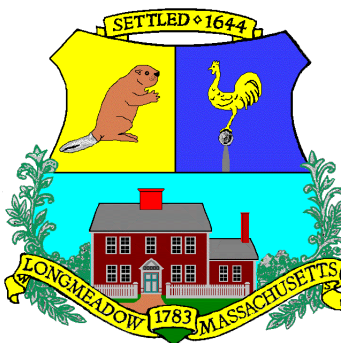


Town of Longmeadow



MGL 149, INVITATION FOR WRITTEN RESPONSES FOR SCOREBOARD SUPPLY AND INSTALLATION

February 21, 2019

CONTACT INFORMATION

QUESTIONS:

Town of Longmeadow

Purchasing Department

Attn: Chad Thompson, Procurement Manager

735 Longmeadow Street, Suite 101

Longmeadow, MA 01106

Phone: 413-565-4185

Fax: 413-565-4370

cthompson@longmeadow.org

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LEGAL NOTICE:

**INVITATION FOR WRITTEN RESPONSE (IFWR)
Scoreboard Supply and Installation**

The Town of Longmeadow, Massachusetts invites written responses from contractors for the supply and installation of scoreboards and Longmeadow High School. Written Responses are subject to M.G.L. c.149. State prevailing wage rates as required by M.G.L. c. 149 §§26 to 27H inclusive.

The Specifications and Contract Documents are available from the Town of Longmeadow, Purchasing Department, Attn: Chad Thompson, Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106. Bidding documents may also be obtained online through the Purchasing Department Page of the Town website. www.longmeadow.org. From the website toolbar select 'Government', then 'Purchasing' Department, the link 'Bid & RFP', then the link 'Bid & RFP Finder' to access the documents. Those that download documents online are responsible for registering with the Longmeadow Purchasing Department or will be responsible for monitoring the postings on the bid listing service site. Failure to acknowledge the receipt of issued addenda may result in a bid rejection.

There will be a MANDATORY PRE-BID quote solicitation conference for those interested in submitting written responses. Gather at Longmeadow Public Schools Central Office 535 Bliss Road, Longmeadow, MA 01106 in the School Committee conference room. On **Tuesday, March 5, 2019 at 10:00am**. Those attending will need to sign the registry log before the Purchasing Department declares the conference over. Additional conference requests will not be accepted or accommodated. A site inspection where work will be performed will take place during the conference.

Written Responses will be received until **11:00am on Wednesday, March 13, 2019**, the written response submission deadline. Written Responses may be hand delivered, mailed, or emailed as identified below. Mailed, hand delivered, or emailed responses should be sent to: Town of Longmeadow, Purchasing Department, Attn: Chad Thompson, Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106. Email responses to: cthompson@longmeadow.org. There will not be a public bid opening. Late responses will be rejected. No bid deposit is required with submission.

In the event that the cost of construction is more than \$25,000, then a 50% Payment Bond will be required of the contractor upon contract award. The Town of Longmeadow, acting through the Town Manager, the Awarding Authority reserves the right to reject any and all responses, and to waive minor informalities and to award a contract in the best interest of the Town of Longmeadow.

INSTRUCTIONS TO RESPONDENT'S

ARTICLE 1 - RESPONDENT'S REPRESENTATION

- 1.1 Each Bidder submitting a response represents that:
 1. The Respondent has read and understands the Contract Documents and the Written Quote is made in accordance therewith.
 2. The Respondent has visited the site and is familiar with the local conditions under which the Work has to be performed.
- 1.2 Failure to so examine the Contract Documents and site will not relieve any Respondent from any obligation under the Written Response as submitted.

ARTICLE 2 - OSHA CERTIFICATION

- 2.1. Massachusetts law requires all workers on this project construction site must have no less than 10 hours of OSHA-approved safety and health training.

ARTICLE 3 - REQUESTS FOR INTERPRETATION

- 3.1 Respondents shall promptly notify the Owner of any ambiguity, inconsistency, or error which they may discover upon examination of the Contract Documents, the site, and local conditions.
- 3.2 Respondents requiring clarification or interpretation of the Contract Documents shall make such request to the Owner.

ARTICLE 4 - PREPARATION AND SUBMISSION OF WRITTEN RESPONSES

- 4.1 Written Responses should be submitted on the "Form for Written Responses" as appropriate, furnished at no cost by the Owner.
- 4.2 All entries on the Form for Written Responses shall be TYPE WRITTEN or in INK.
- 4.3 Where so indicated on the Form for Written Responses sums shall be expressed in both words and figures. Where there is a discrepancy between the Written Response sum expressed in words and the Written Response sum expressed in figures, the words shall control.
- 4.4 The Written Response shall be submitted with the following clearly marked on the envelope or email

WRITTEN RESPONSE FOR:

 - ✓ Scoreboard Supply and Installation.
 - ✓ Respondent's Name & Business Address.
 - ✓ Phone number & contact person with email address.
- 4.5 Date and time for receipt of Written Responses set forth in the Public Notification.
- 4.6 Timely delivery of a Written Response at the location designated shall be the full responsibility of the Respondents.

ARTICLE 5- WITHDRAWAL OF WRITTEN RESPONSES

- 5.1. **Before Receipt of Written Responses.** Any written response may be withdrawn prior to the time designated for receipt of written responses upon written request. Withdrawal of written response must be confirmed over the Respondent's signature by written notice post-marked or sent by facsimile or emailed on or before the date and time set for receipt of written responses. Withdrawn written responses may be resubmitted up to the time designated for the receipt of written responses.

ARTICLE 6 - CONTRACT AWARD

- 6.1 Award means the determination and selection of the lowest, responsible and eligible Respondent, by the Owner.
- The Owner will award the contract to the lowest responsible and eligible Respondent for the Base Bid and any Bid Alternate selected for award. Response submissions will be valid for thirty (30) days, Saturdays, Sundays, and legal holidays excluded after the opening of Written Responses. Award is subject to appropriation.
- 6.2 The Owner reserves the right to waive any informalities in or to reject any or all Written Responses if it be in the public interest to do so.
- 6.3 The Owner also reserves the right to reject any Written Response if it determines that such Written Response does not represent the Response of a person competent to perform the work as specified, or if the Owner determines additional competition is in the public interest.
- 6.4 The term "lowest responsible and eligible respondent" shall mean the Respondent whose Written Response is the lowest of those Respondents demonstrably possessing the skill, ability, and integrity necessary for the faithful performance of the work, and who meets the requirements set forth in M.G.L. c.149 sec.44 (2)(B) and who shall certify that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work.

ARTICLE 7 - FORMS REQUIRED AT CONTRACT APPROVAL

- 7.1 Upon award, the Respondent shall complete the following forms to ensure prompt contract validation. These forms will be provided to the Contractor by Owner, and one original must be submitted.
- .1 Owner/Contractor Agreement.
 - .2 Form of Corporate Vote (If Applicable) or LLC Certificate of Authorization (If Applicable)
 - .3 Certificate of Insurance
- 7.2 Insurance Certificates for the coverage required by Article 9 of the General Provisions must be submitted prior to contract validation.

END OF SECTION

**FORM FOR WRITTEN RESPONSES
QUOTE SUBMISSION**

SUBMITTED BY: _____

TO THE AWARDING AUTHORITY:

The undersigned proposes to comply with all terms and conditions and furnish all labor and materials required to complete the attached scope of work for the contract price specified below per the undersigned's written response incorporated herein by reference and attached hereto, subject to additions and deductions according to the terms of the specifications for the proposed contract price. Prices include material and installation labor as well as necessary equipment costs complete in place, along with any applicable taxes, supervision and delivery charges:

BASE BID, Bliss Field Side

(Install of two new score boards on pre-existing frames, etc., per Specifications and Scope of Work)

\$ _____ Lump Sum for Base Bid

(Lump Sum, Base Bid, Written in Words)

BID ALTERNATE NO.1, LHS Side

(Install of one new scoreboard where one currently does not exist utilizing owner supplied scoreboard, etc, per Specifications and Scope of Work)

\$ _____ Lump Sum for Bid Alternate No.1

(Lump Sum, Bid Alternate No.1, Written in Words)

TOTAL:\$ _____
(Sum of Base Bid Lump Sum + Bid Alternate No.1 Lump Sum)

1. The undersigned hereby certifies that they are able to furnish labor that can work in harmony with all the other elements of labor employed or to be employed on the Work and that they will comply fully with all laws and regulations applicable to awards made subject to MGL. c.149 §§44A-J.
2. The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair, and made without collusion or fraud with any other person and that the undersigned is not debarred from doing public construction work in the Commonwealth under the provisions of M.G.L. c.29, §29F, M.G.L. c. 152, §25C, or any other applicable debarment provisions of any other chapter of the General Laws or any other rule or regulation promulgated thereunder. As used in this certification the word "person" shall mean natural person, joint venture, partnership, corporation, or other business or legal entity.
3. Pursuant to M.G.L. c.62(c), §49(a), the individual signing this document on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

FORM FOR WRITTEN RESPONSE QUOTE SUBMISSION

SUBMITTED BY: _____

BIDDER'S QUALIFICATIONS AND REFERENCES FORM

All questions must be answered, and the data given must be clear and comprehensive. Please type or print legibly. If necessary, add additional sheet for starred items. This information will be utilized by the Town for purposes of determining bidder responsiveness and eligibility with regard to the requirements and specifications of the Contract.

1. BIDDER/FIRM NAME: _____

2. WHEN ORGANIZED: _____

3. INCORPORATED?

_____ YES

_____ NO DATE AND STATE OF INCORPORATION: _____

4. IS YOUR BUSINESS REGISTERED WITH SOMWBA FOR THE FOLLOWING WOMEN AND/OR MINORITY CATEGORIES:

MBE? _____ YES _____ NO

WBE? _____ YES _____ NO

MWBE? _____ YES _____ NO

5. HAVE YOU EVER FAILED TO COMPLETE A CONTRACT AWARDED TO YOU?

_____ YES

_____ NO

IF YES, WHERE AND WHY?

6. HAVE YOU EVER DEFAULTED ON A CONTRACT? _____ YES _____ NO

IF YES, PROVIDE DETAILS.

7. LIST YOUR VEHICLES/EQUIPMENT AVAILABLE FOR THIS CONTRACT:

FORM FOR WRITTEN RESPONSE QUOTE SUBMISSION

8. IN THE SPACES FOLLOWING, PROVIDE INFORMATION REGARDING CONTRACTS COMPLETED BY YOUR FIRM SIMILAR IN NATURE AND COMPLEXITY TO THE PROJECT BEING BID. THE TOWN RESERVES THE RIGHT TO CHECK REFERENCES FROM ANY LISTED OR KNOWN UNLISTED PROJECT OF THE CONTRACTOR IN CONSIDERATION OF EVALUATING IF A BIDDER IS RESPONSIVE AND ELIGIBLE. UNFAVORABLE REFERENCE CHECKS ARE GROUNDS FOR BID REJECTION AT THE SOLE DISCRETION OF THE TOWN.

PROJECT NAME: _____
OWNER: _____
CITY/STATE: _____
DOLLAR AMOUNT: \$ _____ DATE COMPLETED: _____
PUBLICLY BID? _____ YES _____ NO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____) _____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

PROJECT NAME: _____
OWNER: _____
CITY/STATE: _____
DOLLAR AMOUNT: \$ _____ DATE COMPLETED: _____
PUBLICLY BID? _____ YES _____ NO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____) _____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

PROJECT NAME: _____
OWNER: _____
CITY/STATE: _____
DOLLAR AMOUNT: \$ _____ DATE COMPLETED: _____
PUBLICLY BID? _____ YES _____ NO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____) _____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

9. The undersigned certifies that the information contained herein is complete and accurate and here by authorizes and requests any person, firm, or corporation to furnish any information requested by the Town in verification of the recitals comprising this statement of Bidder's qualifications and experience.

DATE: _____
BIDDER: _____
SIGNATURE: _____

(End – Bid Submission Form)

OWNER – CONTRACTOR AGREEMENT TERMS AND CONDITIONS
(To be completed upon contract award)

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 TBD hereinafter referred to as “Contractor”, effective as of the day of March, 2019. 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](#) Town of Longmeadow, Massachusetts Invitation for Written response (IFWR): Scoreboard Supply and Installation dated February 21, 2019.

ARTICLE 2: TIME OF PERFORMANCE:

The contractor shall provide all supplies and services and obtain Substantial Completion required by May 5, 2019. If completion is not achieved by said date, the Contractor shall be liable to the Town for liquidated damages in the amount of \$100.00 per calendar day following the Substantial Completion date.

3: COMPENSATION:

The Town shall pay the Contractor for the performance of the work outlined in Article 1 above, the contract sum of TBD in accordance with the provisions of the specifications, or as set forth in an attachment hereto in [Attachment B](#), the price proposal.

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.

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.

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.

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: ENGINEER / ARCHITECT

The Project has a designated engineer: Yes X or; No _____. If yes, the designated engineer is TBD who is hereinafter called ENGINEER. ENGINEER will act as the Town's representative, assuming all duties and responsibilities, rights and authority assigned to ENGINEER 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.

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.

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.

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.

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.

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.

TERMS AND CONDITIONS OF THE CONTRACT FOR CONSTRUCTION

1.0 GENERAL PROVISIONS

1.1 THE CONTRACT DOCUMENTS

The Contract consists of the Contract Documents which include the Owner-Contractor Agreement, Public Notification, Bid Form, Contract Forms, Conditions of the Contract, Specifications, Drawings, all addenda issued prior to execution of the Contract, and other documents listed in the Agreement and Modifications issued after execution of the Contract.

