68
	09/05/2016	\$41.78	\$10.18	\$15.70	\$0.00	\$67.66
	02/27/2017	\$42.35	\$10.18	\$15.70	\$0.00	\$68.23

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield**

**Effective Date - 09/03/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.96	\$10.18	\$15.41	\$0.00	\$43.55
2	60	\$21.55	\$10.18	\$15.41	\$0.00	\$47.14
3	70	\$25.14	\$10.18	\$15.41	\$0.00	\$50.73
4	80	\$28.73	\$10.18	\$15.41	\$0.00	\$54.32
5	90	\$32.32	\$10.18	\$15.41	\$0.00	\$57.91

**Effective Date - 03/04/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.25	\$10.18	\$15.41	\$0.00	\$43.84
2	60	\$21.89	\$10.18	\$15.41	\$0.00	\$47.48
3	70	\$25.54	\$10.18	\$15.41	\$0.00	\$51.13
4	80	\$29.19	\$10.18	\$15.41	\$0.00	\$54.78
5	90	\$32.84	\$10.18	\$15.41	\$0.00	\$58.43

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	06/01/2012	\$30.35	\$9.35	\$9.64	\$0.00	\$49.34
ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2011	\$32.80	\$7.10	\$12.60	\$0.00	\$52.50
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2011	\$31.65	\$7.10	\$12.60	\$0.00	\$51.35
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	12/01/2011	\$31.65	\$7.10	\$12.60	\$0.00	\$51.35
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
For apprentice rates see "Apprentice- LABORER"	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
CARPENTER CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE	10/01/2012	\$30.39	\$7.20	\$13.36	\$0.00	\$50.95
	03/04/2013	\$31.14	\$7.20	\$13.36	\$0.00	\$51.70
	09/02/2013	\$31.89	\$7.20	\$13.36	\$0.00	\$52.45
	03/03/2014	\$32.64	\$7.20	\$13.36	\$0.00	\$53.20
	09/01/2014	\$33.39	\$7.20	\$13.36	\$0.00	\$53.95
	03/02/2015	\$34.19	\$7.20	\$13.36	\$0.00	\$54.75
	08/31/2015	\$34.99	\$7.20	\$13.36	\$0.00	\$55.55
	02/29/2016	\$35.74	\$7.20	\$13.36	\$0.00	\$56.30



**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - CARPENTER - Local 108 Hampden Hampshire**

**Effective Date - 10/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.20	\$7.20	\$1.12	\$0.00	\$23.52
2	60	\$18.23	\$7.20	\$1.12	\$0.00	\$26.55
3	70	\$21.27	\$7.20	\$9.90	\$0.00	\$38.37
4	75	\$22.79	\$7.20	\$9.90	\$0.00	\$39.89
5	80	\$24.31	\$7.20	\$11.02	\$0.00	\$42.53
6	80	\$24.31	\$7.20	\$11.02	\$0.00	\$42.53
7	90	\$27.35	\$7.20	\$12.14	\$0.00	\$46.69
8	90	\$27.35	\$7.20	\$12.14	\$0.00	\$46.69

**Notes:** Pre-6/09 Step1\$22.80/2\$24.28/3\$38.37/4\$41.34/5\$44.31/6\$45.80  
 \*\* 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step  
 7\$47.28/8\$48.77

**Apprentice to Journeyworker Ratio:\*\***

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	09/03/2012	\$30.95	\$10.50	\$18.61	\$1.30	\$61.36
	03/04/2013	\$31.51	\$10.50	\$18.61	\$1.30	\$61.92
	09/02/2013	\$32.45	\$10.50	\$18.61	\$1.30	\$62.86
	03/03/2014	\$32.99	\$10.50	\$18.61	\$1.30	\$63.40
	09/01/2014	\$33.93	\$10.50	\$18.61	\$1.30	\$64.34
	03/02/2015	\$34.48	\$10.50	\$18.61	\$1.30	\$64.89
	08/31/2015	\$35.42	\$10.50	\$18.61	\$1.30	\$65.83
	02/29/2016	\$35.97	\$10.50	\$18.61	\$1.30	\$66.38
	09/05/2016	\$36.92	\$10.50	\$18.61	\$1.30	\$67.33
	02/27/2017	\$37.47	\$10.50	\$18.61	\$1.30	\$67.88

**Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield**

**Effective Date - 09/03/2012**

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;  
 1\$45.12/2\$50.86/3\$53.98/4\$57.10/5\$60.23/6\$63.35/7\$68.59  
 Steps are 6000 hours

**Apprentice to Journeyworker Ratio:1:3**

CHAIN SAW OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2012	\$29.82	\$9.35	\$9.64	\$0.00	\$48.81
	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE/BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2012	\$30.35	\$9.35	\$9.64	\$0.00	\$49.34
	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 3	07/01/2012	\$44.51	\$7.80	\$15.10	\$0.00	\$67.41
	01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 07/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.26	\$7.80	\$0.00	\$0.00	\$30.06
2	55	\$24.48	\$7.80	\$3.38	\$0.00	\$35.66
3	60	\$26.71	\$7.80	\$3.69	\$0.00	\$38.20
4	65	\$28.93	\$7.80	\$4.00	\$0.00	\$40.73
5	70	\$31.16	\$7.80	\$13.26	\$0.00	\$52.22
6	75	\$33.38	\$7.80	\$13.56	\$0.00	\$54.74
7	80	\$35.61	\$7.80	\$13.87	\$0.00	\$57.28
8	90	\$40.06	\$7.80	\$14.49	\$0.00	\$62.35

**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63.27

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

DEMO: ADZEMAN LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
DEMO: BURNERS LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
DEMO: WRECKING LABORER LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$54.88	\$9.80	\$17.67	\$0.00	\$82.35
	08/01/2013	\$56.98	\$9.80	\$17.67	\$0.00	\$84.45
	08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55
	08/01/2015	\$61.18	\$9.80	\$17.67	\$0.00	\$88.65
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$54.88	\$9.80	\$17.67	\$0.00	\$82.35
	08/01/2013	\$56.98	\$9.80	\$17.67	\$0.00	\$84.45
	08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55
	08/01/2015	\$61.18	\$9.80	\$17.67	\$0.00	\$88.65
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$58.80	\$9.80	\$17.67	\$0.00	\$86.27
	08/01/2013	\$61.05	\$9.80	\$17.67	\$0.00	\$88.52
	08/01/2014	\$63.30	\$9.80	\$17.67	\$0.00	\$90.77
	08/01/2015	\$65.55	\$9.80	\$17.67	\$0.00	\$93.02
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
ELECTRICIAN <i>ELECTRICIANS LOCAL 7</i>	09/01/2012	\$35.11	\$8.80	\$9.21	\$0.00	\$53.12
	12/31/2012	\$35.61	\$8.80	\$9.21	\$0.00	\$53.62
	07/01/2013	\$36.61	\$8.80	\$9.21	\$0.00	\$54.62
	12/30/2013	\$37.11	\$8.80	\$9.21	\$0.00	\$55.12

**Apprentice - ELECTRICIAN - Local 7**

**Effective Date - 09/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.04	\$4.00	\$0.42	\$0.00	\$18.46
2	45	\$15.80	\$4.00	\$0.47	\$0.00	\$20.27
3	50	\$17.56	\$8.80	\$5.18	\$0.00	\$31.54
4	55	\$19.31	\$8.80	\$5.23	\$0.00	\$33.34
5	65	\$22.82	\$8.80	\$6.33	\$0.00	\$37.95
6	70	\$24.58	\$8.80	\$7.39	\$0.00	\$40.77

**Effective Date - 12/31/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.24	\$4.00	\$0.43	\$0.00	\$18.67
2	45	\$16.02	\$4.00	\$0.48	\$0.00	\$20.50
3	50	\$17.81	\$8.80	\$5.19	\$0.00	\$31.80
4	55	\$19.59	\$8.80	\$5.24	\$0.00	\$33.63
5	65	\$23.15	\$8.80	\$6.35	\$0.00	\$38.30
6	70	\$24.93	\$8.80	\$7.40	\$0.00	\$41.13

**Notes:** Pre-5/31/11 1\$26.88/2\$28.69/3\$35.15/4\$36.96/5\$41.21/6\$43.20  
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

