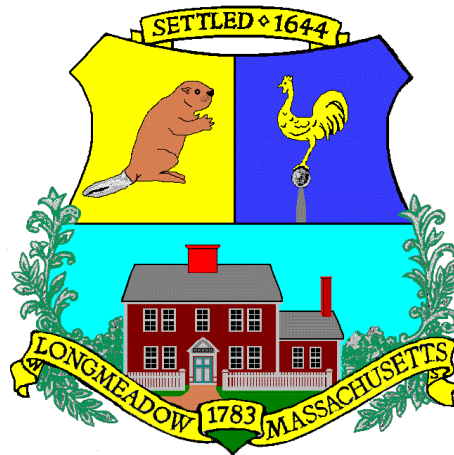


**Invitation for Bid (IFB)**

**Community House  
Roof and Balustrade Replacement**



**March 13, 2019**



Specifications Prepared by:  
Hill-Engineers, Architects, Planners, Inc.  
50 Depot Street  
Dalton, MA 01226

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## TECHNICAL SPECIFICATIONS

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**APPENDIX**

Appendix A

Report by ATC Environmental Consultant

1-11

(Note: The ATC report contains additional information not relevant to this bid. Reports regarding emergency fire escapes is not relevant to this project being bid.)

**LEGAL NOTICE:**

**INVITATION TO BID (IFB)  
COMMUNITY HOUSE ROOF AND BALUSTRADE REPLACEMENT**

The Town of Longmeadow is accepting sealed bids for the Longmeadow Community House Roof and Balustrade Replacement. Drawings and specifications prepared by Hill-Engineers, Architects, Planners, Inc., Dalton, MA. Sealed bids shall be delivered in an envelope labeled "IFB Community House Roof and Balustrade Replacement", and should be delivered to the Town of Longmeadow, Purchasing Department, Attn: Chad Thompson, Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106 (P 413-565-4185, [cthompson@longmeadow.org](mailto:cthompson@longmeadow.org)). Sealed bids will be accepted until the bid deadline of **1:30 PM on Thursday, April 4, 2019**. Late bids will be rejected. A public bid opening will immediately follow in the auditorium of the same building.

IFB documents are available from the Purchasing Department during standard office hours: Monday through Thursday 8:00 A.M.-4:30 P.M. and 8:00 A.M. – 12:00 P.M. on Fridays. Bid documents may also be downloaded online through the Purchasing Department page of the town website: [www.longmeadow.org](http://www.longmeadow.org). Select the link 'Bids & RFPs', then link: 'Bid & RFP Finder' to access documents online. Bidders that download documents online are encouraged to register with the Purchasing Department to receive updates. Others will be responsible to monitor the website prior to the bid deadline for additional information and issued addenda. Failure to acknowledge addenda may result in a bid rejection.

A MANDATORY pre-bid conference for General Contract work take place at 735 Longmeadow Street, Longmeadow, MA 01106. Gather in the auditorium on **Monday, March 25, 2019 at 1:30PM** for the mandatory conference. Bids received from those that have not had a representative register during the mandatory pre-bid conference will be rejected.

General Bids shall be accompanied by a bid deposit in an amount which is not less than five percent (5%) of the bid amount. Bid deposits shall be made payable to the 'Town of Longmeadow' in the form of a bid bond or a certified check, treasurer's check or cashier's check issued by a responsible bank or trust company. All bidders shall comply with minimum wage rates as set forth under the provisions of M.G.L., Chapter 149, Sections 26 to 27H inclusive and agree to provide statements of compliance as required. A 50% Payment Bond will be required of the successful contractor.

The Town of Longmeadow acting through the Town Manager, the Awarding Authority reserves the right to reject any or all bids, waive minor informalities, and award in the best interest of the Town. After proposals are opened, no bidder may withdraw the proposal for a period of thirty (30) days.