1.2 THE WORK

The term "Work" means the construction and services required by the Contract Documents, whether completed or partially completed, and includes all other labor, materials, equipment, and services provided or to be provided by the Contractor to fulfill the Contractor's obligation.

2.0 OWNER

The term "Owner" sometimes also referred to as the "Awarding Authority" or "Authority" means the Town of Longmeadow identified in the Owner-Contractor Agreement.

2.1 BIDDER

The terms "Quote(s)", "Respondent(s)" or "Written Responses" shall mean the person or firm from which prices have been submitted to the Owner for the work identified in these documents.

3.0 PROJECT FUNDING

The Work under this Contract is funded by the Town of Longmeadow and subject to an appropriation.

4.0 CONTRACTOR

4.1 The Contractor is the person or entity identified as such throughout the Contract Documents as if singular in number. The term Contractor means the Contractor or its authorized representative.

4.2 The Contractor shall supervise and direct the Work, using the Contractor's best skill and attention. The Contractor shall be solely responsible for and have control over construction means, methods, techniques, sequences and procedures, and for coordinating all portions of the Work under the Contract.

4.3 SALES TAX EXEMPTION AND OTHER TAXES

4.3.1 To the extent that materials and supplies are used or incorporated in the performance of this Contract, the Contractor is considered an exempt purchaser under the Massachusetts Sales Act, Chapter 14 of the Acts of 1966.

4.3.2 The Contractor shall be responsible for paying all other taxes and tariffs of any sort, related to the work.

4.4 PERMITS, FEES, AND NOTICES

4.4.1 The Contractor shall secure and shall pay for any and all permits unless permit fees are waived. Permits issued by the Town of Longmeadow will be supplied at no charge to the contractor. The Contractor shall secure and pay for all licenses, and other fees required for the proper execution of the Work. The Contractor shall coordinate all efforts required to obtain these permits including having the permit issued in the name of the Contractor.

4.4.2 The Contractor shall comply with and give notices required by laws, ordinances, rules, regulations, and lawful orders of public authorities bearing on performance of the Work.

4.4.3 If the Contractor performs Work knowing it to be contrary to laws, statutes, ordinances, building codes, and rules and regulations without such notice to the Owner, the Contractor shall assume full responsibility for such Work and shall bear the attributable costs.

4.5 SAFETY REQUIREMENTS

The Contractor must comply with all Federal, State, and local safety laws and regulations applicable to work performed under this Contract.

4.6 PREVAILING WAGE RATES AND LABOR REGULATIONS

4.6.1 The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Commissioner of the Massachusetts Department of Labor Division of Occupational Safety. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract. Any questions relative to the applicability of any wage rate shall be directed to the Division of Occupational Safety.

4.6.2 Keep a legible copy of said schedule posted on the site at all times. Provide the Owner, on a weekly basis, and keep an on-site file of the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Owner, Architect or Engineer, or any agency having jurisdiction.

4.6.3 Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by MGL c149 § 34B, as amended. Such police officers shall be covered by Worker's Compensation Insurance and Employers Liability Insurance provided by the Contractor.

4.6.4 The Contractor shall not have any claim for extra compensation from the Owner if the actual wages paid to employees on the Contract exceeds the rates listed on the Schedule

4.6.5 WAGE RATE REPORTING

- .1 The Contractor and all subcontractors shall provide certified payroll affidavits verifying compliance with MGL c.149 §§26 - 27H.
- .2 The Contractor and all subcontractors shall provide a Statement of Compliance within 15 days of the completion of its portion of the work. This statement shall be submitted to the Owner on the form found elsewhere in this section.

4.6.6 APPRENTICE REQUIREMENTS

Apprentices employed pursuant to this determination of wage rates must be registered and approved by the State Apprenticeship Council wherever rates for journeymen or apprentices are not listed.

4.6.7 EMPLOYEE OSHA SAFETY TRAINING

- .1 All employees who work on this construction site must have no less than 10 hours of OSHA-approved safety and health training.
- .2 The Contractor and all Subcontractors shall furnish to the Owner, with the certified payroll reports, documentation indicating that each employee has successfully completed 10 hours of a course in construction safety and health. This course must be approved by the United States Occupational Health and Safety Administration (OSHA).

5.0 CONTRACT ADMINISTRATION

5.1 PRECONSTRUCTION CONFERENCE

Prior to commencement of the Work, the Contractor shall meet in conference with representatives of the Owner, to discuss and develop mutual understandings relative to administration of the quality assurance program, safety program, labor provisions, the schedule of work, and other Contract procedures.

5.2 REJECTION OF DEFECTIVE MATERIALS AND WORK

The Owner's inspection of the Work shall not relieve the Contractor of any of its responsibilities to fulfill the Contract obligations, and defective work shall be corrected. Unsuitable work may be rejected by the Owner, notwithstanding that such work and materials have been previously overlooked or misjudged by the Owner and accepted for payment. If the Work or any part thereof shall be found defective at any time before the final acceptance of the whole Work, the Contractor shall forthwith correct such defect in a manner satisfactory to the Owner, and if any material brought upon the site for use in the Work, or selected for the same, shall be rejected by the Owner as unsuitable or not in conformity with the Contract requirements, the Contractor shall forthwith remove such materials from the vicinity of the Work.

6.0 CHANGES

6.1 All changes in the work, including any increase, decrease, or other equitable adjustment in the Contract price or in the time for performing the Contract, shall be authorized in writing by the Owner.

- 6.2 The Owner may direct changes to the Work provided:
- .1 the unit prices remain the same,
 - .2 the Owner's representative has specified in writing that an increase is necessary to fulfill the needs of the Owner and is more economical than awarding another contract,
 - .3 the Contractor agrees to the increase or decrease in writing, and

7.0 PAYMENTS

7.1 CONTRACT SUM

The Contract Sum is stated in the Owner-Contractor Agreement and, including authorized adjustments, is the total amount payable by the Owner to the Contractor for performance of the Work under the Contract Documents.

7.2 APPLICATIONS FOR PAYMENT

7.2.1 Once each month, on a date established at the beginning of the Work, the Contractor shall deliver to the Owner an itemized Application for Payment, supported by such data substantiating the Contractor's right to payment as the Owner may require, and reflecting a minimum of 5% retainage until the final acceptance and payment by the Owner.

7.2.2 . The Owner shall make payment to the Contractor within 30 days of receipt of said application, less any applicable retainage.

7.2.3 The Owner may make changes in any application for payment submitted by the Contractor for:

- .1 Retention based on the value of its claims against the Contractor,
- .2 Retention of 5% of the approved amount of the Application for Payment.

7.3 FINAL PAYMENT

The acceptance by the Contractor of the last payment due under this Contract or the execution of the Final Certificate of Completion, shall operate as a release to the Owner from all claims and liability related to this Contract.

8.0 GUARANTY AND WARRANTY

8.1 WARRANTY

The Contractor warrants to the Owner that materials and equipment furnished under the Contract will be of good quality and new unless otherwise required or permitted by the Contract Documents, that the Work will be free from defects not inherent in the quality required or permitted, and that the Work will conform with the requirements of the Contract Documents. Work not conforming to these requirements, including substitutions not properly approved and authorized, may be considered defective. If required by the Owner, the Contractor shall furnish satisfactory evidence as to the kind and quality of materials and equipment furnished. The Owner reserves the right to reject said substituted materials even after requesting evidence.

8.2 GENERAL GUARANTY

If at any time during the period of one (1) year from the date of the Substantial Completion the Work to be performed under this Contract, or any part of the Work shall, in the reasonable determination of the Owner, require replacing or repairing due to the fact that it is broken, defective, or otherwise does not conform to the Contract Documents, the Owner will notify the Contractor to make the required repairs or replacement. If the Contractor shall neglect to commence such repairs or replacement to the satisfaction of the Owner within ten (10) days from the date of giving or mailing such notice, then the Owner may employ other persons to make said repairs or replacements. The Contractor agrees, upon demand, to pay to the Owner all amounts which the Owner expends for such repairs or replacements. During this one year guarantee period any corrective work shall be performed in accordance with the applicable terms of this Contract. For items of work completed after substantial completion, the one-year guarantee shall commence at the time the Owner accepts such items. This one-year guarantee shall not limit any express guaranty or warranty provided elsewhere in the Contract.

9.0 INSURANCE REQUIREMENTS

The Contractor shall provide insurance coverage as listed in subparagraphs 9.1 - 9.6. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this Contract.

9.1 WORKER'S COMPENSATION

Worker's Compensation: Coverage A Statutory Per M.G.L. c.149 §34 and c.152 as amended
Employer's liability: Coverage B up to \$ 500,000 each accident
\$ 500,000 disease per employee
\$ 500,000 disease policy

9.2 CONTRACTOR'S COMMERCIAL GENERAL LIABILITY

Bodily Injury & \$ 1,000,000. each occurrence
Property Damage \$ 3,000,000. general aggregate

Products & Completed Operations \$ 1,000,000. aggregate
Personal & Advertising Injury \$ 1,000,000. each occurrence

9.3 VEHICLE LIABILITY

Personal Injury and Property Damage \$ 1,000,000 C.S.L.
Combined Single Limit

9.4 OWNER AS ADDITIONAL INSURED

The Owner shall be named as additional insured on the Contractor's General and Vehicle liability policies.

9.5 CERTIFICATES OF INSURANCE, POLICIES

9.5.1 The Contractor shall not commence work on this Contract until proof of compliance with this article has been furnished to the Owner by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the Commonwealth. This certificate shall indicate that the Contractual Liability Coverage is in force.

9.5.2 The Contractor shall file the original with the Owner with ten (10) days of contract award. If the Owner is damaged by the Contractor's failure to maintain such insurance and to so notify the Owner, then the Contractor shall be responsible for all reasonable costs attributable thereto.

9.5.3 The Certificate Holder shall be the Town of Longmeadow

9.6 CANCELLATION

Cancellation of any insurance required by this contract, whether by the insurer or the insured, shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the Owner at least thirty (30) days prior to the effective date thereof, which shall be expressed in said notice.

10.0 INDEMNIFICATION

10.1 The Contractor shall take all responsibility for the Work and take all precautions for preventing injuries to persons and property in or about the Work and shall bear all losses resulting to or on account of the amount or character of the Work. The Contractor shall pay or cause payment to be made for all labor performed or furnished and for all materials used or employed in carrying out this Contract.

10.2 The Contractor shall assume the defense of, and indemnify and save harmless the Owner, the and its officers and agents from all claims:

- .1 relating to labor performed or furnished and materials used or employed for the Work;
- .2 to inventions, patents and patent rights used in and in doing the Work unless such patent infringement is due to a product or process specified by the Owner;
- .3 to injuries to any person or corporation received or sustained by or from the Contractor and any employees, and subcontractors and employees, in doing the work, or in consequence of any improper materials, implements or labor used or employed therein;
- .4 and to any act, omission or neglect of the Contractor and any employees therein.

11.0 MISCELLANEOUS REQUIREMENTS

11.1 The Contractor shall comply with laws, regulations and ordinances regarding Non-Discrimination, Diversity, Equal Opportunity, and Affirmative Action; prohibiting the use of undocumented workers on municipal contracts and all regulations promulgated pursuant thereto. The aforementioned laws, regulations and any amendments are incorporated herein by reference and made a part of this Contract.

11.2 CONFLICT OF INTEREST

The Contractor covenants, that:

- .1 presently, there is no financial interest and shall not acquire any such interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement or which would violate M.G.L. c.268A, as amended;
- .2 in the performance of this Contract, no person having any such interest shall be employed by the Contractor or engaged as a subcontractor by the contractor; and
- .3 no partner or employee of the firm is related by blood or marriage to any Board Member or employee of the Awarding Authority."

12.0 TERMINATION

12.1 TERMINATION FOR CAUSE

12.1.1 The Owner may terminate this contract for cause if it determines that any of the following circumstances have occurred:

- .1 The Contractor is adjudged bankrupt or has made a general assignment for the benefit of its creditors.
- .2 A receiver has been appointed of the Contractor's property.
- .3 All or a part of the Work has been abandoned.
- .4 The Contractor has sublet or assigned all or any portion of the Work, the Contract, or claims thereunder, without the prior written consent of the Owner, except as provided in the Contract Documents.
- .5 The Owner has determined that the rate of progress required on the project is not being met.
- .6 The Contractor has substantially violated any provisions of this Contract.

12.1.3 The Owner may complete the work, or any part thereof, and charge its expense of so completing the work or part thereof, to the Contractor.

12.1.4 The Owner may take possession of and use any materials, machinery, implements and tools found upon the site of said Work. The Owner shall not be liable for any depreciation, loss or damage to said materials, machinery, implements or tools during said use and the Contractor shall be solely responsible for their removal from the Project site after the Owner has no further use for them.

12.2 TERMINATION - NO FAULT

12.2.1 In the event that this Contract is terminated by the Owner, prior to the completion of construction and termination is not based on a reason listed in Paragraph 12.1, the Contractor shall be compensated for its costs incurred, including reasonable costs of de-mobilization, calculated on a percent completion basis covering the period of time between the last approved application for payment and the date of termination.

12.2.2 Payment by the Owner pursuant to Subparagraph 12.1.1 shall be considered to fully compensate the Contractor for all claims and expenses and those of any consultants, subcontractors, and suppliers, directly or indirectly attributable to the termination, including any claims for lost profits.