**Apprentice to Journeyworker Ratio:2:3\*\*\*\***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2012	\$47.37	\$8.78	\$6.96	\$0.00	\$63.11
<b>Apprentice - ELEVATOR CONSTRUCTOR - Local 41</b>						
<b>Effective Date - 01/01/2012</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.69	\$8.78	\$6.96	\$0.00	\$39.43
2	55	\$26.05	\$8.78	\$6.96	\$0.00	\$41.79
3	65	\$30.79	\$8.78	\$6.96	\$0.00	\$46.53
4	70	\$33.16	\$8.78	\$6.96	\$0.00	\$48.90
5	80	\$37.90	\$8.78	\$6.96	\$0.00	\$53.64
<b>Notes:</b>						
Steps 1-2 are 6 mos.; Steps 3-5 are 1 year						
<b>Apprentice to Journeyworker Ratio:1:1</b>						
ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2012	\$33.16	\$8.78	\$6.96	\$0.00	\$48.90
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	12/01/2012	\$26.94	\$7.10	\$9.68	\$0.00	\$43.72
	06/01/2013	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	12/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	06/01/2014	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	12/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	06/01/2015	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	12/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	06/01/2016	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
	12/01/2016	\$31.19	\$7.10	\$9.68	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	09/01/2012	\$35.11	\$8.80	\$9.21	\$0.00	\$53.12
	12/31/2012	\$35.61	\$8.80	\$9.21	\$0.00	\$53.62
	07/01/2013	\$36.61	\$8.80	\$9.21	\$0.00	\$54.62
	12/30/2013	\$37.11	\$8.80	\$9.21	\$0.00	\$55.12
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 7</i>	09/01/2012	\$35.11	\$8.80	\$9.21	\$0.00	\$53.12
	12/31/2012	\$35.61	\$8.80	\$9.21	\$0.00	\$53.62
	07/01/2013	\$36.61	\$8.80	\$9.21	\$0.00	\$54.62
	12/30/2013	\$37.11	\$8.80	\$9.21	\$0.00	\$55.12
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$29.82	\$9.35	\$9.64	\$0.00	\$48.81
	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76

**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - OPERATING ENGINEERS - Local 98 Class 3**

**Effective Date - 06/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.89	\$9.35	\$9.64	\$0.00	\$36.88
2	70	\$20.87	\$9.35	\$9.64	\$0.00	\$39.86
3	80	\$23.86	\$9.35	\$9.64	\$0.00	\$42.85
4	90	\$26.84	\$9.35	\$9.64	\$0.00	\$45.83

**Effective Date - 12/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.08	\$9.70	\$9.92	\$0.00	\$37.70
2	70	\$21.10	\$9.70	\$9.92	\$0.00	\$40.72
3	80	\$24.11	\$9.70	\$9.92	\$0.00	\$43.73
4	90	\$27.13	\$9.70	\$9.92	\$0.00	\$46.75

**Notes:**

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

**Apprentice to Journeyworker Ratio:1:6**

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2012	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2012	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
	06/01/2013	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
	12/01/2013	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
	06/01/2014	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
	12/01/2014	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
	06/01/2015	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
	12/01/2015	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
	06/01/2016	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28
	12/01/2016	\$20.50	\$7.10	\$9.68	\$0.00	\$37.28

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

FLOORCOVERER	09/01/2011	\$28.74	\$9.80	\$13.26	\$0.00	\$51.80
FLOORCOVERERS LOCAL 2168 ZONE III						

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - FLOORCOVERER - Local 2168 Zone III**

**Effective Date - 09/01/2011**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.37	\$9.80	\$1.12	\$0.00	\$25.29
2	55	\$15.81	\$9.80	\$1.12	\$0.00	\$26.73
3	60	\$17.24	\$9.80	\$9.90	\$0.00	\$36.94
4	65	\$18.68	\$9.80	\$9.90	\$0.00	\$38.38
5	70	\$20.12	\$9.80	\$11.02	\$0.00	\$40.94
6	75	\$21.56	\$9.80	\$11.02	\$0.00	\$42.38
7	80	\$22.99	\$9.80	\$12.14	\$0.00	\$44.93
8	85	\$24.43	\$9.80	\$12.14	\$0.00	\$46.37

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

<b>FORK LIFT</b>	06/01/2012	\$30.04	\$9.35	\$9.64	\$0.00	\$49.03
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.36	\$9.70	\$9.92	\$0.00	\$49.98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>GENERATORS/LIGHTING PLANTS</b>	06/01/2012	\$26.59	\$9.35	\$9.64	\$0.00	\$45.58
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$26.91	\$9.70	\$9.92	\$0.00	\$46.53

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b>	06/01/2012	\$33.78	\$8.90	\$7.25	\$0.00	\$49.93
<i>GLAZIERS LOCAL 1333</i>						

**Apprentice - GLAZIER - Local 1333**

**Effective Date - 06/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.89	\$8.90	\$1.00	\$0.00	\$26.79
2	56	\$19.00	\$8.90	\$1.00	\$0.00	\$28.90
3	63	\$21.11	\$8.90	\$1.50	\$0.00	\$31.51
4	69	\$23.22	\$8.90	\$1.50	\$0.00	\$33.62
5	75	\$25.34	\$8.90	\$2.00	\$0.00	\$36.24
6	81	\$27.45	\$8.90	\$2.00	\$0.00	\$38.35
7	88	\$29.56	\$8.90	\$7.25	\$0.00	\$45.71
8	94	\$31.67	\$8.90	\$7.25	\$0.00	\$47.82

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

<b>GRADER/TRENCHING MACHINE/DERRICK</b>	06/01/2012	\$30.35	\$9.35	\$9.64	\$0.00	\$49.34
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2012	\$31.23	\$8.44	\$12.93	\$1.58	\$54.18
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	09/01/2012	\$35.11	\$8.80	\$9.21	\$0.00	\$53.12
	12/31/2012	\$35.61	\$8.80	\$9.21	\$0.00	\$53.62
	07/01/2013	\$36.61	\$8.80	\$9.21	\$0.00	\$54.62
	12/30/2013	\$37.11	\$8.80	\$9.21	\$0.00	\$55.12
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2012	\$31.23	\$8.44	\$12.93	\$1.58	\$54.18
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2012	\$35.16	\$8.30	\$13.65	\$0.00	\$57.11
	03/17/2013	\$35.91	\$8.30	\$13.65	\$0.00	\$57.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2012	\$35.16	\$8.30	\$13.65	\$0.00	\$57.11
	03/17/2013	\$35.91	\$8.30	\$13.65	\$0.00	\$57.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$27.19	\$7.10	\$9.68	\$0.00	\$43.97
	12/01/2012	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	06/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	12/01/2013	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	06/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	12/01/2014	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	06/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	12/01/2015	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
	06/01/2016	\$30.94	\$7.10	\$9.68	\$0.00	\$47.72
	12/01/2016	\$31.69	\$7.10	\$9.68	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>ASBESTOS WORKERS LOCAL 6 (SPRINGFIELD)</i>	09/01/2012	\$33.17	\$10.65	\$11.50	\$0.00	\$55.32
	09/01/2013	\$34.77	\$10.65	\$11.50	\$0.00	\$56.92
	09/01/2014	\$36.77	\$10.65	\$11.50	\$0.00	\$58.92

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

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

**Effective Date - 09/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.59	\$10.65	\$8.60	\$0.00	\$35.84
2	60	\$19.90	\$10.65	\$9.18	\$0.00	\$39.73
3	70	\$23.22	\$10.65	\$9.76	\$0.00	\$43.63
4	80	\$26.54	\$10.65	\$10.34	\$0.00	\$47.53

**Effective Date - 09/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.39	\$10.65	\$8.60	\$0.00	\$36.64
2	60	\$20.86	\$10.65	\$9.18	\$0.00	\$40.69
3	70	\$24.34	\$10.65	\$9.76	\$0.00	\$44.75
4	80	\$27.82	\$10.65	\$10.34	\$0.00	\$48.81

**Notes:**

Steps are 1 year

**Apprentice to Journeyworker Ratio:1:4**

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	09/16/2012	\$28.05	\$7.70	\$18.10	\$0.00	\$53.85
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**Apprentice - IRONWORKER - Local 7 Springfield**

**Effective Date - 09/16/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.83	\$7.70	\$18.10	\$0.00	\$42.63
2	70	\$19.64	\$7.70	\$18.10	\$0.00	\$45.44
3	75	\$21.04	\$7.70	\$18.10	\$0.00	\$46.84
4	80	\$22.44	\$7.70	\$18.10	\$0.00	\$48.24
5	85	\$23.84	\$7.70	\$18.10	\$0.00	\$49.64
6	90	\$25.25	\$7.70	\$18.10	\$0.00	\$51.05

**Notes:**

Structural 1:6; Ornamental 1:4

**Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE 3 (BUILDING & SITE)	06/04/2012	\$26.44	\$7.10	\$9.85	\$0.00	\$43.39
	12/03/2012	\$27.39	\$7.10	\$9.85	\$0.00	\$44.34



**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - LABORER - Zone 3 Building & Site**

**Effective Date - 06/04/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.86	\$7.10	\$9.85	\$0.00	\$32.81
2	70	\$18.51	\$7.10	\$9.85	\$0.00	\$35.46
3	80	\$21.15	\$7.10	\$9.85	\$0.00	\$38.10
4	90	\$23.80	\$7.10	\$9.85	\$0.00	\$40.75