END OF GENERAL CONDITIONS

PREVAILING WAGE



**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS**

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

KARYN E. POLITO
Lt. Governor

WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Longmeadow
Contract Number: _____ **City/Town:** LONGMEADOW
Description of Work: Removal and disposal of old sport score boards. Installation of new score boards.
Job Location: Longmeadow, Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.75	\$7.70	\$13.29	\$0.00	\$52.74
	12/03/2018	\$32.52	\$7.70	\$13.29	\$0.00	\$53.51
	06/03/2019	\$33.33	\$7.70	\$13.29	\$0.00	\$54.32
	12/02/2019	\$34.14	\$7.70	\$13.29	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.75	\$7.70	\$11.28	\$0.00	\$50.73
	12/01/2018	\$32.51	\$7.70	\$11.28	\$0.00	\$51.49
	06/01/2019	\$33.30	\$7.70	\$11.28	\$0.00	\$52.28
	12/01/2019	\$34.09	\$7.70	\$11.28	\$0.00	\$53.07
	06/01/2020	\$34.90	\$7.70	\$11.28	\$0.00	\$53.88
	12/01/2020	\$35.71	\$7.70	\$11.28	\$0.00	\$54.69
	06/01/2021	\$36.55	\$7.70	\$11.28	\$0.00	\$55.53
	12/01/2021	\$37.38	\$7.70	\$11.28	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	06/01/2018	\$33.21	\$11.50	\$6.60	\$0.00	\$51.31
	12/01/2018	\$34.11	\$11.50	\$6.60	\$0.00	\$52.21
	06/01/2019	\$35.01	\$11.50	\$6.60	\$0.00	\$53.11
	12/01/2019	\$35.91	\$11.50	\$6.60	\$0.00	\$54.01
	06/01/2020	\$36.81	\$11.50	\$6.60	\$0.00	\$54.91
	12/01/2020	\$37.71	\$11.50	\$6.60	\$0.00	\$55.81
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.25	\$7.70	\$11.28	\$0.00	\$50.23
	12/01/2018	\$32.01	\$7.70	\$11.28	\$0.00	\$50.99
	06/01/2019	\$32.80	\$7.70	\$11.28	\$0.00	\$51.78
	12/01/2019	\$33.59	\$7.70	\$11.28	\$0.00	\$52.57
	06/01/2020	\$34.40	\$7.70	\$11.28	\$0.00	\$53.38
	12/01/2020	\$35.21	\$7.70	\$11.28	\$0.00	\$54.19
	06/01/2021	\$36.05	\$7.70	\$11.28	\$0.00	\$55.03
	12/01/2021	\$36.88	\$7.70	\$11.28	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.54	\$11.19	\$13.44	\$0.00	\$59.17
	12/01/2018	\$35.14	\$11.19	\$13.71	\$0.00	\$60.04
	06/01/2019	\$35.65	\$11.19	\$13.98	\$0.00	\$60.82
	12/01/2019	\$36.25	\$11.19	\$14.25	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.54	\$11.19	\$13.44	\$0.00	\$59.17
	12/01/2018	\$35.14	\$11.19	\$13.71	\$0.00	\$60.04
	06/01/2019	\$35.65	\$11.19	\$13.98	\$0.00	\$60.82
	12/01/2019	\$36.25	\$11.19	\$14.25	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$13.44	\$0.00	\$58.64
	12/01/2018	\$34.61	\$11.19	\$13.71	\$0.00	\$59.51
	06/01/2019	\$35.12	\$11.19	\$13.98	\$0.00	\$60.29
	12/01/2019	\$35.72	\$11.19	\$14.25	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.75	\$7.70	\$13.29	\$0.00	\$52.74
	12/03/2018	\$32.52	\$7.70	\$13.29	\$0.00	\$53.51
	06/03/2019	\$33.33	\$7.70	\$13.29	\$0.00	\$54.32
	12/02/2019	\$34.14	\$7.70	\$13.29	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.75	\$7.70	\$11.28	\$0.00	\$50.73
	12/01/2018	\$32.51	\$7.70	\$11.28	\$0.00	\$51.49
	06/01/2019	\$33.30	\$7.70	\$11.28	\$0.00	\$52.28
	12/01/2019	\$34.09	\$7.70	\$11.28	\$0.00	\$53.07
	06/01/2020	\$34.90	\$7.70	\$11.28	\$0.00	\$53.88
	12/01/2020	\$35.71	\$7.70	\$11.28	\$0.00	\$54.69
	06/01/2021	\$36.55	\$7.70	\$11.28	\$0.00	\$55.53
	12/01/2021	\$37.38	\$7.70	\$11.28	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	03/01/2018	\$40.56	\$10.75	\$18.14	\$0.00	\$69.45
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	08/01/2018	\$41.41	\$10.75	\$18.77	\$0.00	\$70.93
	02/01/2019	\$41.96	\$10.75	\$18.77	\$0.00	\$71.48
	08/01/2019	\$43.31	\$10.75	\$18.91	\$0.00	\$72.97
	02/01/2020	\$43.86	\$10.75	\$18.91	\$0.00	\$73.52
	08/01/2020	\$45.21	\$10.75	\$19.06	\$0.00	\$75.02
	02/01/2021	\$45.76	\$10.75	\$19.06	\$0.00	\$75.57
	08/01/2021	\$47.16	\$10.75	\$19.22	\$0.00	\$77.13
	02/01/2022	\$47.69	\$10.75	\$19.22	\$0.00	\$77.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 03/01/2018

Table with 7 columns: Step, percent, Apprentice Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows 1-5 showing wage progression from \$20.28 to \$36.50.

Effective Date - 08/01/2018

Table with 7 columns: Step, percent, Apprentice Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows 1-5 showing wage progression from \$20.71 to \$37.27.

Notes:

Apprentice to Journeyworker Ratio:1:5

Table for BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98 with 7 columns: Effective Date, Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows for dates 06/01/2018, 12/01/2018, 06/01/2019, 12/01/2019.

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Table for CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE with 7 columns: Effective Date, Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows for dates 06/01/2018, 12/01/2018, 06/01/2019, 12/01/2019, 06/01/2020, 12/01/2020, 06/01/2021, 12/01/2021.

For apprentice rates see "Apprentice- LABORER"

Table for CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE with 7 columns: Effective Date, Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows for dates 06/01/2018, 12/01/2018, 06/01/2019, 12/01/2019, 06/01/2020, 12/01/2020, 06/01/2021, 12/01/2021.

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/05/2018	\$36.56	\$8.26	\$15.00	\$0.00	\$59.82
	09/05/2018	\$37.60	\$8.26	\$15.00	\$0.00	\$60.86
	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

Apprentice - CARPENTER - Local 108 Hampden Hampshire Franklin

Effective Date - 03/05/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.28	\$8.26	\$1.22	\$0.00	\$27.76
2	60	\$21.94	\$8.26	\$1.22	\$0.00	\$31.42
3	70	\$25.59	\$8.26	\$11.34	\$0.00	\$45.19
4	75	\$27.42	\$8.26	\$11.34	\$0.00	\$47.02
5	80	\$29.25	\$8.26	\$12.56	\$0.00	\$50.07
6	80	\$29.25	\$8.26	\$12.56	\$0.00	\$50.07
7	90	\$32.90	\$8.26	\$13.78	\$0.00	\$54.94
8	90	\$32.90	\$8.26	\$13.78	\$0.00	\$54.94

Effective Date - 09/05/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.80	\$8.26	\$1.22	\$0.00	\$28.28
2	60	\$22.56	\$8.26	\$1.22	\$0.00	\$32.04
3	70	\$26.32	\$8.26	\$11.34	\$0.00	\$45.92
4	75	\$28.20	\$8.26	\$11.34	\$0.00	\$47.80
5	80	\$30.08	\$8.26	\$12.56	\$0.00	\$50.90
6	80	\$30.08	\$8.26	\$12.56	\$0.00	\$50.90
7	90	\$33.84	\$8.26	\$13.78	\$0.00	\$55.88
8	90	\$33.84	\$8.26	\$13.78	\$0.00	\$55.88

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$25.93/ 3&4 \$30.77/ 5&6 \$46.41/ 7&8 \$51.29

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME	04/01/2018	\$22.33	\$7.07	\$7.86	\$0.00	\$37.26
<i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	10/01/2018	\$22.71	\$7.07	\$7.86	\$0.00	\$37.64
	04/01/2019	\$23.10	\$7.07	\$7.86	\$0.00	\$38.03
	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42

As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

Apprentice - CARPENTER (Wood Frame) - 108 Hampden Hampshire

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.40	\$7.07	\$0.00	\$0.00	\$20.47
2	60	\$13.40	\$7.07	\$0.00	\$0.00	\$20.47
3	65	\$14.51	\$7.07	\$7.86	\$0.00	\$29.44
4	70	\$15.63	\$7.07	\$7.86	\$0.00	\$30.56
5	75	\$16.75	\$7.07	\$7.86	\$0.00	\$31.68
6	80	\$17.86	\$7.07	\$7.86	\$0.00	\$32.79
7	85	\$18.98	\$7.07	\$7.86	\$0.00	\$33.91
8	90	\$20.10	\$7.07	\$7.86	\$0.00	\$35.03

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.63	\$7.07	\$0.00	\$0.00	\$20.70
2	60	\$13.63	\$7.07	\$0.00	\$0.00	\$20.70
3	65	\$14.76	\$7.07	\$7.86	\$0.00	\$29.69
4	70	\$15.90	\$7.07	\$7.86	\$0.00	\$30.83
5	75	\$17.03	\$7.07	\$7.86	\$0.00	\$31.96
6	80	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
7	85	\$19.30	\$7.07	\$7.86	\$0.00	\$34.23
8	90	\$20.44	\$7.07	\$7.86	\$0.00	\$35.37

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.12/ 3&4 \$24.10/ 5&6 \$30.56/ 7&8 \$32.79

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	07/01/2018	\$39.07	\$12.37	\$17.64	\$0.30	\$69.38
<i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	01/01/2019	\$40.54	\$12.37	\$17.64	\$0.30	\$70.85
	07/01/2019	\$41.11	\$12.37	\$17.64	\$0.30	\$71.42
	01/01/2020	\$42.59	\$12.37	\$17.64	\$0.30	\$72.90

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.54	\$12.37	\$15.41	\$0.00	\$47.32
2	60	\$23.44	\$12.37	\$17.64	\$0.30	\$53.75
3	65	\$25.40	\$12.37	\$17.64	\$0.30	\$55.71
4	70	\$27.35	\$12.37	\$17.64	\$0.30	\$57.66
5	75	\$29.30	\$12.37	\$17.64	\$0.30	\$59.61
6	80	\$31.26	\$12.37	\$17.64	\$0.30	\$61.57
7	90	\$35.16	\$12.37	\$17.64	\$0.30	\$65.47

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.27	\$12.37	\$15.41	\$0.00	\$48.05
2	60	\$24.32	\$12.37	\$17.64	\$0.30	\$54.63
3	65	\$26.35	\$12.37	\$17.64	\$0.30	\$56.66
4	70	\$28.38	\$12.37	\$17.64	\$0.30	\$58.69
5	75	\$30.41	\$12.37	\$17.64	\$0.30	\$60.72
6	80	\$32.43	\$12.37	\$17.64	\$0.30	\$62.74
7	90	\$36.49	\$12.37	\$17.64	\$0.30	\$66.80

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR	06/01/2018	\$34.01	\$11.19	\$13.44	\$0.00	\$58.64
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.61	\$11.19	\$13.71	\$0.00	\$59.51
	06/01/2019	\$35.12	\$11.19	\$13.98	\$0.00	\$60.29
	12/01/2019	\$35.72	\$11.19	\$14.25	\$0.00	\$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR	06/01/2018	\$38.04	\$11.19	\$13.44	\$0.00	\$62.67
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$38.64	\$11.19	\$13.71	\$0.00	\$63.54
	06/01/2019	\$39.15	\$11.19	\$13.98	\$0.00	\$64.32
	12/01/2019	\$39.75	\$11.19	\$14.25	\$0.00	\$65.19

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	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$42.56	\$8.15	\$20.85	\$0.00	\$71.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 3 (BUILDING & SITE)	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
	06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
	12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
	06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
	12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 7

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.48	\$5.55	\$0.49	\$0.00	\$22.52
2	45	\$18.54	\$5.55	\$0.56	\$0.00	\$24.65
3	50	\$20.61	\$10.25	\$6.92	\$0.00	\$37.78
4	55	\$22.67	\$10.25	\$6.98	\$0.00	\$39.90
5	65	\$26.79	\$10.25	\$8.10	\$0.00	\$45.14
6	70	\$28.85	\$10.25	\$9.17	\$0.00	\$48.27

Effective Date - 12/30/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.76	\$5.70	\$0.50	\$0.00	\$22.96
2	45	\$18.86	\$5.70	\$0.57	\$0.00	\$25.13
3	50	\$20.96	\$10.50	\$6.93	\$0.00	\$38.39
4	55	\$23.05	\$10.50	\$6.99	\$0.00	\$40.54
5	65	\$27.24	\$10.50	\$8.12	\$0.00	\$45.86
6	70	\$29.34	\$10.50	\$9.18	\$0.00	\$49.02

Notes:

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

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

ELEVATOR CONSTRUCTOR	01/01/2018	\$51.46	\$15.43	\$16.61	\$0.00	\$83.50
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2019	\$53.11	\$15.58	\$17.51	\$0.00	\$86.20
	01/01/2020	\$54.85	\$15.73	\$18.41	\$0.00	\$88.99
	01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.73	\$15.43	\$0.00	\$0.00	\$41.16
2	55	\$28.30	\$15.43	\$16.61	\$0.00	\$60.34
3	65	\$33.45	\$15.43	\$16.61	\$0.00	\$65.49
4	70	\$36.02	\$15.43	\$16.61	\$0.00	\$68.06
5	80	\$41.17	\$15.43	\$16.61	\$0.00	\$73.21

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.56	\$15.58	\$0.00	\$0.00	\$42.14
2	55	\$29.21	\$15.58	\$17.51	\$0.00	\$62.30
3	65	\$34.52	\$15.58	\$17.51	\$0.00	\$67.61
4	70	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
5	80	\$42.49	\$15.58	\$17.51	\$0.00	\$75.58

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2018	\$36.02	\$15.43	\$16.61	\$0.00	\$68.06
	01/01/2019	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.25	\$7.70	\$11.28	\$0.00	\$50.23
	12/01/2018	\$32.01	\$7.70	\$11.28	\$0.00	\$50.99
	06/01/2019	\$32.80	\$7.70	\$11.28	\$0.00	\$51.78
	12/01/2019	\$33.59	\$7.70	\$11.28	\$0.00	\$52.57
	06/01/2020	\$34.40	\$7.70	\$11.28	\$0.00	\$53.38
	12/01/2020	\$35.21	\$7.70	\$11.28	\$0.00	\$54.19
	06/01/2021	\$36.05	\$7.70	\$11.28	\$0.00	\$55.03
	12/01/2021	\$36.88	\$7.70	\$11.28	\$0.00	\$55.86

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>	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
<i>LOCAL 7</i>	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$13.44	\$0.00	\$58.64
	12/01/2018	\$34.61	\$11.19	\$13.71	\$0.00	\$59.51
	06/01/2019	\$35.12	\$11.19	\$13.98	\$0.00	\$60.29
	12/01/2019	\$35.72	\$11.19	\$14.25	\$0.00	\$61.16

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.41	\$11.19	\$13.44	\$0.00	\$45.04
2	70	\$23.81	\$11.19	\$13.44	\$0.00	\$48.44
3	80	\$27.21	\$11.19	\$13.44	\$0.00	\$51.84
4	90	\$30.61	\$11.19	\$13.44	\$0.00	\$55.24

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.77	\$11.19	\$13.71	\$0.00	\$45.67
2	70	\$24.23	\$11.19	\$13.71	\$0.00	\$49.13
3	80	\$27.69	\$11.19	\$13.71	\$0.00	\$52.59
4	90	\$31.15	\$11.19	\$13.71	\$0.00	\$56.05

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$21.50	\$7.70	\$11.28	\$0.00	\$40.48
	12/01/2018	\$22.50	\$7.70	\$11.28	\$0.00	\$41.48
	06/01/2019	\$22.50	\$7.70	\$11.28	\$0.00	\$41.48
	12/01/2019	\$23.50	\$7.70	\$11.28	\$0.00	\$42.48
	06/01/2020	\$23.50	\$7.70	\$11.28	\$0.00	\$42.48
	12/01/2020	\$24.50	\$7.70	\$11.28	\$0.00	\$43.48
	06/01/2021	\$24.50	\$7.70	\$11.28	\$0.00	\$43.48
	12/01/2021	\$24.50	\$7.70	\$11.28	\$0.00	\$43.48
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2016	\$32.60	\$8.55	\$14.42	\$0.00	\$55.57

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05
2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.68
3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.93
4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.56
5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.39
6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.02
7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.85
8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.48

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$24.42/ 3&4 \$28.84/ 5&6 \$43.39/ 7&8 \$47.85

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	06/01/2018	\$34.23	\$11.19	\$13.44	\$0.00	\$58.86
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.83	\$11.19	\$13.71	\$0.00	\$59.73
	06/01/2019	\$35.34	\$11.19	\$13.98	\$0.00	\$60.51
	12/01/2019	\$35.94	\$11.19	\$14.25	\$0.00	\$61.38

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	06/01/2018	\$30.78	\$11.19	\$13.44	\$0.00	\$55.41
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.38	\$11.19	\$13.71	\$0.00	\$56.28
	06/01/2019	\$31.89	\$11.19	\$13.98	\$0.00	\$57.06
	12/01/2019	\$32.49	\$11.19	\$14.25	\$0.00	\$57.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2018	\$37.18	\$10.40	\$9.35	\$0.00	\$56.93
<i>GLAZIERS LOCAL 1333</i>	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.59	\$10.40	\$1.60	\$0.00	\$30.59
2	56	\$20.91	\$10.40	\$1.60	\$0.00	\$32.91
3	63	\$23.24	\$10.40	\$2.10	\$0.00	\$35.74
4	69	\$25.56	\$10.40	\$2.10	\$0.00	\$38.06
5	75	\$27.89	\$10.40	\$2.60	\$0.00	\$40.89
6	81	\$30.21	\$10.40	\$2.60	\$0.00	\$43.21
7	88	\$32.53	\$10.40	\$9.35	\$0.00	\$52.28
8	94	\$34.86	\$10.40	\$9.35	\$0.00	\$54.61

Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.09	\$10.60	\$1.80	\$0.00	\$31.49
2	56	\$21.48	\$10.60	\$1.80	\$0.00	\$33.88
3	63	\$23.86	\$10.60	\$2.40	\$0.00	\$36.86
4	69	\$26.25	\$10.60	\$2.40	\$0.00	\$39.25
5	75	\$28.64	\$10.60	\$2.90	\$0.00	\$42.14
6	81	\$31.02	\$10.60	\$2.90	\$0.00	\$44.52
7	88	\$33.41	\$10.60	\$9.90	\$0.00	\$53.91
8	94	\$35.79	\$10.60	\$9.90	\$0.00	\$56.29

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	06/01/2018	\$34.54	\$11.19	\$13.44	\$0.00	\$59.17
	12/01/2018	\$35.14	\$11.19	\$13.71	\$0.00	\$60.04
	06/01/2019	\$35.65	\$11.19	\$13.98	\$0.00	\$60.82
	12/01/2019	\$36.25	\$11.19	\$14.25	\$0.00	\$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.75	\$7.70	\$11.28	\$0.00	\$50.73
	12/01/2018	\$32.51	\$7.70	\$11.28	\$0.00	\$51.49
	06/01/2019	\$33.30	\$7.70	\$11.28	\$0.00	\$52.28
	12/01/2019	\$34.09	\$7.70	\$11.28	\$0.00	\$53.07
	06/01/2020	\$34.90	\$7.70	\$11.28	\$0.00	\$53.88
	12/01/2020	\$35.71	\$7.70	\$11.28	\$0.00	\$54.69
	06/01/2021	\$36.55	\$7.70	\$11.28	\$0.00	\$55.53
12/01/2021	\$37.38	\$7.70	\$11.28	\$0.00	\$56.36	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2017	\$37.67	\$11.75	\$14.20	\$0.00	\$63.62
	09/01/2018	\$39.47	\$11.75	\$14.20	\$0.00	\$65.42
	09/01/2019	\$41.47	\$11.75	\$14.20	\$0.00	\$67.42

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

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.84	\$11.75	\$10.45	\$0.00	\$41.04
2	60	\$22.60	\$11.75	\$11.20	\$0.00	\$45.55
3	70	\$26.37	\$11.75	\$11.95	\$0.00	\$50.07
4	80	\$30.14	\$11.75	\$12.70	\$0.00	\$54.59

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.74	\$11.75	\$10.45	\$0.00	\$41.94
2	60	\$23.68	\$11.75	\$11.20	\$0.00	\$46.63
3	70	\$27.63	\$11.75	\$11.95	\$0.00	\$51.33
4	80	\$31.58	\$11.75	\$12.70	\$0.00	\$56.03

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	03/16/2017	\$32.39	\$7.80	\$19.60	\$0.00	\$59.79
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.43	\$7.80	\$19.60	\$0.00	\$46.83
2	70	\$22.67	\$7.80	\$19.60	\$0.00	\$50.07
3	75	\$24.29	\$7.80	\$19.60	\$0.00	\$51.69
4	80	\$25.91	\$7.80	\$19.60	\$0.00	\$53.31
5	85	\$27.53	\$7.80	\$19.60	\$0.00	\$54.93
6	90	\$29.15	\$7.80	\$19.60	\$0.00	\$56.55

Notes:
Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 3 (BUILDING & SITE)	06/04/2018	\$31.00	\$7.70	\$13.29	\$0.00	\$51.99
	12/03/2018	\$31.77	\$7.70	\$13.29	\$0.00	\$52.76
	06/03/2019	\$32.58	\$7.70	\$13.29	\$0.00	\$53.57
	12/02/2019	\$33.39	\$7.70	\$13.29	\$0.00	\$54.38

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 06/04/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.70	\$13.29	\$0.00	\$39.59
2	70	\$21.70	\$7.70	\$13.29	\$0.00	\$42.69
3	80	\$24.80	\$7.70	\$13.29	\$0.00	\$45.79
4	90	\$27.90	\$7.70	\$13.29	\$0.00	\$48.89

Effective Date - 12/03/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.06	\$7.70	\$13.29	\$0.00	\$40.05
2	70	\$22.24	\$7.70	\$13.29	\$0.00	\$43.23
3	80	\$25.42	\$7.70	\$13.29	\$0.00	\$46.41
4	90	\$28.59	\$7.70	\$13.29	\$0.00	\$49.58

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.00	\$7.70	\$11.28	\$0.00	\$49.98
	12/01/2018	\$31.76	\$7.70	\$11.28	\$0.00	\$50.74
	06/01/2019	\$32.55	\$7.70	\$11.28	\$0.00	\$51.53
	12/01/2019	\$33.34	\$7.70	\$11.28	\$0.00	\$52.32
	06/01/2020	\$34.15	\$7.70	\$11.28	\$0.00	\$53.13
	12/01/2020	\$34.96	\$7.70	\$11.28	\$0.00	\$53.94
	06/01/2021	\$35.80	\$7.70	\$11.28	\$0.00	\$54.78
	12/01/2021	\$36.63	\$7.70	\$11.28	\$0.00	\$55.61

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.70	\$11.28	\$0.00	\$37.58
2	70	\$21.70	\$7.70	\$11.28	\$0.00	\$40.68
3	80	\$24.80	\$7.70	\$11.28	\$0.00	\$43.78
4	90	\$27.90	\$7.70	\$11.28	\$0.00	\$46.88

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.06	\$7.70	\$11.28	\$0.00	\$38.04
2	70	\$22.23	\$7.70	\$11.28	\$0.00	\$41.21
3	80	\$25.41	\$7.70	\$11.28	\$0.00	\$44.39
4	90	\$28.58	\$7.70	\$11.28	\$0.00	\$47.56

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.00	\$7.70	\$13.29	\$0.00	\$51.99
	12/03/2018	\$31.77	\$7.70	\$13.29	\$0.00	\$52.76
	06/03/2019	\$32.58	\$7.70	\$13.29	\$0.00	\$53.57
	12/02/2019	\$33.39	\$7.70	\$13.29	\$0.00	\$54.38

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2018	\$31.10	\$7.70	\$13.29	\$0.00	\$52.09
	12/01/2018	\$31.87	\$7.70	\$13.29	\$0.00	\$52.86
	06/01/2019	\$32.68	\$7.70	\$13.29	\$0.00	\$53.67
	12/01/2019	\$33.49	\$7.70	\$13.29	\$0.00	\$54.48

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$32.00	\$7.70	\$13.29	\$0.00	\$52.99
	12/03/2018	\$32.77	\$7.70	\$13.29	\$0.00	\$53.76
	06/03/2019	\$33.58	\$7.70	\$13.29	\$0.00	\$54.57
	12/02/2019	\$34.39	\$7.70	\$13.29	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.25	\$7.70	\$11.28	\$0.00	\$50.23
	12/01/2018	\$32.01	\$7.70	\$11.28	\$0.00	\$50.99
	06/01/2019	\$32.80	\$7.70	\$11.28	\$0.00	\$51.78
	12/01/2019	\$33.59	\$7.70	\$11.28	\$0.00	\$52.57
	06/01/2020	\$34.40	\$7.70	\$11.28	\$0.00	\$53.38
	12/01/2020	\$35.21	\$7.70	\$11.28	\$0.00	\$54.19
	06/01/2021	\$36.05	\$7.70	\$11.28	\$0.00	\$55.03
12/01/2021	\$36.88	\$7.70	\$11.28	\$0.00	\$55.86	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.00	\$7.70	\$13.29	\$0.00	\$51.99
	12/03/2018	\$31.77	\$7.70	\$13.29	\$0.00	\$52.76
	06/03/2019	\$32.58	\$7.70	\$13.29	\$0.00	\$53.57
	12/02/2019	\$33.39	\$7.70	\$13.29	\$0.00	\$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.00	\$7.70	\$13.29	\$0.00	\$51.99
	12/03/2018	\$31.77	\$7.70	\$13.29	\$0.00	\$52.76
	06/03/2019	\$32.58	\$7.70	\$13.29	\$0.00	\$53.57
	12/02/2019	\$33.39	\$7.70	\$13.29	\$0.00	\$54.38
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.25	\$7.70	\$11.28	\$0.00	\$50.23
	12/01/2018	\$32.01	\$7.70	\$11.28	\$0.00	\$50.99
	06/01/2019	\$32.80	\$7.70	\$11.28	\$0.00	\$51.78
	12/01/2019	\$33.59	\$7.70	\$11.28	\$0.00	\$52.57
	06/01/2020	\$34.40	\$7.70	\$11.28	\$0.00	\$53.38
	12/01/2020	\$35.21	\$7.70	\$11.28	\$0.00	\$54.19
	06/01/2021	\$36.05	\$7.70	\$11.28	\$0.00	\$55.03
12/01/2021	\$36.88	\$7.70	\$11.28	\$0.00	\$55.86	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	03/01/2018	\$33.67	\$10.75	\$17.65	\$0.00	\$62.07
	08/01/2018	\$34.17	\$10.75	\$18.26	\$0.00	\$63.18
	02/01/2019	\$34.67	\$10.75	\$18.26	\$0.00	\$63.68
	08/01/2019	\$35.67	\$10.75	\$18.37	\$0.00	\$64.79
	02/01/2020	\$36.17	\$10.75	\$18.37	\$0.00	\$65.29
	08/01/2020	\$37.17	\$10.75	\$18.49	\$0.00	\$66.41
	02/01/2021	\$37.67	\$10.75	\$18.49	\$0.00	\$66.91
	08/01/2021	\$38.67	\$10.75	\$18.62	\$0.00	\$68.04
	02/01/2022	\$39.12	\$10.75	\$18.62	\$0.00	\$68.49