**Effective Date - 12/03/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.43	\$7.10	\$9.85	\$0.00	\$33.38
2	70	\$19.17	\$7.10	\$9.85	\$0.00	\$36.12
3	80	\$21.91	\$7.10	\$9.85	\$0.00	\$38.86
4	90	\$24.65	\$7.10	\$9.85	\$0.00	\$41.60

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

LABORER (HEAVY & HIGHWAY)	06/01/2012	\$26.44	\$7.10	\$9.68	\$0.00	\$43.22
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	06/01/2013	\$27.19	\$7.10	\$9.68	\$0.00	\$43.97
	12/01/2013	\$27.69	\$7.10	\$9.68	\$0.00	\$44.47
	06/01/2014	\$28.19	\$7.10	\$9.68	\$0.00	\$44.97
	12/01/2014	\$28.69	\$7.10	\$9.68	\$0.00	\$45.47
	06/01/2015	\$29.19	\$7.10	\$9.68	\$0.00	\$45.97
	12/01/2015	\$29.69	\$7.10	\$9.68	\$0.00	\$46.47
	06/01/2016	\$30.19	\$7.10	\$9.68	\$0.00	\$46.97
	12/01/2016	\$30.94	\$7.10	\$9.68	\$0.00	\$47.72

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - LABORER (Heavy & Highway) - Zone 3**

**Effective Date - 06/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.86	\$7.10	\$9.68	\$0.00	\$32.64
2	70	\$18.51	\$7.10	\$9.68	\$0.00	\$35.29
3	80	\$21.15	\$7.10	\$9.68	\$0.00	\$37.93
4	90	\$23.80	\$7.10	\$9.68	\$0.00	\$40.58

**Effective Date - 12/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.01	\$7.10	\$9.68	\$0.00	\$32.79
2	70	\$18.68	\$7.10	\$9.68	\$0.00	\$35.46
3	80	\$21.35	\$7.10	\$9.68	\$0.00	\$38.13
4	90	\$24.02	\$7.10	\$9.68	\$0.00	\$40.80

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.44	\$7.10	\$9.85	\$0.00	\$43.39
For apprentice rates see "Apprentice- LABORER"	12/03/2012	\$27.39	\$7.10	\$9.85	\$0.00	\$44.34
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
For apprentice rates see "Apprentice- LABORER"	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.60	\$0.00	\$43.39
For apprentice rates see "Apprentice- LABORER"	12/03/2012	\$27.64	\$7.10	\$9.60	\$0.00	\$44.34
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$27.44	\$7.10	\$9.85	\$0.00	\$44.39
For apprentice rates see "Apprentice- LABORER"	12/03/2012	\$28.39	\$7.10	\$9.85	\$0.00	\$45.34
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	12/01/2012	\$26.94	\$7.10	\$9.68	\$0.00	\$43.72
	06/01/2013	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	12/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	06/01/2014	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	12/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	06/01/2015	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	12/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	06/01/2016	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
	12/01/2016	\$31.19	\$7.10	\$9.68	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.44	\$7.10	\$9.85	\$0.00	\$43.39
For apprentice rates see "Apprentice- LABORER"	12/03/2012	\$27.39	\$7.10	\$9.85	\$0.00	\$44.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.44	\$7.10	\$9.85	\$0.00	\$43.39
	12/03/2012	\$27.39	\$7.10	\$9.85	\$0.00	\$44.34
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	12/01/2012	\$26.94	\$7.10	\$9.68	\$0.00	\$43.72
	06/01/2013	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	12/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	06/01/2014	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	12/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	06/01/2015	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	12/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	06/01/2016	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
12/01/2016	\$31.19	\$7.10	\$9.68	\$0.00	\$47.97	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	09/03/2012	\$29.28	\$10.18	\$15.12	\$0.00	\$54.58
	03/04/2013	\$29.86	\$10.18	\$15.12	\$0.00	\$55.16
	09/02/2013	\$30.77	\$10.18	\$15.18	\$0.00	\$56.13
	03/03/2014	\$31.33	\$10.18	\$15.18	\$0.00	\$56.69
	09/01/2014	\$32.24	\$10.18	\$15.24	\$0.00	\$57.66
	03/02/2015	\$32.80	\$10.18	\$15.24	\$0.00	\$58.22
	08/31/2015	\$33.71	\$10.18	\$15.30	\$0.00	\$59.19
	02/29/2016	\$34.28	\$10.18	\$15.30	\$0.00	\$59.76
	09/05/2016	\$35.19	\$10.18	\$15.37	\$0.00	\$60.74
02/27/2017	\$35.76	\$10.18	\$15.37	\$0.00	\$61.31	

**Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)**

**Effective Date - 09/03/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.64	\$10.18	\$15.12	\$0.00	\$39.94
2	60	\$17.57	\$10.18	\$15.12	\$0.00	\$42.87
3	70	\$20.50	\$10.18	\$15.12	\$0.00	\$45.80
4	80	\$23.42	\$10.18	\$15.12	\$0.00	\$48.72
5	90	\$26.35	\$10.18	\$15.12	\$0.00	\$51.65

**Effective Date - 03/04/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.93	\$10.18	\$15.12	\$0.00	\$40.23
2	60	\$17.92	\$10.18	\$15.12	\$0.00	\$43.22
3	70	\$20.90	\$10.18	\$15.12	\$0.00	\$46.20
4	80	\$23.89	\$10.18	\$15.12	\$0.00	\$49.19
5	90	\$26.87	\$10.18	\$15.12	\$0.00	\$52.17

**Notes:**

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**Apprentice to Journeyworker Ratio:1:5**

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	09/03/2012	\$35.91	\$10.18	\$15.41	\$0.00	\$61.50
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	03/04/2013	\$36.49	\$10.18	\$15.41	\$0.00	\$62.08
	09/02/2013	\$37.39	\$10.18	\$15.48	\$0.00	\$63.05
	03/03/2014	\$37.95	\$10.18	\$15.48	\$0.00	\$63.61
	09/01/2014	\$38.85	\$10.18	\$15.55	\$0.00	\$64.58
	03/02/2015	\$39.41	\$10.18	\$15.55	\$0.00	\$65.14
	08/31/2015	\$40.31	\$10.18	\$15.62	\$0.00	\$66.11
	02/29/2016	\$40.88	\$10.18	\$15.62	\$0.00	\$66.68
	09/05/2016	\$41.78	\$10.18	\$15.70	\$0.00	\$67.66
	02/27/2017	\$42.35	\$10.18	\$15.70	\$0.00	\$68.23

**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - MARBLE-TILE-TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)**

**Effective Date - 09/03/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.96	\$10.18	\$15.41	\$0.00	\$43.55
2	60	\$21.55	\$10.18	\$15.41	\$0.00	\$47.14
3	70	\$25.14	\$10.18	\$15.41	\$0.00	\$50.73
4	80	\$28.73	\$10.18	\$15.41	\$0.00	\$54.32
5	90	\$32.32	\$10.18	\$15.41	\$0.00	\$57.91

**Effective Date - 03/04/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.25	\$10.18	\$15.41	\$0.00	\$43.84
2	60	\$21.89	\$10.18	\$15.41	\$0.00	\$47.48
3	70	\$25.54	\$10.18	\$15.41	\$0.00	\$51.13
4	80	\$29.19	\$10.18	\$15.41	\$0.00	\$54.78
5	90	\$32.84	\$10.18	\$15.41	\$0.00	\$58.43

**Notes:**

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**Apprentice to Journeyworker Ratio:1:5**

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$30.35	\$9.35	\$9.64	\$0.00	\$49.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$29.82	\$9.35	\$9.64	\$0.00	\$48.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2011	\$30.25	\$8.67	\$15.61	\$0.00	\$54.53

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - MILLWRIGHT - Local 1121 Zone 3**

**Effective Date - 04/01/2011**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.13	\$8.67	\$11.64	\$0.00	\$35.44
2	55	\$16.64	\$8.67	\$11.64	\$0.00	\$36.95
3	60	\$18.15	\$8.67	\$13.23	\$0.00	\$40.05
4	65	\$19.66	\$8.67	\$13.23	\$0.00	\$41.56
5	70	\$21.18	\$8.67	\$14.02	\$0.00	\$43.87
6	75	\$22.69	\$8.67	\$14.02	\$0.00	\$45.38
7	80	\$24.20	\$8.67	\$14.82	\$0.00	\$47.69
8	85	\$25.71	\$8.67	\$14.82	\$0.00	\$49.20