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

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.84	\$10.75	\$17.65	\$0.00	\$45.24
2	60	\$20.20	\$10.75	\$17.65	\$0.00	\$48.60
3	70	\$23.57	\$10.75	\$17.65	\$0.00	\$51.97
4	80	\$26.94	\$10.75	\$17.65	\$0.00	\$55.34
5	90	\$30.30	\$10.75	\$17.65	\$0.00	\$58.70

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.09	\$10.75	\$18.26	\$0.00	\$46.10
2	60	\$20.50	\$10.75	\$18.26	\$0.00	\$49.51
3	70	\$23.92	\$10.75	\$18.26	\$0.00	\$52.93
4	80	\$27.34	\$10.75	\$18.26	\$0.00	\$56.35
5	90	\$30.75	\$10.75	\$18.26	\$0.00	\$59.76

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
	08/01/2018	\$52.95	\$10.75	\$20.66	\$0.00	\$84.36
	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
	08/01/2019	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
	02/01/2020	\$55.55	\$10.75	\$20.80	\$0.00	\$87.10
	08/01/2020	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
	02/01/2021	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
	08/01/2021	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80
	02/01/2022	\$59.51	\$10.75	\$21.11	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.05	\$10.75	\$20.03	\$0.00	\$56.83
2	60	\$31.26	\$10.75	\$20.03	\$0.00	\$62.04
3	70	\$36.47	\$10.75	\$20.03	\$0.00	\$67.25
4	80	\$41.68	\$10.75	\$20.03	\$0.00	\$72.46
5	90	\$46.89	\$10.75	\$20.03	\$0.00	\$77.67

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.48	\$10.75	\$20.66	\$0.00	\$57.89
2	60	\$31.77	\$10.75	\$20.66	\$0.00	\$63.18
3	70	\$37.07	\$10.75	\$20.66	\$0.00	\$68.48
4	80	\$42.36	\$10.75	\$20.66	\$0.00	\$73.77
5	90	\$47.66	\$10.75	\$20.66	\$0.00	\$79.07

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.54	\$11.19	\$13.44	\$0.00	\$59.17
	12/01/2018	\$35.14	\$11.19	\$13.71	\$0.00	\$60.04
	06/01/2019	\$35.65	\$11.19	\$13.98	\$0.00	\$60.82
	12/01/2019	\$36.25	\$11.19	\$14.25	\$0.00	\$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$13.44	\$0.00	\$58.64
	12/01/2018	\$34.61	\$11.19	\$13.71	\$0.00	\$59.51
	06/01/2019	\$35.12	\$11.19	\$13.98	\$0.00	\$60.29
	12/01/2019	\$35.72	\$11.19	\$14.25	\$0.00	\$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2018	\$35.46	\$9.90	\$18.50	\$0.00	\$63.86
	10/01/2018	\$36.29	\$9.90	\$18.50	\$0.00	\$64.69
	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.50	\$9.90	\$5.31	\$0.00	\$34.71
2	65	\$23.05	\$9.90	\$15.13	\$0.00	\$48.08
3	75	\$26.60	\$9.90	\$16.10	\$0.00	\$52.60
4	85	\$30.14	\$9.90	\$17.06	\$0.00	\$57.10

Notes:
 Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

OILER	06/01/2018	\$29.70	\$11.19	\$13.44	\$0.00	\$54.33
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$30.30	\$11.19	\$13.71	\$0.00	\$55.20
	06/01/2019	\$30.81	\$11.19	\$13.98	\$0.00	\$55.98
	12/01/2019	\$31.41	\$11.19	\$14.25	\$0.00	\$56.85

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI	06/01/2018	\$27.72	\$11.19	\$13.44	\$0.00	\$52.35
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$28.32	\$11.19	\$13.71	\$0.00	\$53.22
	06/01/2019	\$28.83	\$11.19	\$13.98	\$0.00	\$54.00
	12/01/2019	\$29.43	\$11.19	\$14.25	\$0.00	\$54.87

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
<i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2018	\$33.38	\$8.15	\$16.25	\$0.00	\$57.78
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2019	\$33.73	\$8.15	\$16.95	\$0.00	\$58.83
	07/01/2019	\$34.83	\$8.15	\$16.95	\$0.00	\$59.93
	01/01/2020	\$35.93	\$8.15	\$16.95	\$0.00	\$61.03
	07/01/2020	\$37.03	\$8.15	\$16.95	\$0.00	\$62.13
	01/01/2021	\$38.13	\$8.15	\$16.95	\$0.00	\$63.23

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.69	\$8.15	\$0.00	\$0.00	\$24.84
2	55	\$18.36	\$8.15	\$3.19	\$0.00	\$29.70
3	60	\$20.03	\$8.15	\$3.48	\$0.00	\$31.66
4	65	\$21.70	\$8.15	\$3.77	\$0.00	\$33.62
5	70	\$23.37	\$8.15	\$14.51	\$0.00	\$46.03
6	75	\$25.04	\$8.15	\$14.80	\$0.00	\$47.99
7	80	\$26.70	\$8.15	\$15.09	\$0.00	\$49.94
8	90	\$30.04	\$8.15	\$15.67	\$0.00	\$53.86

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.87	\$8.15	\$0.00	\$0.00	\$25.02
2	55	\$18.55	\$8.15	\$3.49	\$0.00	\$30.19
3	60	\$20.24	\$8.15	\$3.81	\$0.00	\$32.20
4	65	\$21.92	\$8.15	\$4.13	\$0.00	\$34.20
5	70	\$23.61	\$8.15	\$15.05	\$0.00	\$46.81
6	75	\$25.30	\$8.15	\$15.36	\$0.00	\$48.81
7	80	\$26.98	\$8.15	\$15.68	\$0.00	\$50.81
8	90	\$30.36	\$8.15	\$16.32	\$0.00	\$54.83

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2018	\$30.70	\$8.15	\$16.25	\$0.00	\$55.10
PAINTERS LOCAL 35 - ZONE 3	01/01/2019	\$31.05	\$8.15	\$16.95	\$0.00	\$56.15
	07/01/2019	\$32.15	\$8.15	\$16.95	\$0.00	\$57.25
	01/01/2020	\$33.25	\$8.15	\$16.95	\$0.00	\$58.35
	07/01/2020	\$34.35	\$8.15	\$16.95	\$0.00	\$59.45
	01/01/2021	\$35.45	\$8.15	\$16.95	\$0.00	\$60.55

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.35	\$8.15	\$0.00	\$0.00	\$23.50
2	55	\$16.89	\$8.15	\$3.19	\$0.00	\$28.23
3	60	\$18.42	\$8.15	\$3.48	\$0.00	\$30.05
4	65	\$19.96	\$8.15	\$3.77	\$0.00	\$31.88
5	70	\$21.49	\$8.15	\$14.51	\$0.00	\$44.15
6	75	\$23.03	\$8.15	\$14.80	\$0.00	\$45.98
7	80	\$24.56	\$8.15	\$15.09	\$0.00	\$47.80
8	90	\$27.63	\$8.15	\$15.67	\$0.00	\$51.45

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.53	\$8.15	\$0.00	\$0.00	\$23.68
2	55	\$17.08	\$8.15	\$3.49	\$0.00	\$28.72
3	60	\$18.63	\$8.15	\$3.81	\$0.00	\$30.59
4	65	\$20.18	\$8.15	\$4.13	\$0.00	\$32.46
5	70	\$21.74	\$8.15	\$15.05	\$0.00	\$44.94
6	75	\$23.29	\$8.15	\$15.36	\$0.00	\$46.80
7	80	\$24.84	\$8.15	\$15.68	\$0.00	\$48.67
8	90	\$27.95	\$8.15	\$16.32	\$0.00	\$52.42

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	07/01/2018	\$31.98	\$8.15	\$16.25	\$0.00	\$56.38
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2019	\$32.33	\$8.15	\$16.95	\$0.00	\$57.43
	07/01/2019	\$34.43	\$8.15	\$16.95	\$0.00	\$59.53
	01/01/2020	\$34.53	\$8.15	\$16.95	\$0.00	\$59.63
	07/01/2020	\$35.63	\$8.15	\$16.95	\$0.00	\$60.73
	01/01/2021	\$36.73	\$8.15	\$16.95	\$0.00	\$61.83

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.99	\$8.15	\$0.00	\$0.00	\$24.14
2	55	\$17.59	\$8.15	\$3.19	\$0.00	\$28.93
3	60	\$19.19	\$8.15	\$3.48	\$0.00	\$30.82
4	65	\$20.79	\$8.15	\$3.77	\$0.00	\$32.71
5	70	\$22.39	\$8.15	\$14.51	\$0.00	\$45.05
6	75	\$23.99	\$8.15	\$14.80	\$0.00	\$46.94
7	80	\$25.58	\$8.15	\$15.09	\$0.00	\$48.82
8	90	\$28.78	\$8.15	\$15.67	\$0.00	\$52.60

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.17	\$8.15	\$0.00	\$0.00	\$24.32
2	55	\$17.78	\$8.15	\$3.49	\$0.00	\$29.42
3	60	\$19.40	\$8.15	\$3.81	\$0.00	\$31.36
4	65	\$21.01	\$8.15	\$4.13	\$0.00	\$33.29
5	70	\$22.63	\$8.15	\$15.05	\$0.00	\$45.83
6	75	\$24.25	\$8.15	\$15.36	\$0.00	\$47.76
7	80	\$25.86	\$8.15	\$15.68	\$0.00	\$49.69
8	90	\$29.10	\$8.15	\$16.32	\$0.00	\$53.57

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2018	\$29.30	\$8.15	\$16.25	\$0.00	\$53.70
PAINTERS LOCAL 35 - ZONE 3	01/01/2019	\$29.65	\$8.15	\$16.95	\$0.00	\$54.75
	07/01/2019	\$30.81	\$8.15	\$16.95	\$0.00	\$55.91
	01/01/2020	\$31.85	\$8.15	\$16.95	\$0.00	\$56.95
	07/01/2020	\$32.95	\$8.15	\$16.95	\$0.00	\$58.05
	01/01/2021	\$34.05	\$8.15	\$16.95	\$0.00	\$59.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.65	\$8.15	\$0.00	\$0.00	\$22.80
2	55	\$16.12	\$8.15	\$3.19	\$0.00	\$27.46
3	60	\$17.58	\$8.15	\$3.48	\$0.00	\$29.21
4	65	\$19.05	\$8.15	\$3.77	\$0.00	\$30.97
5	70	\$20.51	\$8.15	\$14.51	\$0.00	\$43.17
6	75	\$21.98	\$8.15	\$14.80	\$0.00	\$44.93
7	80	\$23.44	\$8.15	\$15.09	\$0.00	\$46.68
8	90	\$26.37	\$8.15	\$15.67	\$0.00	\$50.19

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.83	\$8.15	\$0.00	\$0.00	\$22.98
2	55	\$16.31	\$8.15	\$3.49	\$0.00	\$27.95
3	60	\$17.79	\$8.15	\$3.81	\$0.00	\$29.75
4	65	\$19.27	\$8.15	\$4.13	\$0.00	\$31.55
5	70	\$20.76	\$8.15	\$15.05	\$0.00	\$43.96
6	75	\$22.24	\$8.15	\$15.36	\$0.00	\$45.75
7	80	\$23.72	\$8.15	\$15.68	\$0.00	\$47.55
8	90	\$26.69	\$8.15	\$16.32	\$0.00	\$51.16

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2018	\$31.00	\$7.70	\$11.28	\$0.00	\$49.98
	12/01/2018	\$31.76	\$7.70	\$11.28	\$0.00	\$50.74
	06/01/2019	\$32.55	\$7.70	\$11.28	\$0.00	\$51.53
	12/01/2019	\$33.34	\$7.70	\$11.28	\$0.00	\$52.32
	06/01/2020	\$34.15	\$7.70	\$11.28	\$0.00	\$53.13
	12/01/2020	\$34.96	\$7.70	\$11.28	\$0.00	\$53.94
	06/01/2021	\$35.80	\$7.70	\$11.28	\$0.00	\$54.78
	12/01/2021	\$36.63	\$7.70	\$11.28	\$0.00	\$55.61

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

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
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PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$39.42	\$9.90	\$21.15	\$0.00	\$70.47
	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$39.42	\$9.90	\$21.15	\$0.00	\$70.47
	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2017

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\$53.19/2\$57.61/3\$62.04/4\$64.25/5\$66.47/6\$66.47/7\$70.89/8\$70.89

Apprentice to Journeyworker Ratio:1:5

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.25	\$7.70	\$11.28	\$0.00	\$50.23
	12/01/2018	\$32.01	\$7.70	\$11.28	\$0.00	\$50.99
	06/01/2019	\$32.80	\$7.70	\$11.28	\$0.00	\$51.78
	12/01/2019	\$33.59	\$7.70	\$11.28	\$0.00	\$52.57
	06/01/2020	\$34.40	\$7.70	\$11.28	\$0.00	\$53.38
	12/01/2020	\$35.21	\$7.70	\$11.28	\$0.00	\$54.19
	06/01/2021	\$36.05	\$7.70	\$11.28	\$0.00	\$55.03
	12/01/2021	\$36.88	\$7.70	\$11.28	\$0.00	\$55.86

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

PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.78	\$8.50	\$9.30	\$0.00	\$35.58
2	50	\$19.76	\$8.50	\$9.30	\$0.00	\$37.56
3	55	\$21.73	\$8.50	\$9.30	\$0.00	\$39.53
4	60	\$23.71	\$8.50	\$9.30	\$0.00	\$41.51
5	65	\$25.68	\$8.50	\$9.30	\$0.00	\$43.48
6	70	\$27.66	\$8.50	\$9.30	\$0.00	\$45.46
7	75	\$29.63	\$8.50	\$9.30	\$0.00	\$47.43
8	80	\$31.61	\$8.50	\$9.30	\$0.00	\$49.41
9	80	\$31.61	\$8.50	\$15.80	\$0.00	\$55.91
10	80	\$31.61	\$8.50	\$15.80	\$0.00	\$55.91

Effective Date - 09/17/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.12	\$8.50	\$9.30	\$0.00	\$35.92
2	50	\$20.13	\$8.50	\$9.30	\$0.00	\$37.93
3	55	\$22.14	\$8.50	\$9.30	\$0.00	\$39.94
4	60	\$24.16	\$8.50	\$9.30	\$0.00	\$41.96
5	65	\$26.17	\$8.50	\$9.30	\$0.00	\$43.97
6	70	\$28.18	\$8.50	\$9.30	\$0.00	\$45.98
7	75	\$30.20	\$8.50	\$9.30	\$0.00	\$48.00
8	80	\$32.21	\$8.50	\$9.30	\$0.00	\$50.01
9	80	\$32.21	\$8.50	\$15.80	\$0.00	\$56.51
10	80	\$32.21	\$8.50	\$15.80	\$0.00	\$56.51

Notes: **1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.25	\$7.70	\$11.28	\$0.00	\$50.23
	12/01/2018	\$32.01	\$7.70	\$11.28	\$0.00	\$50.99
	06/01/2019	\$32.80	\$7.70	\$11.28	\$0.00	\$51.78
	12/01/2019	\$33.59	\$7.70	\$11.28	\$0.00	\$52.57
	06/01/2020	\$34.40	\$7.70	\$11.28	\$0.00	\$53.38
	12/01/2020	\$35.21	\$7.70	\$11.28	\$0.00	\$54.19
	06/01/2021	\$36.05	\$7.70	\$11.28	\$0.00	\$55.03
	12/01/2021	\$36.88	\$7.70	\$11.28	\$0.00	\$55.86

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$32.00	\$7.70	\$13.29	\$0.00	\$52.99
	12/03/2018	\$32.77	\$7.70	\$13.29	\$0.00	\$53.76
	06/03/2019	\$33.58	\$7.70	\$13.29	\$0.00	\$54.57
	12/02/2019	\$34.39	\$7.70	\$13.29	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$32.00	\$7.70	\$11.28	\$0.00	\$50.98
	12/01/2018	\$32.76	\$7.70	\$11.28	\$0.00	\$51.74
	06/01/2019	\$33.55	\$7.70	\$11.28	\$0.00	\$52.53
	12/01/2019	\$34.34	\$7.70	\$11.28	\$0.00	\$53.32
	06/01/2020	\$35.15	\$7.70	\$11.28	\$0.00	\$54.13
	12/01/2020	\$35.96	\$7.70	\$11.28	\$0.00	\$54.94
	06/01/2021	\$36.80	\$7.70	\$11.28	\$0.00	\$55.78
12/01/2021	\$37.63	\$7.70	\$11.28	\$0.00	\$56.61	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.54	\$11.19	\$13.44	\$0.00	\$59.17
	12/01/2018	\$35.14	\$11.19	\$13.71	\$0.00	\$60.04
	06/01/2019	\$35.65	\$11.19	\$13.98	\$0.00	\$60.82
	12/01/2019	\$36.25	\$11.19	\$14.25	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$13.44	\$0.00	\$58.64
	12/01/2018	\$34.61	\$11.19	\$13.71	\$0.00	\$59.51
	06/01/2019	\$35.12	\$11.19	\$13.98	\$0.00	\$60.29
	12/01/2019	\$35.72	\$11.19	\$14.25	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$33.40	\$11.19	\$13.44	\$0.00	\$58.03
	12/01/2018	\$34.00	\$11.19	\$13.71	\$0.00	\$58.90
	06/01/2019	\$34.51	\$11.19	\$13.98	\$0.00	\$59.68
	12/01/2019	\$35.11	\$11.19	\$14.25	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2017	\$32.25	\$10.00	\$13.91	\$0.00	\$56.16
	07/16/2018	\$32.31	\$10.00	\$15.10	\$0.00	\$57.41
	07/16/2019	\$33.96	\$10.00	\$15.20	\$0.00	\$59.16
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 248</i>	07/16/2017	\$31.75	\$10.00	\$13.41	\$0.00	\$55.16
	07/16/2018	\$31.81	\$10.00	\$14.60	\$0.00	\$56.41
	07/16/2019	\$33.46	\$10.00	\$14.70	\$0.00	\$58.16

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.05	\$10.00	\$0.00	\$0.00	\$29.05
2	65	\$20.64	\$10.00	\$13.41	\$0.00	\$44.05
3	70	\$22.23	\$10.00	\$13.41	\$0.00	\$45.64
4	75	\$23.81	\$10.00	\$13.41	\$0.00	\$47.22
5	80	\$25.40	\$10.00	\$13.41	\$0.00	\$48.81
6	85	\$26.99	\$10.00	\$13.41	\$0.00	\$50.40
7	90	\$28.58	\$10.00	\$13.41	\$0.00	\$51.99
8	95	\$30.16	\$10.00	\$13.41	\$0.00	\$53.57

Effective Date - 07/16/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.09	\$10.00	\$0.00	\$0.00	\$29.09
2	65	\$20.68	\$10.00	\$14.60	\$0.00	\$45.28
3	70	\$22.27	\$10.00	\$14.60	\$0.00	\$46.87
4	75	\$23.86	\$10.00	\$14.60	\$0.00	\$48.46
5	80	\$25.45	\$10.00	\$14.60	\$0.00	\$50.05
6	85	\$27.04	\$10.00	\$14.60	\$0.00	\$51.64
7	90	\$28.63	\$10.00	\$14.60	\$0.00	\$53.23
8	95	\$30.22	\$10.00	\$14.60	\$0.00	\$54.82

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2017	\$32.25	\$10.00	\$13.91	\$0.00	\$56.16
	07/16/2018	\$32.31	\$10.00	\$15.10	\$0.00	\$57.41
	07/16/2019	\$33.96	\$10.00	\$15.20	\$0.00	\$59.16

For apprentice rates see "Apprentice- ROOFER"

SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$13.44	\$0.00	\$58.64
	12/01/2018	\$34.61	\$11.19	\$13.71	\$0.00	\$59.51
	06/01/2019	\$35.12	\$11.19	\$13.98	\$0.00	\$60.29
	12/01/2019	\$35.72	\$11.19	\$14.25	\$0.00	\$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$33.40	\$11.19	\$13.44	\$0.00	\$58.03
	12/01/2018	\$34.00	\$11.19	\$13.71	\$0.00	\$58.90
	06/01/2019	\$34.51	\$11.19	\$13.98	\$0.00	\$59.68
	12/01/2019	\$35.11	\$11.19	\$14.25	\$0.00	\$60.55

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$30.78	\$11.19	\$13.44	\$0.00	\$55.41
	12/01/2018	\$31.38	\$11.19	\$13.71	\$0.00	\$56.28
	06/01/2019	\$31.89	\$11.19	\$13.98	\$0.00	\$57.06
	12/01/2019	\$32.49	\$11.19	\$14.25	\$0.00	\$57.93

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
SHEETMETAL WORKERS LOCAL 63	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$15.18	\$6.21	\$4.67	\$0.00	\$26.06
2	50	\$16.87	\$6.55	\$5.19	\$0.00	\$28.61
3	55	\$18.56	\$6.88	\$9.33	\$1.04	\$35.81
4	60	\$20.24	\$7.22	\$9.33	\$1.10	\$37.89
5	65	\$21.93	\$7.55	\$9.33	\$1.16	\$39.97
6	70	\$23.62	\$7.88	\$9.33	\$1.22	\$42.05
7	75	\$25.31	\$8.22	\$9.33	\$1.29	\$44.15
8	80	\$26.99	\$9.30	\$15.18	\$1.54	\$53.01
9	85	\$28.68	\$9.64	\$15.18	\$1.61	\$55.11
10	90	\$30.37	\$9.98	\$15.18	\$1.67	\$57.20

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$15.63	\$6.21	\$4.67	\$0.00	\$26.51
2	50	\$17.37	\$6.55	\$5.19	\$0.00	\$29.11
3	55	\$19.11	\$6.88	\$9.33	\$1.06	\$36.38
4	60	\$20.84	\$7.22	\$9.33	\$1.12	\$38.51
5	65	\$22.58	\$7.55	\$9.33	\$1.18	\$40.64
6	70	\$24.32	\$7.88	\$9.33	\$1.25	\$42.78
7	75	\$26.06	\$8.22	\$9.33	\$1.31	\$44.92
8	80	\$27.79	\$9.30	\$15.18	\$1.57	\$53.84
9	85	\$29.53	\$9.64	\$15.18	\$1.63	\$55.98
10	90	\$31.27	\$9.98	\$15.18	\$1.69	\$58.12

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 3						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 3

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>	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2018	\$41.51	\$9.67	\$12.88	\$0.00	\$64.06
	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.68	\$7.75	\$0.00	\$0.00	\$26.43
2	50	\$20.76	\$7.75	\$0.00	\$0.00	\$28.51
3	55	\$22.83	\$9.67	\$7.05	\$0.00	\$39.55
4	60	\$24.91	\$9.67	\$7.05	\$0.00	\$41.63
5	65	\$26.98	\$9.67	\$7.30	\$0.00	\$43.95
6	70	\$29.06	\$9.67	\$7.30	\$0.00	\$46.03
7	75	\$31.13	\$9.67	\$7.30	\$0.00	\$48.10
8	80	\$33.21	\$9.67	\$7.30	\$0.00	\$50.18
9	85	\$35.28	\$9.67	\$7.30	\$0.00	\$52.25
10	90	\$37.36	\$9.67	\$7.30	\$0.00	\$54.33

Effective Date - 01/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
ELECTRICIANS LOCAL 7	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.48	\$5.55	\$0.49	\$0.00	\$22.52
2	45	\$18.54	\$5.55	\$0.56	\$0.00	\$24.65
3	50	\$20.61	\$10.25	\$6.92	\$0.00	\$37.78
4	55	\$22.67	\$10.25	\$6.98	\$0.00	\$39.90
5	65	\$26.79	\$10.25	\$8.10	\$0.00	\$45.14
6	70	\$28.85	\$10.25	\$9.17	\$0.00	\$48.27

Effective Date - 12/30/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.76	\$5.70	\$0.50	\$0.00	\$22.96
2	45	\$18.86	\$5.70	\$0.57	\$0.00	\$25.13
3	50	\$20.96	\$10.50	\$6.93	\$0.00	\$38.39
4	55	\$23.05	\$10.50	\$6.99	\$0.00	\$40.54
5	65	\$27.24	\$10.50	\$8.12	\$0.00	\$45.86
6	70	\$29.34	\$10.50	\$9.18	\$0.00	\$49.02

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.78
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2018	\$51.85	\$10.75	\$20.66	\$0.00	\$83.26
	02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
	08/01/2019	\$53.84	\$10.75	\$20.80	\$0.00	\$85.39
	02/01/2020	\$54.48	\$10.75	\$20.80	\$0.00	\$86.03
	08/01/2020	\$55.83	\$10.75	\$20.95	\$0.00	\$87.53
	02/01/2021	\$56.47	\$10.75	\$20.95	\$0.00	\$88.17
	08/01/2021	\$57.87	\$10.75	\$21.11	\$0.00	\$89.73
	02/01/2022	\$58.46	\$10.75	\$21.11	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.50	\$10.75	\$20.03	\$0.00	\$56.28
2	60	\$30.60	\$10.75	\$20.03	\$0.00	\$61.38
3	70	\$35.70	\$10.75	\$20.03	\$0.00	\$66.48
4	80	\$40.80	\$10.75	\$20.03	\$0.00	\$71.58
5	90	\$45.90	\$10.75	\$20.03	\$0.00	\$76.68