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

MORTAR MIXER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
For apprentice rates see "Apprentice- LABORER"	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
OILER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$25.51	\$9.35	\$9.64	\$0.00	\$44.50
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$25.83	\$9.70	\$9.92	\$0.00	\$45.45
OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$23.53	\$9.35	\$9.64	\$0.00	\$42.52
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$23.85	\$9.70	\$9.92	\$0.00	\$43.47
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2012	\$44.51	\$7.80	\$15.10	\$0.00	\$67.41
	01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 07/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.26	\$7.80	\$0.00	\$0.00	\$30.06
2	55	\$24.48	\$7.80	\$3.38	\$0.00	\$35.66
3	60	\$26.71	\$7.80	\$3.69	\$0.00	\$38.20
4	65	\$28.93	\$7.80	\$4.00	\$0.00	\$40.73
5	70	\$31.16	\$7.80	\$13.26	\$0.00	\$52.22
6	75	\$33.38	\$7.80	\$13.56	\$0.00	\$54.74
7	80	\$35.61	\$7.80	\$13.87	\$0.00	\$57.28
8	90	\$40.06	\$7.80	\$14.49	\$0.00	\$62.35

**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63.27

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2012	\$28.38	\$7.80	\$11.30	\$0.00	\$47.48
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2013	\$28.88	\$7.80	\$11.80	\$0.00	\$48.48

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New**

**Effective Date - 07/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.19	\$7.80	\$0.00	\$0.00	\$21.99
2	55	\$15.61	\$7.80	\$1.29	\$0.00	\$24.70
3	60	\$17.03	\$7.80	\$1.41	\$0.00	\$26.24
4	65	\$18.45	\$7.80	\$1.53	\$0.00	\$27.78
5	70	\$19.87	\$7.80	\$10.60	\$0.00	\$38.27
6	75	\$21.29	\$7.80	\$10.71	\$0.00	\$39.80
7	80	\$22.70	\$7.80	\$10.83	\$0.00	\$41.33
8	90	\$25.54	\$7.80	\$11.07	\$0.00	\$44.41

**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.44	\$7.80	\$0.00	\$0.00	\$22.24
2	55	\$15.88	\$7.80	\$1.43	\$0.00	\$25.11
3	60	\$17.33	\$7.80	\$1.56	\$0.00	\$26.69
4	65	\$18.77	\$7.80	\$1.69	\$0.00	\$28.26
5	70	\$20.22	\$7.80	\$11.02	\$0.00	\$39.04
6	75	\$21.66	\$7.80	\$11.15	\$0.00	\$40.61
7	80	\$23.10	\$7.80	\$11.28	\$0.00	\$42.18
8	90	\$25.99	\$7.80	\$11.54	\$0.00	\$45.33

**Notes:**

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2012	\$25.70	\$7.80	\$11.30	\$0.00	\$44.80
PAINTERS LOCAL 35 - ZONE 3	01/01/2013	\$26.20	\$7.80	\$11.80	\$0.00	\$45.80



**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint**

**Effective Date - 07/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.85	\$7.80	\$0.00	\$0.00	\$20.65
2	55	\$14.14	\$7.80	\$1.29	\$0.00	\$23.23
3	60	\$15.42	\$7.80	\$1.41	\$0.00	\$24.63
4	65	\$16.71	\$7.80	\$1.53	\$0.00	\$26.04
5	70	\$17.99	\$7.80	\$10.60	\$0.00	\$36.39
6	75	\$19.28	\$7.80	\$10.71	\$0.00	\$37.79
7	80	\$20.56	\$7.80	\$10.83	\$0.00	\$39.19
8	90	\$23.13	\$7.80	\$11.07	\$0.00	\$42.00

**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.10	\$7.80	\$0.00	\$0.00	\$20.90
2	55	\$14.41	\$7.80	\$1.43	\$0.00	\$23.64
3	60	\$15.72	\$7.80	\$1.56	\$0.00	\$25.08
4	65	\$17.03	\$7.80	\$1.69	\$0.00	\$26.52
5	70	\$18.34	\$7.80	\$11.02	\$0.00	\$37.16
6	75	\$19.65	\$7.80	\$11.15	\$0.00	\$38.60
7	80	\$20.96	\$7.80	\$11.28	\$0.00	\$40.04
8	90	\$23.58	\$7.80	\$11.54	\$0.00	\$42.92

**Notes:**

**Apprentice to Journeyworker Ratio:1:1**

PAINTER / TAPER (BRUSH, NEW) *	07/01/2012	\$26.98	\$7.80	\$11.30	\$0.00	\$46.08
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2013	\$27.48	\$7.80	\$11.80	\$0.00	\$47.08

**Classification**

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**

**Effective Date - 07/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.49	\$7.80	\$0.00	\$0.00	\$21.29
2	55	\$14.84	\$7.80	\$1.29	\$0.00	\$23.93
3	60	\$16.19	\$7.80	\$1.41	\$0.00	\$25.40
4	65	\$17.54	\$7.80	\$1.53	\$0.00	\$26.87
5	70	\$18.89	\$7.80	\$10.60	\$0.00	\$37.29
6	75	\$20.24	\$7.80	\$10.71	\$0.00	\$38.75
7	80	\$21.58	\$7.80	\$10.83	\$0.00	\$40.21
8	90	\$24.28	\$7.80	\$11.07	\$0.00	\$43.15

**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.74	\$7.80	\$0.00	\$0.00	\$21.54
2	55	\$15.11	\$7.80	\$1.43	\$0.00	\$24.34
3	60	\$16.49	\$7.80	\$1.56	\$0.00	\$25.85
4	65	\$17.86	\$7.80	\$1.69	\$0.00	\$27.35
5	70	\$19.24	\$7.80	\$11.02	\$0.00	\$38.06
6	75	\$20.61	\$7.80	\$11.15	\$0.00	\$39.56
7	80	\$21.98	\$7.80	\$11.28	\$0.00	\$41.06
8	90	\$24.73	\$7.80	\$11.54	\$0.00	\$44.07

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2012	\$24.30	\$7.80	\$11.30	\$0.00	\$43.40
PAINTERS LOCAL 35 - ZONE 3	01/01/2013	\$24.80	\$7.80	\$11.80	\$0.00	\$44.40

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT**

**Effective Date - 07/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.15	\$7.80	\$0.00	\$0.00	\$19.95
2	55	\$13.37	\$7.80	\$1.29	\$0.00	\$22.46
3	60	\$14.58	\$7.80	\$1.41	\$0.00	\$23.79
4	65	\$15.80	\$7.80	\$1.53	\$0.00	\$25.13
5	70	\$17.01	\$7.80	\$10.60	\$0.00	\$35.41
6	75	\$18.23	\$7.80	\$10.71	\$0.00	\$36.74
7	80	\$19.44	\$7.80	\$10.83	\$0.00	\$38.07
8	90	\$21.87	\$7.80	\$11.07	\$0.00	\$40.74

**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.40	\$7.80	\$0.00	\$0.00	\$20.20
2	55	\$13.64	\$7.80	\$1.43	\$0.00	\$22.87
3	60	\$14.88	\$7.80	\$1.56	\$0.00	\$24.24
4	65	\$16.12	\$7.80	\$1.69	\$0.00	\$25.61
5	70	\$17.36	\$7.80	\$11.02	\$0.00	\$36.18
6	75	\$18.60	\$7.80	\$11.15	\$0.00	\$37.55
7	80	\$19.84	\$7.80	\$11.28	\$0.00	\$38.92
8	90	\$22.32	\$7.80	\$11.54	\$0.00	\$41.66

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2012	\$26.44	\$7.10	\$9.68	\$0.00	\$43.22
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	06/01/2013	\$27.19	\$7.10	\$9.68	\$0.00	\$43.97
	12/01/2013	\$27.69	\$7.10	\$9.68	\$0.00	\$44.47
	06/01/2014	\$28.19	\$7.10	\$9.68	\$0.00	\$44.97
	12/01/2014	\$28.69	\$7.10	\$9.68	\$0.00	\$45.47
	06/01/2015	\$29.19	\$7.10	\$9.68	\$0.00	\$45.97
	12/01/2015	\$29.69	\$7.10	\$9.68	\$0.00	\$46.47
	06/01/2016	\$30.19	\$7.10	\$9.68	\$0.00	\$46.97
	12/01/2016	\$30.94	\$7.10	\$9.68	\$0.00	\$47.72