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.93	\$10.75	\$20.66	\$0.00	\$57.34
2	60	\$31.11	\$10.75	\$20.66	\$0.00	\$62.52
3	70	\$36.30	\$10.75	\$20.66	\$0.00	\$67.71
4	80	\$41.48	\$10.75	\$20.66	\$0.00	\$72.89
5	90	\$46.67	\$10.75	\$20.66	\$0.00	\$78.08

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$39.35	\$7.70	\$15.40	\$0.00	\$62.45
	12/01/2018	\$40.30	\$7.70	\$15.40	\$0.00	\$63.40
	06/01/2019	\$41.30	\$7.70	\$15.40	\$0.00	\$64.40
	12/01/2019	\$42.30	\$7.70	\$15.40	\$0.00	\$65.40
	06/01/2020	\$43.29	\$7.70	\$15.40	\$0.00	\$66.39
	12/01/2020	\$44.27	\$7.70	\$15.40	\$0.00	\$67.37
	06/01/2021	\$45.29	\$7.70	\$15.40	\$0.00	\$68.39
	12/01/2021	\$46.30	\$7.70	\$15.40	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$38.07	\$7.70	\$15.40	\$0.00	\$61.17
	12/01/2018	\$39.02	\$7.70	\$15.40	\$0.00	\$62.12
	06/01/2019	\$40.02	\$7.70	\$15.40	\$0.00	\$63.12
	12/01/2019	\$41.02	\$7.70	\$15.40	\$0.00	\$64.12
	06/01/2020	\$42.01	\$7.70	\$15.40	\$0.00	\$65.11
	12/01/2020	\$42.99	\$7.70	\$15.40	\$0.00	\$66.09
	06/01/2021	\$44.01	\$7.70	\$15.40	\$0.00	\$67.11
	12/01/2021	\$45.02	\$7.70	\$15.40	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$33.40	\$11.19	\$13.44	\$0.00	\$58.03
	12/01/2018	\$34.00	\$11.19	\$13.71	\$0.00	\$58.90
	06/01/2019	\$34.51	\$11.19	\$13.98	\$0.00	\$59.68
	12/01/2019	\$35.11	\$11.19	\$14.25	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2018	\$50.23	\$7.70	\$15.80	\$0.00	\$73.73
	12/01/2018	\$51.18	\$7.70	\$15.80	\$0.00	\$74.68
	06/01/2019	\$52.18	\$7.70	\$15.80	\$0.00	\$75.68
	12/01/2019	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2020	\$54.17	\$7.70	\$15.80	\$0.00	\$77.67
	12/01/2020	\$55.15	\$7.70	\$15.80	\$0.00	\$78.65
	06/01/2021	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2021	\$57.18	\$7.70	\$15.80	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2018	\$52.23	\$7.70	\$15.80	\$0.00	\$75.73
	12/01/2018	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2019	\$54.18	\$7.70	\$15.80	\$0.00	\$77.68
	12/01/2019	\$55.18	\$7.70	\$15.80	\$0.00	\$78.68
	06/01/2020	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2020	\$57.15	\$7.70	\$15.80	\$0.00	\$80.65
	06/01/2021	\$58.17	\$7.70	\$15.80	\$0.00	\$81.67
	12/01/2021	\$59.18	\$7.70	\$15.80	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2018	\$42.30	\$7.70	\$15.80	\$0.00	\$65.80
	12/01/2018	\$43.25	\$7.70	\$15.80	\$0.00	\$66.75
	06/01/2019	\$44.25	\$7.70	\$15.80	\$0.00	\$67.75
	12/01/2019	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2020	\$46.24	\$7.70	\$15.80	\$0.00	\$69.74
	12/01/2020	\$47.22	\$7.70	\$15.80	\$0.00	\$70.72
	06/01/2021	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2021	\$49.25	\$7.70	\$15.80	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2018	\$44.30	\$7.70	\$15.80	\$0.00	\$67.80
	12/01/2018	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2019	\$46.25	\$7.70	\$15.80	\$0.00	\$69.75
	12/01/2019	\$47.25	\$7.70	\$15.80	\$0.00	\$70.75
	06/01/2020	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2020	\$49.22	\$7.70	\$15.80	\$0.00	\$72.72
	06/01/2021	\$50.24	\$7.70	\$15.80	\$0.00	\$73.74
	12/01/2021	\$51.25	\$7.70	\$15.80	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.25	\$7.70	\$13.29	\$0.00	\$52.24
	12/03/2018	\$32.02	\$7.70	\$13.29	\$0.00	\$53.01
	06/03/2019	\$32.83	\$7.70	\$13.29	\$0.00	\$53.82
	12/02/2019	\$33.64	\$7.70	\$13.29	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.25	\$7.70	\$11.28	\$0.00	\$50.23
	12/01/2018	\$32.01	\$7.70	\$11.28	\$0.00	\$50.99
	06/01/2019	\$32.80	\$7.70	\$11.28	\$0.00	\$51.78
	12/01/2019	\$33.59	\$7.70	\$11.28	\$0.00	\$52.57
	06/01/2020	\$34.40	\$7.70	\$11.28	\$0.00	\$53.38
	12/01/2020	\$35.21	\$7.70	\$11.28	\$0.00	\$54.19
	06/01/2021	\$36.05	\$7.70	\$11.28	\$0.00	\$55.03
12/01/2021	\$36.88	\$7.70	\$11.28	\$0.00	\$55.86	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$39.92	\$8.00	\$12.41	\$0.00	\$60.33
	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$25.83	\$8.00	\$5.33	\$0.00	\$39.16
	09/02/2018	\$28.17	\$8.00	\$5.41	\$0.00	\$41.58
	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$35.22	\$8.00	\$10.82	\$0.00	\$54.04
	09/02/2018	\$37.56	\$8.00	\$10.89	\$0.00	\$56.45
	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$42.26	\$8.00	\$13.08	\$0.00	\$63.34
	09/02/2018	\$44.60	\$8.00	\$13.15	\$0.00	\$65.75
	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$46.96	\$8.00	\$15.41	\$0.00	\$70.37
	09/02/2018	\$49.30	\$8.00	\$15.48	\$0.00	\$72.78
	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 09/03/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.18	\$8.00	\$3.35	\$0.00	\$39.53
2	65	\$30.52	\$8.00	\$3.42	\$0.00	\$41.94
3	70	\$32.87	\$8.00	\$3.49	\$0.00	\$44.36
4	75	\$35.22	\$8.00	\$5.06	\$0.00	\$48.28
5	80	\$37.57	\$8.00	\$5.13	\$0.00	\$50.70
6	85	\$39.92	\$8.00	\$5.20	\$0.00	\$53.12
7	90	\$42.26	\$8.00	\$7.28	\$0.00	\$57.54

Effective Date - 09/02/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.58	\$8.00	\$3.39	\$0.00	\$40.97
2	65	\$32.05	\$8.00	\$3.46	\$0.00	\$43.51
3	70	\$34.51	\$8.00	\$3.54	\$0.00	\$46.05
4	75	\$36.98	\$8.00	\$5.11	\$0.00	\$50.09
5	80	\$39.44	\$8.00	\$5.18	\$0.00	\$52.62
6	85	\$41.91	\$8.00	\$5.26	\$0.00	\$55.17
7	90	\$44.37	\$8.00	\$7.33	\$0.00	\$59.70

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/05/2018	\$29.98	\$4.70	\$3.15	\$0.00	\$37.83
	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$39.92	\$8.00	\$12.41	\$0.00	\$60.33
	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

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

This classification does not apply to wholesale tree removal.

TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
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This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Rental of Equipment - West						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$92.97	\$9.90	\$0.00	\$0.00	\$102.87
	08/01/2018	\$97.80	\$9.90	\$0.00	\$0.00	\$107.70
	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.54	\$11.19	\$0.00	\$0.00	\$45.73
	12/01/2018	\$35.14	\$11.19	\$0.00	\$0.00	\$46.33
	06/01/2019	\$35.65	\$11.19	\$0.00	\$0.00	\$46.84
	12/01/2019	\$36.25	\$11.19	\$0.00	\$0.00	\$47.44
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$0.00	\$0.00	\$45.20
	12/01/2018	\$34.61	\$11.19	\$0.00	\$0.00	\$45.80
	06/01/2019	\$35.12	\$11.19	\$0.00	\$0.00	\$46.31
	12/01/2019	\$35.72	\$11.19	\$0.00	\$0.00	\$46.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/POWER SHOVEL/TREE SHREDDER <i>ENGINEERS LOCAL 98</i>	06/01/2018	\$34.54	\$11.19	\$0.00	\$0.00	\$45.73
<i>/CLAM SHELL OPERATING</i>	12/01/2018	\$35.14	\$11.19	\$0.00	\$0.00	\$46.33
	06/01/2019	\$35.65	\$11.19	\$0.00	\$0.00	\$46.84
	12/01/2019	\$36.25	\$11.19	\$0.00	\$0.00	\$47.44
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$0.00	\$0.00	\$45.20
	12/01/2018	\$34.61	\$11.19	\$0.00	\$0.00	\$45.80
	06/01/2019	\$35.12	\$11.19	\$0.00	\$0.00	\$46.31
	12/01/2019	\$35.72	\$11.19	\$0.00	\$0.00	\$46.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$38.04	\$11.19	\$0.00	\$0.00	\$49.23
	12/01/2018	\$38.64	\$11.19	\$0.00	\$0.00	\$49.83
	06/01/2019	\$39.15	\$11.19	\$0.00	\$0.00	\$50.34
	12/01/2019	\$39.75	\$11.19	\$0.00	\$0.00	\$50.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$61.98	\$9.90	\$0.00	\$0.00	\$71.88
	08/01/2018	\$65.20	\$9.90	\$0.00	\$0.00	\$75.10
	08/01/2019	\$68.52	\$9.90	\$0.00	\$0.00	\$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$44.27	\$9.90	\$0.00	\$0.00	\$54.17
	08/01/2018	\$46.57	\$9.90	\$0.00	\$0.00	\$56.47
	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$66.41	\$9.90	\$0.00	\$0.00	\$76.31
	08/01/2018	\$69.86	\$9.90	\$0.00	\$0.00	\$79.76
	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$92.97	\$9.90	\$0.00	\$0.00	\$102.87
	08/01/2018	\$97.80	\$9.90	\$0.00	\$0.00	\$107.70
	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68

For apprentice rates see "Apprentice- PILE DRIVER"

FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$0.00	\$0.00	\$45.20
	12/01/2018	\$34.61	\$11.19	\$0.00	\$0.00	\$45.80
	06/01/2019	\$35.12	\$11.19	\$0.00	\$0.00	\$46.31
	12/01/2019	\$35.72	\$11.19	\$0.00	\$0.00	\$46.91

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.41	\$11.19	\$0.00	\$0.00	\$31.60
2	70	\$23.81	\$11.19	\$0.00	\$0.00	\$35.00
3	80	\$27.21	\$11.19	\$0.00	\$0.00	\$38.40
4	90	\$30.61	\$11.19	\$0.00	\$0.00	\$41.80

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.77	\$11.19	\$0.00	\$0.00	\$31.96
2	70	\$24.23	\$11.19	\$0.00	\$0.00	\$35.42
3	80	\$27.69	\$11.19	\$0.00	\$0.00	\$38.88
4	90	\$31.15	\$11.19	\$0.00	\$0.00	\$42.34

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$21.50	\$7.70	\$0.00	\$0.00	\$29.20
	12/01/2018	\$22.50	\$7.70	\$0.00	\$0.00	\$30.20
	06/01/2019	\$22.50	\$7.70	\$0.00	\$0.00	\$30.20
	12/01/2019	\$23.50	\$7.70	\$0.00	\$0.00	\$31.20
	06/01/2020	\$23.50	\$7.70	\$0.00	\$0.00	\$31.20
	12/01/2020	\$24.50	\$7.70	\$0.00	\$0.00	\$32.20
	06/01/2021	\$24.50	\$7.70	\$0.00	\$0.00	\$32.20
	12/01/2021	\$24.50	\$7.70	\$0.00	\$0.00	\$32.20

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

FORK LIFT/CHERRY PICKER <i>27F WEST OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.23	\$11.19	\$0.00	\$0.00	\$45.42
	12/01/2018	\$34.83	\$11.19	\$0.00	\$0.00	\$46.02
	06/01/2019	\$35.34	\$11.19	\$0.00	\$0.00	\$46.53
	12/01/2019	\$35.94	\$11.19	\$0.00	\$0.00	\$47.13

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$30.78	\$11.19	\$0.00	\$0.00	\$41.97
	12/01/2018	\$31.38	\$11.19	\$0.00	\$0.00	\$42.57
	06/01/2019	\$31.89	\$11.19	\$0.00	\$0.00	\$43.08
	12/01/2019	\$32.49	\$11.19	\$0.00	\$0.00	\$43.68

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.54	\$11.19	\$0.00	\$0.00	\$45.73
	12/01/2018	\$35.14	\$11.19	\$0.00	\$0.00	\$46.33
	06/01/2019	\$35.65	\$11.19	\$0.00	\$0.00	\$46.84
	12/01/2019	\$36.25	\$11.19	\$0.00	\$0.00	\$47.44
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.00	\$7.70	\$0.00	\$0.00	\$38.70
	12/03/2018	\$31.77	\$7.70	\$0.00	\$0.00	\$39.47
	06/03/2019	\$32.58	\$7.70	\$0.00	\$0.00	\$40.28
	12/02/2019	\$33.39	\$7.70	\$0.00	\$0.00	\$41.09

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 06/04/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.70	\$0.00	\$0.00	\$26.30
2	70	\$21.70	\$7.70	\$0.00	\$0.00	\$29.40
3	80	\$24.80	\$7.70	\$0.00	\$0.00	\$32.50
4	90	\$27.90	\$7.70	\$0.00	\$0.00	\$35.60

Effective Date - 12/03/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.06	\$7.70	\$0.00	\$0.00	\$26.76
2	70	\$22.24	\$7.70	\$0.00	\$0.00	\$29.94
3	80	\$25.42	\$7.70	\$0.00	\$0.00	\$33.12
4	90	\$28.59	\$7.70	\$0.00	\$0.00	\$36.29

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.00	\$7.70	\$0.00	\$0.00	\$38.70
	12/01/2018	\$31.76	\$7.70	\$0.00	\$0.00	\$39.46
	06/01/2019	\$32.55	\$7.70	\$0.00	\$0.00	\$40.25
	12/01/2019	\$33.34	\$7.70	\$0.00	\$0.00	\$41.04
	06/01/2020	\$34.15	\$7.70	\$0.00	\$0.00	\$41.85
	12/01/2020	\$34.96	\$7.70	\$0.00	\$0.00	\$42.66
	06/01/2021	\$35.80	\$7.70	\$0.00	\$0.00	\$43.50
	12/01/2021	\$36.63	\$7.70	\$0.00	\$0.00	\$44.33

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.70	\$0.00	\$0.00	\$26.30
2	70	\$21.70	\$7.70	\$0.00	\$0.00	\$29.40
3	80	\$24.80	\$7.70	\$0.00	\$0.00	\$32.50
4	90	\$27.90	\$7.70	\$0.00	\$0.00	\$35.60

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.06	\$7.70	\$0.00	\$0.00	\$26.76
2	70	\$22.23	\$7.70	\$0.00	\$0.00	\$29.93
3	80	\$25.41	\$7.70	\$0.00	\$0.00	\$33.11
4	90	\$28.58	\$7.70	\$0.00	\$0.00	\$36.28

Notes:

Apprentice to Journeyworker Ratio:1:5

MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$0.00	\$0.00	\$45.20
	12/01/2018	\$34.61	\$11.19	\$0.00	\$0.00	\$45.80
	06/01/2019	\$35.12	\$11.19	\$0.00	\$0.00	\$46.31
	12/01/2019	\$35.72	\$11.19	\$0.00	\$0.00	\$46.91

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$29.70	\$11.19	\$0.00	\$0.00	\$40.89
	12/01/2018	\$30.30	\$11.19	\$0.00	\$0.00	\$41.49
	06/01/2019	\$30.81	\$11.19	\$0.00	\$0.00	\$42.00
	12/01/2019	\$31.41	\$11.19	\$0.00	\$0.00	\$42.60

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$27.72	\$11.19	\$0.00	\$0.00	\$38.91
	12/01/2018	\$28.32	\$11.19	\$0.00	\$0.00	\$39.51
	06/01/2019	\$28.83	\$11.19	\$0.00	\$0.00	\$40.02
	12/01/2019	\$29.43	\$11.19	\$0.00	\$0.00	\$40.62

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.28	\$9.07	\$0.00	\$0.00	\$39.35
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PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.54	\$11.19	\$0.00	\$0.00	\$45.73
	12/01/2018	\$35.14	\$11.19	\$0.00	\$0.00	\$46.33
	06/01/2019	\$35.65	\$11.19	\$0.00	\$0.00	\$46.84
	12/01/2019	\$36.25	\$11.19	\$0.00	\$0.00	\$47.44

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$0.00	\$0.00	\$45.20
	12/01/2018	\$34.61	\$11.19	\$0.00	\$0.00	\$45.80
	06/01/2019	\$35.12	\$11.19	\$0.00	\$0.00	\$46.31
	12/01/2019	\$35.72	\$11.19	\$0.00	\$0.00	\$46.91

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$33.40	\$11.19	\$0.00	\$0.00	\$44.59
	12/01/2018	\$34.00	\$11.19	\$0.00	\$0.00	\$45.19
	06/01/2019	\$34.51	\$11.19	\$0.00	\$0.00	\$45.70
	12/01/2019	\$35.11	\$11.19	\$0.00	\$0.00	\$46.30
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.01	\$11.19	\$0.00	\$0.00	\$45.20
	12/01/2018	\$34.61	\$11.19	\$0.00	\$0.00	\$45.80
	06/01/2019	\$35.12	\$11.19	\$0.00	\$0.00	\$46.31
	12/01/2019	\$35.72	\$11.19	\$0.00	\$0.00	\$46.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$30.78	\$11.19	\$0.00	\$0.00	\$41.97
	12/01/2018	\$31.38	\$11.19	\$0.00	\$0.00	\$42.57
	06/01/2019	\$31.89	\$11.19	\$0.00	\$0.00	\$43.08
	12/01/2019	\$32.49	\$11.19	\$0.00	\$0.00	\$43.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$33.40	\$11.19	\$0.00	\$0.00	\$44.59
	12/01/2018	\$34.00	\$11.19	\$0.00	\$0.00	\$45.19
	06/01/2019	\$34.51	\$11.19	\$0.00	\$0.00	\$45.70
	12/01/2019	\$35.11	\$11.19	\$0.00	\$0.00	\$46.30
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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

PREVAILING WAGE REPORT

WEEKLY PAYROLL RECORDS REPORT
& STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c149, Section 27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the next page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor or public body shall furnish to the Department of Labor & Industries within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

<p style="margin: 0;">STATEMENT OF COMPLIANCE</p> <p style="text-align: right; margin: 0;">_____, 20__</p>	
I, _____ <small>(Name of signatory party)</small>	_____ <small>(Title)</small>
do hereby state:	
That I pay or supervise the payment of the persons employed by	
_____ <small>(Contractor, subcontractor or public body)</small>	on the _____ <small>(Building or project)</small>
and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.	
Signature _____	
Title _____	

DEPARTMENT OF LABOR & INDUSTRIES, 100 CAMBRIDGE STREET, 11TH FL., BOSTON, MA 02202

SCOPE OF WORK

PROJECT OBJECTIVE GENERALIZATION:

Bliss Field Side (Base Bid): Remove and take down two (2) existing scoreboard panels which Longmeadow Parks & Recreation will arrange for pick up. Contractor to supply and install two (2) new replacement scoreboard panels per specification. These two scoreboards will have their own set of remotes and cases. Install a receiver at both locations. The two pair of existing scoreboard frames are to remain for reuse and shall be cleaned up to remove rust bleed.

Bliss Field side to be installed and complete by May 5, 2019.

LHS Side, Grassy Gutter Road side (Bid Alternate No.1):

One new scoreboard location to be added where it currently does not exist. Install a pair of poles and associated construction for the installation of one (1) scoreboard. Install poles similar to those on 'Bliss Field Side' with similar footing, similar materials, similar installation and quality of construction. Once new poles are installed install a donated scoreboard LHS already owns. There is no electricity at this location so the Contractor shall supply and install a solar kit for the power source of operation for the scoreboard. Contractor to supply a receiver, etc.

Bliss Field side to be installed and complete by May 5, 2019.

In the event that both the Base Bid and the Bid Alternate No. 1 is both awarded, the Contractor will ensure that at minimum one scoreboard location is always available and active for use before the other(s) are decommissioned.

SPECIFICATIONS:

BASE BID FOR WRITTEN RESPONSE

BLISS ROAD FIELD (Other side of Bliss Road from LPS Central Office)

Bliss Field Side (Base Bid):

Two (2) scoreboards already exist at this location. The contractor will remove and take down these two old scoreboards and Longmeadow Parks and Recreation will make arrangements to pick them up once they are taken down. They are to remain Town property and will not be disposed of. Contractor to scrub off bleeding rust stains from the two scoreboard frames, remove the old score boards from the frames and install two (2) new Contractor supplied scoreboards that have branded logo header and connect each scoreboard to utilize pre-existing electrical that already exists at each of these two scoreboard locations.

Contractor to:

- 1) Supply and install two (2) scoreboards at the two locations where they current exist.
- 2) Contractor will provide a schedule for planned construction and will take down the two old scoreboards. Coordination will be made by the Contractor with Longmeadow Parks and Recreation so they can make accommodations to pick up the old scoreboards.
- 3) The Contractor shall supply two (2) new scoreboards which shall be (Which ever option below results in a lower cost to the owner):
 1. Fair-Play part number; MP-7200-2 (includes logo/branding header space), OR
 2. Fair-Play part number: MP-7114-2 (minimum size 14' x 5'6") along with a separately purchased branded header: PDI-1421 Sign. Logo and name in black & white will be included with price.

Fair-Play by Translux
800-247-0265
Fair-Play.Com

4) Electricity already exists at this location. New Scoreboards to be compatible with existing wiring that already exists. Contractor to supply electrical service in connecting the new scoreboards to electricity to code. No solar conversion kit is needed at this location.

5) Both of these two locations require their own wireless receivers, set of remotes and carrying case for each score board.

6) Pre-existing score board frame maintenance:

-Both scoreboard frames to be scrubbed for the removal of rust marks that have bled down the pole. The poles are to remain their natural metal. No priming or painting of frames is required.

AIR-PLAY
by **TRANSLUX**

Multi-Purpose Scoreboards

MP-7200-2
MP-7114-2
MP-7114J-2



MP-7200-2 (14'0" wide at top x 7'6" high) Four-digit time clock
Logo space: 5'0" wide x 2'3" high



MP-7114-2 (14'0" wide x 5'6" high)
Four-digit time clock - Featuring period caption



MP-7114J-2 (14'0" wide x 5'6" high)
Two-digit jumping clock

with added header

One of these two options for 'Blis Field' side 1 Base 310



FAIR-PLAY
by TRANSLUX

Accessories



Touch Pad

A swimming system isn't complete without touchpads. These devices accurately register split and finish times for each lane in the pool.



Wireless Controller MP-73/53

Fair-Play's wireless controls are versatile and secure. They are a great option when direct connections are not available and include a 100% guarantee.



TP Cart

Add mobility to your swimming systems with an aluminum touch pad cart.

WATERLOO SWIMMING					
SCHOOL	NAME	LANE	PLACE	TIME	
VAL	D WEIDNER	4	1	1:39.96	
DRB	A SELESKY	6	2	1:40.01	
DOB	M MARRASCO	5	3	1:41.05	
JOHN	J REESER	3	4	1:41.09	
MC	B POMEROY	2	5	1:41.62	
ED	R DOUGLAS	1	6		

Full-Matrix Swimming Scoreboard

Featuring amber LED's with optional school signage.



TL Vision Display

Deliver bright, high resolution video images with breathtaking clarity and color resolution. Engage your viewers with a TL Vision LED screen.

RESULTS - 200M BACKSTROKE					
PL	NAME	TIME	PL	NAME	TIME
1	JONES	2:14.55	5	SEALS	2:16.98
2	HANLIN	2:15.05	6	KING	2:17.09
3	CANE	2:15.31	7	CASSEL	2:17.45
4	REESER	2:16.27	8	SIMPSON	2:18.44

Full-Matrix Swimming Scoreboard

Featuring full color LED's for added versatility.

CENTENNIAL HS SWIM CLUB

PDI-1421 Sign

Complete your system with a school identifier and logo.

BID ALTERNATE NO.1, FOR WRITTEN RESPONSE:

LHS Side, Grassy Gutter Road side (Bid Alternate No.1):

One new scoreboard location to be added where it currently does not exist. Install a pair of poles and associated construction for the installation of one (1) scoreboard. Install poles similar to those on 'Bliss Field Side' with similar footing, similar materials, similar installation and quality of construction. Once new poles are installed install a donated scoreboard LHS already owns. There is no electricity at this location so the Contractor shall supply and install a solar kit for the power source for the operation of the scoreboard. Contractor to supply a receiver, etc.

SPECIFICATIONS:

Scoreboard on hand already which was supplied by private donation. This scoreboard includes a wireless remote. Location for installation of the scoreboard to be confirmed by the Athletics Director before installation.

Contractor to:

- 1) Supply and install the poles/structure for the scoreboard to be installed on. Currently no poles or structure exists. The Bliss field scoreboards across the street are the standard for replication and materials supplied. The structure is to have the same height and similar material and quality of construction as the pole/scoreboard structure located across the street. Poles ultimately be installed to accommodate the installation limitations of the donated scoreboard on hand so Contractor shall confirm specification of the donated scoreboard prior to the installation of the poles.
- 2) Install the donated scoreboard which is Model #VSBX-630R already purchased and on hand from Varsity Scoreboards. Supply and install any framing attachments if they are not supplied with the scoreboard model listed.
- 3) Supply and install a wireless conversion kit. There is no electrical connection at this location and there will not be one installed.

- 4) Supply a wireless receiver.
- 5) Supply and install a solar conversion kit for the electrical operation of the scoreboard
- 6) LHS already has the remotes and carrying case so the Contractor does not need to provide it for this location.

(END)