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

PANEL & PICKUP TRUCKS DRIVER	08/01/2012	\$29.68	\$8.91	\$7.27	\$0.00	\$45.86
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	10/01/2012	\$34.80	\$9.80	\$17.67	\$0.00	\$62.27
	03/04/2013	\$35.17	\$9.80	\$17.67	\$0.00	\$62.64
	09/02/2013	\$36.30	\$9.80	\$17.67	\$0.00	\$63.77
	03/03/2014	\$36.67	\$9.80	\$17.67	\$0.00	\$64.14
	09/01/2014	\$37.80	\$9.80	\$17.67	\$0.00	\$65.27
	03/02/2015	\$38.20	\$9.80	\$17.67	\$0.00	\$65.67
	08/31/2015	\$39.35	\$9.80	\$17.67	\$0.00	\$66.82
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	10/01/2012	\$34.80	\$9.80	\$17.67	\$0.00	\$62.27
	03/04/2013	\$35.17	\$9.80	\$17.67	\$0.00	\$62.64
	09/02/2013	\$36.30	\$9.80	\$17.67	\$0.00	\$63.77
	03/03/2014	\$36.67	\$9.80	\$17.67	\$0.00	\$64.14
	09/01/2014	\$37.80	\$9.80	\$17.67	\$0.00	\$65.27
	03/02/2015	\$38.20	\$9.80	\$17.67	\$0.00	\$65.67
	08/31/2015	\$39.35	\$9.80	\$17.67	\$0.00	\$66.82

**Apprentice - PILE DRIVER - Local 56 Zone 3**

**Effective Date - 10/01/2012**

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\$47.07/2\$50.99/3\$54.91/4\$56.87/5\$58.83/6\$58.83/7\$62.75/8\$62.75

**Apprentice to Journeyworker Ratio:1:3**

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	12/01/2012	\$26.94	\$7.10	\$9.68	\$0.00	\$43.72
	06/01/2013	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	12/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	06/01/2014	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	12/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	06/01/2015	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	12/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2012	\$35.16	\$8.30	\$13.65	\$0.00	\$57.11
	03/17/2013	\$35.91	\$8.30	\$13.65	\$0.00	\$57.86

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - PLUMBER/PIPEFITTER - Local 104**

**Effective Date - 09/17/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$15.82	\$8.30	\$8.30	\$0.00	\$32.42
2	50	\$17.58	\$8.30	\$8.30	\$0.00	\$34.18
3	60	\$21.10	\$8.30	\$8.30	\$0.00	\$37.70
4	70	\$24.61	\$8.30	\$8.30	\$0.00	\$41.21
5	80	\$28.13	\$8.30	\$13.65	\$0.00	\$50.08

**Effective Date - 03/17/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.16	\$8.30	\$8.30	\$0.00	\$32.76
2	50	\$17.96	\$8.30	\$8.30	\$0.00	\$34.56
3	60	\$21.55	\$8.30	\$8.30	\$0.00	\$38.15
4	70	\$25.14	\$8.30	\$8.30	\$0.00	\$41.74
5	80	\$28.73	\$8.30	\$13.65	\$0.00	\$50.68

**Notes:**  
Steps are 2000 hrs.

**Apprentice to Journeyworker Ratio:1:5**

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2012	\$35.16	\$8.30	\$13.65	\$0.00	\$57.11
	03/17/2013	\$35.91	\$8.30	\$13.65	\$0.00	\$57.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	12/01/2012	\$26.94	\$7.10	\$9.68	\$0.00	\$43.72
	06/01/2013	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	12/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	06/01/2014	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	12/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	06/01/2015	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	12/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	06/01/2016	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
	12/01/2016	\$31.19	\$7.10	\$9.68	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$27.44	\$7.10	\$9.85	\$0.00	\$44.39
	12/03/2012	\$28.39	\$7.10	\$9.85	\$0.00	\$45.34
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	12/01/2012	\$27.69	\$7.10	\$9.68	\$0.00	\$44.47
	06/01/2013	\$28.19	\$7.10	\$9.68	\$0.00	\$44.97
	12/01/2013	\$28.69	\$7.10	\$9.68	\$0.00	\$45.47
	06/01/2014	\$29.19	\$7.10	\$9.68	\$0.00	\$45.97
	12/01/2014	\$29.69	\$7.10	\$9.68	\$0.00	\$46.47
	06/01/2015	\$30.19	\$7.10	\$9.68	\$0.00	\$46.97
	12/01/2015	\$30.69	\$7.10	\$9.68	\$0.00	\$47.47
	06/01/2016	\$31.19	\$7.10	\$9.68	\$0.00	\$47.97
	12/01/2016	\$31.94	\$7.10	\$9.68	\$0.00	\$48.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$30.35	\$9.35	\$9.64	\$0.00	\$49.34
	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$29.82	\$9.35	\$9.64	\$0.00	\$48.81
	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2008	\$19.13	\$6.59	\$5.15	\$0.00	\$30.87
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE</i>	10/01/2012	\$21.46	\$7.20	\$5.35	\$0.00	\$34.01
	03/04/2013	\$22.21	\$7.20	\$5.35	\$0.00	\$34.76
	09/02/2013	\$22.96	\$7.20	\$5.35	\$0.00	\$35.51
	03/03/2014	\$23.71	\$7.20	\$5.35	\$0.00	\$36.26
	09/01/2014	\$24.46	\$7.20	\$5.35	\$0.00	\$37.01
	03/02/2015	\$25.26	\$7.20	\$5.35	\$0.00	\$37.81
	08/31/2015	\$26.06	\$7.20	\$5.35	\$0.00	\$38.61
	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$29.21	\$9.35	\$9.64	\$0.00	\$48.20
	12/01/2012	\$29.53	\$9.70	\$9.92	\$0.00	\$49.15
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2012	\$26.65	\$8.55	\$12.05	\$0.00	\$47.25
	01/01/2013	\$26.90	\$8.55	\$12.05	\$0.00	\$47.50
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc. Roofer Waterproofing & Roofer Damproofing) <i>ROOFERS LOCAL 248</i>	07/16/2012	\$26.15	\$8.55	\$11.55	\$0.00	\$46.25
	01/01/2013	\$26.40	\$8.55	\$11.55	\$0.00	\$46.50

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - ROOFER - Local 248**

**Effective Date - 07/16/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.69	\$8.55	\$0.00	\$0.00	\$24.24
2	65	\$17.00	\$8.55	\$11.55	\$0.00	\$37.10
3	70	\$18.31	\$8.55	\$11.55	\$0.00	\$38.41
4	75	\$19.61	\$8.55	\$11.55	\$0.00	\$39.71
5	80	\$20.92	\$8.55	\$11.55	\$0.00	\$41.02
6	85	\$22.23	\$8.55	\$11.55	\$0.00	\$42.33
7	90	\$23.54	\$8.55	\$11.55	\$0.00	\$43.64
8	95	\$24.84	\$8.55	\$11.55	\$0.00	\$44.94

**Effective Date - 01/01/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.84	\$8.55	\$0.00	\$0.00	\$24.39
2	65	\$17.16	\$8.55	\$11.55	\$0.00	\$37.26
3	70	\$18.48	\$8.55	\$11.55	\$0.00	\$38.58
4	75	\$19.80	\$8.55	\$11.55	\$0.00	\$39.90
5	80	\$21.12	\$8.55	\$11.55	\$0.00	\$41.22
6	85	\$22.44	\$8.55	\$11.55	\$0.00	\$42.54
7	90	\$23.76	\$8.55	\$11.55	\$0.00	\$43.86
8	95	\$25.08	\$8.55	\$11.55	\$0.00	\$45.18

**Notes:**  
Steps are 750 hrs.Roofeer(Tear Off)1:1; Same as above

**Apprentice to Journeyworker Ratio:1:3**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2012	\$26.65	\$8.55	\$12.05	\$0.00	\$47.25
For apprentice rates see "Apprentice- ROOFER"	01/01/2013	\$26.90	\$8.55	\$12.05	\$0.00	\$47.50
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$29.82	\$9.35	\$9.64	\$0.00	\$48.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$29.21	\$9.35	\$9.64	\$0.00	\$48.20
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$29.53	\$9.70	\$9.92	\$0.00	\$49.15
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$26.59	\$9.35	\$9.64	\$0.00	\$45.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$26.91	\$9.70	\$9.92	\$0.00	\$46.53
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2012	\$31.23	\$8.44	\$12.93	\$1.58	\$54.18

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - SHEET METAL WORKER - Local 63**

**Effective Date - 07/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.05	\$5.56	\$3.33	\$0.00	\$22.94
2	50	\$15.62	\$5.83	\$3.70	\$0.00	\$25.15
3	55	\$17.18	\$6.09	\$6.66	\$0.91	\$30.84
4	60	\$18.74	\$6.35	\$6.66	\$0.95	\$32.70
5	65	\$20.30	\$6.61	\$6.66	\$1.01	\$34.58
6	70	\$21.86	\$6.87	\$6.66	\$1.06	\$36.45
7	75	\$23.42	\$7.13	\$6.66	\$1.12	\$38.33
8	80	\$24.98	\$7.39	\$12.19	\$1.34	\$45.90
9	85	\$26.55	\$7.66	\$12.19	\$1.39	\$47.79
10	90	\$28.11	\$7.92	\$12.19	\$1.45	\$49.67

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

SIGN ERECTOR	06/01/2012	\$25.37	\$6.82	\$6.85	\$0.00	\$39.04
PAINTERS LOCAL 35 - ZONE 3	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93



**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - SIGN ERECTOR - Local 35 Zone 3**

**Effective Date - 06/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.69	\$6.82	\$0.00	\$0.00	\$19.51
2	55	\$13.95	\$6.82	\$2.35	\$0.00	\$23.12
3	60	\$15.22	\$6.82	\$2.35	\$0.00	\$24.39
4	65	\$16.49	\$6.82	\$2.35	\$0.00	\$25.66
5	70	\$17.76	\$6.82	\$6.85	\$0.00	\$31.43
6	75	\$19.03	\$6.82	\$6.85	\$0.00	\$32.70
7	80	\$20.30	\$6.82	\$6.85	\$0.00	\$33.97
8	85	\$21.56	\$6.82	\$6.85	\$0.00	\$35.23
9	90	\$22.83	\$6.82	\$6.85	\$0.00	\$36.50

**Effective Date - 06/01/2013**

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

**Notes:**

Steps are 4 mos.

**Apprentice to Journeyworker Ratio:1:1**

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2012	\$30.44	\$8.91	\$7.27	\$0.00	\$46.62
	12/01/2012	\$30.74	\$8.91	\$8.00	\$0.00	\$47.65
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2012	\$30.73	\$8.91	\$7.27	\$0.00	\$46.91
	12/01/2012	\$31.03	\$8.91	\$8.00	\$0.00	\$47.94
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 676</i>	01/01/2010	\$40.50	\$7.80	\$8.40	\$0.00	\$56.70

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - SPRINKLER FITTER - Local 676**

**Effective Date - 01/01/2010**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.20	\$7.80	\$8.40	\$0.00	\$32.40
2	45	\$18.23	\$7.80	\$8.40	\$0.00	\$34.43
3	50	\$20.25	\$7.80	\$8.40	\$0.00	\$36.45
4	55	\$22.28	\$7.80	\$8.40	\$0.00	\$38.48
5	60	\$24.30	\$7.80	\$8.40	\$0.00	\$40.50
6	65	\$26.33	\$7.80	\$8.40	\$0.00	\$42.53
7	70	\$28.35	\$7.80	\$8.40	\$0.00	\$44.55
8	75	\$30.38	\$7.80	\$8.40	\$0.00	\$46.58
9	80	\$32.40	\$7.80	\$8.40	\$0.00	\$48.60
10	85	\$34.43	\$7.80	\$8.40	\$0.00	\$50.63

**Notes:**

**Apprentice to Journeyworker Ratio:1:1**

TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 7	09/01/2012	\$35.11	\$8.80	\$9.21	\$0.00	\$53.12
	12/31/2012	\$35.61	\$8.80	\$9.21	\$0.00	\$53.62
	07/01/2013	\$36.61	\$8.80	\$9.21	\$0.00	\$54.62
	12/30/2013	\$37.11	\$8.80	\$9.21	\$0.00	\$55.12

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7**

**Effective Date - 09/01/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.04	\$4.00	\$0.42	\$0.00	\$18.46
2	45	\$15.80	\$4.00	\$0.47	\$0.00	\$20.27
3	50	\$17.56	\$8.80	\$5.18	\$0.00	\$31.54
4	55	\$19.31	\$8.80	\$5.23	\$0.00	\$33.34
5	65	\$22.82	\$8.80	\$6.33	\$0.00	\$37.95
6	70	\$24.58	\$8.80	\$7.39	\$0.00	\$40.77

**Effective Date - 12/31/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.24	\$4.00	\$0.43	\$0.00	\$18.67
2	45	\$16.02	\$4.00	\$0.48	\$0.00	\$20.50
3	50	\$17.81	\$8.80	\$5.19	\$0.00	\$31.80
4	55	\$19.59	\$8.80	\$5.24	\$0.00	\$33.63
5	65	\$23.15	\$8.80	\$6.35	\$0.00	\$38.30
6	70	\$24.93	\$8.80	\$7.40	\$0.00	\$41.13

**Notes:** Pre-5/31/11 1\$35.03/2\$36.84/3\$38.65/4\$40.46/5\$42.26/6\$44.07  
Steps are 800 hours

**Apprentice to Journeyworker Ratio:1:1**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS	09/03/2012	\$29.28	\$10.18	\$15.12	\$0.00	\$54.58
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	03/04/2013	\$29.86	\$10.18	\$15.12	\$0.00	\$55.16
	09/02/2013	\$30.77	\$10.18	\$15.18	\$0.00	\$56.13
	03/03/2014	\$31.33	\$10.18	\$15.18	\$0.00	\$56.69
	09/01/2014	\$32.24	\$10.18	\$15.24	\$0.00	\$57.66
	03/02/2015	\$32.80	\$10.18	\$15.24	\$0.00	\$58.22
	08/31/2015	\$33.71	\$10.18	\$15.30	\$0.00	\$59.19
	02/29/2016	\$34.28	\$10.18	\$15.30	\$0.00	\$59.76
	09/05/2016	\$35.19	\$10.18	\$15.37	\$0.00	\$60.74
	02/27/2017	\$35.76	\$10.18	\$15.37	\$0.00	\$61.31

**Classification**

**Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate**

**Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)**

**Effective Date - 09/03/2012**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.64	\$10.18	\$15.12	\$0.00	\$39.94
2	60	\$17.57	\$10.18	\$15.12	\$0.00	\$42.87
3	70	\$20.50	\$10.18	\$15.12	\$0.00	\$45.80
4	80	\$23.42	\$10.18	\$15.12	\$0.00	\$48.72
5	90	\$26.35	\$10.18	\$15.12	\$0.00	\$51.65

**Effective Date - 03/04/2013**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.93	\$10.18	\$15.12	\$0.00	\$40.23
2	60	\$17.92	\$10.18	\$15.12	\$0.00	\$43.22
3	70	\$20.90	\$10.18	\$15.12	\$0.00	\$46.20
4	80	\$23.89	\$10.18	\$15.12	\$0.00	\$49.19
5	90	\$26.87	\$10.18	\$15.12	\$0.00	\$52.17

**Notes:**

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**Apprentice to Journeyworker Ratio:1:5**

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2011	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
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**Apprentice - TEST BORING DRILLER (Laborers Foundation & Marine)**

**Effective Date - 12/01/2011**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.83	\$7.10	\$12.60	\$0.00	\$39.53
2	70	\$23.14	\$7.10	\$12.60	\$0.00	\$42.84
3	80	\$26.44	\$7.10	\$12.60	\$0.00	\$46.14
4	90	\$29.75	\$7.10	\$12.60	\$0.00	\$49.45

**Notes:**

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**Apprentice to Journeyworker Ratio:1:3**

TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2011	\$31.77	\$7.10	\$12.60	\$0.00	\$51.47
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TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2011	\$31.65	\$7.10	\$12.60	\$0.00	\$51.35
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**Apprentice - TEST BORING LABORER (Laborers Foundation & Marine)**

**Effective Date - 12/01/2011**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.99	\$7.10	\$12.60	\$0.00	\$38.69
2	70	\$22.16	\$7.10	\$12.60	\$0.00	\$41.86
3	80	\$25.32	\$7.10	\$12.60	\$0.00	\$45.02
4	90	\$28.49	\$7.10	\$12.60	\$0.00	\$48.19

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

<b>TRACTORS</b> <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2012	\$29.21	\$9.35	\$9.64	\$0.00	\$48.20
	12/01/2012	\$29.53	\$9.70	\$9.92	\$0.00	\$49.15
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

<b>TRAILERS FOR EARTH MOVING EQUIPMENT</b> <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2012	\$31.02	\$8.91	\$7.27	\$0.00	\$47.20
	12/01/2012	\$31.32	\$8.91	\$8.00	\$0.00	\$48.23

<b>TUNNEL WORK - COMPRESSED AIR</b> <i>LABORERS (COMPRESSED AIR)</i>	12/01/2011	\$44.08	\$7.10	\$13.00	\$0.00	\$64.18
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<b>TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)</b> <i>LABORERS (COMPRESSED AIR)</i>	12/01/2011	\$46.08	\$7.10	\$13.00	\$0.00	\$66.18
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<b>TUNNEL WORK - FREE AIR</b> <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2011	\$36.15	\$7.10	\$13.00	\$0.00	\$56.25
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<b>TUNNEL WORK - FREE AIR (HAZ. WASTE)</b> <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2011	\$38.15	\$7.10	\$13.00	\$0.00	\$58.25
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<b>VAC-HAUL</b> <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2012	\$30.44	\$8.91	\$7.27	\$0.00	\$46.62
	12/01/2012	\$30.74	\$8.91	\$8.00	\$0.00	\$47.65

<b>WAGON DRILL OPERATOR</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/04/2012	\$26.69	\$7.10	\$9.85	\$0.00	\$43.64
	12/03/2012	\$27.64	\$7.10	\$9.85	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						

<b>WAGON DRILL OPERATOR (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2012	\$26.69	\$7.10	\$9.68	\$0.00	\$43.47
	12/01/2012	\$26.94	\$7.10	\$9.68	\$0.00	\$43.72
	06/01/2013	\$27.44	\$7.10	\$9.68	\$0.00	\$44.22
	12/01/2013	\$27.94	\$7.10	\$9.68	\$0.00	\$44.72
	06/01/2014	\$28.44	\$7.10	\$9.68	\$0.00	\$45.22
	12/01/2014	\$28.94	\$7.10	\$9.68	\$0.00	\$45.72
	06/01/2015	\$29.44	\$7.10	\$9.68	\$0.00	\$46.22
	12/01/2015	\$29.94	\$7.10	\$9.68	\$0.00	\$46.72
	06/01/2016	\$30.44	\$7.10	\$9.68	\$0.00	\$47.22
	12/01/2016	\$31.19	\$7.10	\$9.68	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

<b>WATER METER INSTALLER</b> <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2012	\$35.16	\$8.30	\$13.65	\$0.00	\$57.11
	03/17/2013	\$35.91	\$8.30	\$13.65	\$0.00	\$57.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

**Outside Electrical - West**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$35.04	\$5.70	\$5.80	\$0.00	\$46.54
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$22.67	\$5.70	\$1.18	\$0.00	\$29.55
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$30.92	\$5.70	\$4.93	\$0.00	\$41.55
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$37.10	\$5.70	\$6.11	\$0.00	\$48.91
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$41.22	\$5.70	\$7.74	\$0.00	\$54.66

**Apprentice - LINEMAN (Outside Electrical) - West Local 42**

**Effective Date - 08/31/2008**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.73	\$5.70	\$0.74	\$0.00	\$31.17
2	65	\$26.79	\$5.70	\$0.80	\$0.00	\$33.29
3	70	\$28.85	\$5.70	\$7.37	\$0.00	\$41.92
4	75	\$30.92	\$5.70	\$7.43	\$0.00	\$44.05
5	80	\$32.98	\$5.70	\$7.49	\$0.00	\$46.17
6	85	\$35.04	\$5.70	\$7.55	\$0.00	\$48.29
7	90	\$37.10	\$5.70	\$7.61	\$0.00	\$50.41

**Notes:**

**Apprentice to Journeyworker Ratio:1:2**

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$26.33	\$4.18	\$2.79	\$0.00	\$33.30
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$35.04	\$5.70	\$5.80	\$0.00	\$46.54
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/01/2009	\$16.59	\$2.42	\$0.00	\$0.00	\$19.01
This classification applies only to the trimming of branches on and around utility lines.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/01/2009	\$14.64	\$2.42	\$0.00	\$0.00	\$17.06
This classification applies only to the trimming of branches on and around utility lines.						

Additional Apprentices Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. 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) unless otherwise specified.

- \* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- \*\* 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.

ATTACHMENT B-  
SAMPLE CONTRACT TERMS AND CONDITIONS



The following provisions shall constitute an Agreement between the Town of Longmeadow, acting by and through its Town Manager and/or Select Board, hereinafter referred to as "Town", and VENDOR with an address of hereinafter referred to as "Contractor", effective as of the \_\_\_\_\_ day of December, 2012. In consideration of the mutual covenants contained herein, the parties agree as follows:

**ARTICLE 1: SCOPE OF WORK:**

The Contractor shall perform all work in accordance with the specifications contained in Attachment A - Scope of Services: Invitation for Bid: Town of Longmeadow, IFB: Fiber Optic Cable Installation, dated December 5, 2012; and Addenda.....

**ARTICLE 2: TIME OF PERFORMANCE:**

The contractor shall complete all work and services required on or before June 30, 2013. In the event that the project is not complete, the contract may be extended for up to an additional six months if authorized by the Town.

**ARTICLE 3: COMPENSATION:**

The Town shall pay the Contractor for the performance of the work outlined in Article 1 above, based on unit pricing quantities for supplies and services rendered. Compensation shall be based on the follow unit prices for supplies and services:\_\_\_\_\_. Compensation shall be in accordance with the provisions of the specifications.

**ARTICLE 4: CONTRACT DOCUMENTS:**

The following documents form the Contract and all are as fully a part of the Contract as if attached to this Agreement herein:

1. This Agreement.
2. Amendments, or other changes mutually agreed upon between the parties.
3. All attachments to the Agreement.
4. 50% Payment Bond

In the event of conflicting provisions, those provisions most favorable to the Town shall govern.

**ARTICLE 5: CONTRACT TERMINATION:**

The Town may suspend or terminate this agreement by providing the Contractor with ten (10) days written notice for the reasons outlined as follows:

1. Failure of the Contractor, for any reason, to fulfill in a timely and proper manner its obligations under this Agreement
2. Violation of any of the provisions of this Agreement by the Contractor.
3. A determination by the Town that the Contractor has engaged in fraud, waste, mismanagement, misuse of funds, or criminal activity with any funds provided by this Agreement.
4. The contract may be terminated for convenience by the Town.

**ARTICLE 6: INDEMNIFICATION:**

The Contractor shall, to the maximum extent permitted by law, indemnify and save harmless the Town of Longmeadow, its officers, agents and employees from and against any and all damages, liabilities, actions, suits, proceedings, claims, demands, losses, costs and expenses (including reasonable attorneys' fees) that may arise out of or in connection with the work and/or service being performed or to be performed by the Contractor, its employees, agents, or subcontractors. The existence of insurance shall in no way limit the scope of this indemnification. The Contractor further agrees to reimburse the Town of Longmeadow for damage to its property caused by the contractor,

its employees, agents, subcontractors or materials. Contractor shall be solely responsible for all local taxes or contributions imposed or required under the Social Security, Workers Compensation, and income tax laws. Further, the Contractor shall indemnify and hold harmless the Town with respect to any damages, expenses, or claims arising from or in connection with any of the work performed or to be performed under this Agreement.

**ARTICLE 7: AVAILABILITY OF FUNDS:**The compensation provided by this Agreement is subject to the availability and appropriation of funds. The contractor shall be obligated to provide services hereunder, only to the extent that said funds are available.

**ARTICLE 8: APPLICABLE LAW:**

The Contractor agrees to comply with all applicable local, state and federal laws, regulations and orders relating to the completion of this Agreement. This Agreement shall be governed by and construed in accordance with the law of the Commonwealth of Massachusetts.

**ARTICLE 9: ASSIGNMENT:**

The Contractor shall not make any assignment of this Agreement without the prior written approval of the Town.

**ARTICLE 10: AMENDMENTS:**

All amendments or any changes to the provisions specified in this Contract can only occur when mutually agreed upon by the Town and Contractor. Further, such amendments or changes shall be in writing and signed by officials with authority to bind the Town. Additionally, all amendments and changes shall be approved by the Town Accountant prior to execution by the awarding authority. No amendment or change to the contract provisions shall be made until after the written execution of the amendment or change to the Contract by both parties.

**ARTICLE 11: INSURANCE:**

The Contractor shall be responsible to the Town or any third party for any property damage or bodily injury caused by it, any of its subcontractors, employees or agents in the performance of, or as a result of, the work under this Agreement. The Contractor and any subcontractors used hereby certify that they are insured for workers compensation, property damage, personal and product liability. The Contractor and any subcontractor it uses shall purchase, furnish copies of, and maintain in full force and effect insurance policies in the amounts here indicated.

**General Liability**

Bodily Injury Liability:	\$1,000,000 per occurrence
Property Damage Liability	\$1,000,000 per occurrence
(or combined single limit)	\$1,000,000 per occurrence

**Automobile Liability**

Bodily Injury Liability:	\$1,000,000 per occurrence
Property Damage Liability	\$1,000,000 per occurrence
(or combined single limit)	\$1,000,000 per occurrence

**Workers' Compensation Insurance**

Coverage for all employees in accordance with Massachusetts General Laws. Prior to commencement of any work under this Agreement, the Contractor shall provide the Town with Certificates of Insurance which include the Town as an additional named insured and which include a thirty day notice of cancellation to the Town.

**ARTICLE 12: PREVAILING WAGE RATES**

Prevailing Wage Rates as determined by the Commissioner of the Department of Labor and Workforce Development under the provisions of Massachusetts General Laws, Chapter 149, Section 26 to 27G, as amended, apply to this project. It is the responsibility of the Contractor to provide the Town with certified payrolls and to comply with all requirements of the above-cited statutes. The schedules of prevailing wage rates are included in the Contract Documents.

**ARTICLE 13: SAFETY AND PROTECTION**

Protection of the Work and Owner's Property: The Contractor shall at all times safely guard the Owner's property from injury or loss in connection with this Agreement. The contractor shall at all times safely guard and protect their own work, and that of adjacent property from damage. The Contractor shall replace or make good any such damage, loss or injury. The Contractor shall clean the work area and restore it to its original condition upon the completion of the work.

The Contractor shall comply with all applicable OSHA, State and municipal regulations and requirements for services and facilities in the performance of all requirements of this contract. OSHA safety requirements and training certification shall be adhered to for all personnel working on Town property.

#### **ARTICLE 14: FIBER OPTIC CONSULTANT**

The Project has a designated Fiber Optic Consultant: Yes X or; No \_\_\_\_\_. If yes, the designated engineer is [Doug Norton](#) who is hereinafter called CONSULTANT. The Consultant will act as the Town's representative, assuming all duties and responsibilities, rights and authority assigned to Consultant in the Contract Documents in connection with the completion of the Work in accordance with the Contract Documents.

#### **ARTICLE 15: PROGRESS PAYMENTS**

Applications for Payment shall be processed in accordance with the General Conditions and in accordance with Massachusetts General Law. The Town shall make progress payments on account of the Contract Price on the basis of processed Applications for Payment monthly during construction. All progress payments will be measured by the schedule of values as specified in the General Conditions. The Town shall retain from progress payments five (5) percent of the value of Work completed.

#### **ARTICLE 16: CONTRACTOR'S REPRESENTATIONS**

CONTRACTOR makes the following representations:

- A. CONTRACTOR has examined and carefully studied the Contract Documents and the other related data identified in the Bidding Documents.
- B. CONTRACTOR has visited the site and become familiar with and is satisfied as to the general, local, and Site conditions that may affect cost, progress, and performance of the Work.
- C. CONTRACTOR is familiar with and is satisfied as to all federal, state, and local Laws and Regulations that may affect cost, progress, and performance of the Work.
- D. CONTRACTOR has obtained and carefully studied (or assumes responsibility for having done so) all additional or supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and Underground Facilities) at or contiguous to the Site which may affect cost, progress, or performance of the Work or which relate to any aspect of the means, methods, techniques, sequences, and procedures of construction to be employed by CONTRACTOR, including applying the specific means, methods, techniques, sequences, and procedures of construction, if any, expressly required by the Contract Documents to be employed by CONTRACTOR, and safety precautions and programs incident thereto.
- E. CONTRACTOR does not consider that any further examinations, investigations, explorations, tests, studies, or data are necessary for the performance of the Work at the Contract Price, within the Contract Times, and in accordance with the other terms and conditions of the Contract Documents.
- F. CONTRACTOR is aware of the general nature of Work to be performed by Town and others at the Site that relates to the Work as indicated in the Contract Documents.
- G. CONTRACTOR has correlated the information known to CONTRACTOR, information and observations obtained from visits to the Site, reports and drawings identified in the Contract Documents, and all additional examinations, investigations, explorations, tests, studies, and data with the Contract Documents.
- H. CONTRACTOR has given Town written notice of all conflicts, errors, ambiguities, or discrepancies that CONTRACTOR has discovered in the Contract Documents, and the written resolution thereof by Town is acceptable to CONTRACTOR. The Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performance and furnishing of the Work.

**ATTACHMENT C:**

**PLANS**



**BID SUBMISSION FORM (Pg1 of 5)**

**INVITATION FOR BID  
FIBER OPTIC CABLE INSTALLATION**

**COMPANY NAME:** \_\_\_\_\_

**Provide the following information regarding the proposer's experience, facilities, available equipment, and references demonstrating completion of similar work. Provide documentation on the following information requested:**

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**REFERENCES:** Bidder has performed the following similar work. On separate letterhead, provide location, date, type of work, size or cost, and reference contact information including: organization name, contact name and phone number of client and engineer. At minimum 1 reference demonstrating similar type of work performed must be supplied. Bidders with no similar experience may be rejected by the Town.

Have you supplied the reference as requested? Yes \_\_\_\_\_, No \_\_\_\_\_

Has the Contractor ever failed to complete any work awarded to it? If so, state when, where, and why?

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State any additional related business experience:

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*Date*

*Signature*

*Title*

*Company*

**BID SUBMISSION FORM (Pg 2 of 5)**  
**INVITATION FOR BID**  
**FIBER OPTIC CABLE INSTALLATION**

Component/Task	Unit	Estimated Quantity	Unit Price	TOTAL <small>(Estimated qty X Unit Price)</small>
<b>BASE BID</b>				
<b>B1:</b> Approach 1- <b>LABOR ONLY FOR:</b> Aerial Installation of <u>Town supplied fiber</u> optic cable, 72 or 96 Strand SM ADSS Fiber Cable; AND <b>SUPPLY AND LABOR FOR:</b> installation of typical pole mounting hardware	Foot	34000	\$ _____ FT	\$ _____
<b>B2:</b> Supply and Labor: Indoor Wall Mounted Fiber Termination Panels (24 fiber capacity): Includes SC couplers	each	12	\$ _____ EA	\$ _____
<b>B3:</b> Supply and Labor: Installation and test of SC single mode connectors: includes connectors, fan-out kits, and test report	Lots of 12	20	\$ _____ LO T	\$ _____
<b>B4:</b> Supply and Labor: Fusion Splice (aerial): assume 24 splices in each case. Include closure and trays	24 strand	10	\$ _____ STR	\$ _____
<b>B5:</b> Supply and Labor: Provide/Install Slack Loop w/ sno-shoes	each	10	\$ _____ EA	\$ _____
<b>B6:</b> Supply and Labor: Provide/Install 3-1.25" corrugated innerduct in existing 4" duct	Foot	4000	\$ _____ FT	\$ _____
<b>B7:</b> Labor-Pull/Install Fiber optic Cable in underground conduit (conduits will be in place and ready for interduct and fiber installation)	Foot	4000	\$ _____ FT	\$ _____
<b>BASE BID TOTAL: \$ _____</b>				
<b>(SUM OF 'TOTAL' FOR B1 THROUGH B7)</b>				

**BID SUBMISSION FORM (Pg 3 of 5)**  
**INVITATION FOR BID**  
**FIBER OPTIC CABLE INSTALLATION**

Component/Task	Unit	Estimated Quantity	Unit Price Per Foot	TOTAL <small>(Estimated qty X Unit Price)</small>
<b>ALTERNATE NO.1</b>				<b>ALTERNATE NO.1 TOTAL</b>
<b>SUPPLY OF FIBER OPTIC CABLE:</b> <u>Additional expense to Base Bid, section B1,</u> for the bidder to supply of fiber optic cable of 72 or 96 Strand SM ADSS Fiber Cable. Additional cost per Foot of fiber optic cable supply is:	Foot	38000	\$_____FT	\$_____

Alternate No. 1 only allows the supply of 96 Strand SM ADSS, and/or 72 Strand SM ADSS will be allowed.

**QUESTION: Which product is the bidder proposing to supply for Alternate No. 1?**

96 Strand SM ADSS **OR** 72 Strand SM ADSS  
*(Circle One)*

<b>BID TOTAL: \$ _____</b> <small>(SUM OF 'BASE BID TOTAL' AND 'ALTERNATE NO.1 TOTAL')</small>
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**ACKNOWLEDGEMENT OF ADDENDA:**

The Bidder acknowledges the receipt of the following addenda (if any):

\_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_

**BID DEPOSIT:**

Have you supplied the Bid Deposit with your bid submission as outlined in the Legal Notice?

**YES: \_\_\_\_\_, NO: \_\_\_\_\_**



**BID SUBMISSION FORM (Pg 4 of 5)**

**INVITATION FOR BID  
IFB: FIBER OPTIC CABLE INSTALLATION**

The undersigned Bidder proposes and agrees, if this Bid is accepted, to enter into an Agreement with Town of Longmeadow in the form included in the Bidding Documents: **IFB: Fiber Optic Cable Installation**, to perform all work as specified or indicated in the Bidding Documents for the Grand Total Amount and within the times indicated in this Bid and in accordance with the other terms and conditions of the Bidding Documents.

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*

**BIDDER INFORMATION:**

Company Name:
Address:
Town, State / Zip:
Telephone: Fax: Email:
Signature: _____
Print Name and Title:
Date:
Federal ID

**BID SUBMISSION FORM (Pg 5 of 5)**

**INVITATION FOR BID  
IFB: FIBER OPTIC CABLE INSTALLATION**

**CERTIFICATE OF NON-COLLUSION: REQUIRED FORM:**

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

\_\_\_\_\_  
*Signature of person submitting contract/bid*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Name of Business*

**CERTIFICATE OF TAX COMPLIANCE:**

Pursuant to M.G.L. c. 62C, §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.

\_\_\_\_\_  
*Social Security Number or  
Federal Identification Number*

\_\_\_\_\_  
*Signature of Individual or  
Corporate Name*

\_\_\_\_\_  
*Corporate Officer  
(if applicable)*