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The Scope of Work shall include, but not be limited to, providing of all labor, materials, and equipment necessary for the work outlined below, as shown on the drawings, and as described in the specifications:

1. The drawings and specification have been created to indicate the floor coating and the associated work that comprise the project.
2. Miscellaneous Definitions:
  - a. “Furnish” means supply and deliver to the project site or other designated location, ready for unloading, unpacking, storing, assembly, installation, application, erection, or other form of incorporation into the project, and maintained ready for use. Supply and deliver products requiring additional or supplemental fitting, assembly, fabrication, or incorporation into other elements of the project directly to the fabricator, installer or manufacturer as required.
  - b. “Install” means unload, unpack, use, fit, attach, assemble, apply, place, anchor, erect, finish, cure, protect, clean, and similar operations required to properly incorporate work into the project.
  - c. “Provide” means furnish and install.
3. The purpose of the bid package is to obtain bids to perform demolition and new construction as outlined in the drawings and this Scope of Work.
4. The Owner wishes to receive bids for all work indicated in the documentation and the specifications.
5. All work shall be performed by licensed and insured contractors.
6. Contractor shall adhere to local, state, and federal codes which may apply.
7. Contractor shall obtain and pay for all necessary permits applicable to his work. Permits issued by the Town of Longmeadow, Building Department (413-565-4153) will be issued at no cost to the contractor.
8. Contractor shall restore to original condition any surfaces or items which become damaged during the work.
9. Contractor shall keep areas broom clean at the end of each day. All new work shall be cleaned prior to final acceptance.

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10. All demolition, packing, or discarded materials shall be removed from the site after approval to do so, and disposed of properly by the contractor unless designated for relocation or storage per Owner's direction.
  11. The contractor shall provide submittals for review and approval by the A/E. Provide all equipment warranties and operating instructions. Provide Architect with Contractor's overnight delivery account number so that Architect may return reviewed submittal by overnight service. Electronic submittals in the form of .pdf files are acceptable.
  12. Do not block receiving docks other than for use in unloading materials or equipment.
  13. The contractor may make use of existing power, water, and other utilities in the building.
  14. Labeling and testing of all new systems for proper operation as required.
  15. Hazardous Materials:  
Existing balustrade: None, reconstructed new in 2007.  
Existing roof: Core sampling was performed by ATC Environmental. A copy of the report/findings is provided in the project specifications.
  16. Project Timeline:  
The Contractor must have the availability to perform and complete all Scope of Work by **June 28, 2019, the Substantial Completion Date.**  
Contractors should note that June 11, 2019 is a town municipal election facilitated at the Community House building. All obstruction to public access at all exterior doors at the Community House and parking obstruction surrounding the Community House will be removed by the Contractor the day prior to the Town election and will remain cleared on the date of the election. No work performed by the Contractor will be allowed at the Community House on the date of June 11, 2019.
  17. Public access to the front door and the wheelchair ramp access door at the Community House is always to remain with full access during the entire construction process with public safety access measures to be addressed and implemented by the Contractor during construction.

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1. LOCATION

The complete project takes place at the Town of Longmeadow Community House.

2. CONTRACT DOCUMENTS

documents are available online through the Longmeadow Purchasing Department page found on [www.longmeadow.org](http://www.longmeadow.org), select Government from the website header, then select 'Purchasing' department, then select the link labeled 'Bids & RFPs', then the link 'Bid & RFP Finder' to access documents. Bid documents are also available for pickup at no charge from the following address: Town of Longmeadow, Purchasing Department, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106 ([cthompson@longmeadow.org](mailto:cthompson@longmeadow.org), 413-565-4185).

3. SITE EXAMINATION

A MANDATORY Pre-Bid Conference will be held as documented on the Legal Notice of the Invitation to Bid. Those submitting bids must attend the mandatory pre-bid conference and register during the conference with the Longmeadow Procurement Manager. Once the Longmeadow Procurement Manager publicly declares that the mandatory conference is over and complete no others will be allowed to register for the conference. Additional conference requests or opportunities to register will not be accommodated. Bids received from those that do not register during the Mandatory Pre-Bid conference will be rejected. Reference the legal notice about when and where to gather for the Mandatory Pre-Bid Conference.

4. SUBMITTAL, RECEIPT, AND OPENING OF BIDS

Bids received no later than the days and times set forth below will be publicly opened immediately following the deadline in the auditorium located in the same building as the Purchasing Coordinator.

**General Bid contract work**

General Contract work will be received by the Town of Longmeadow (herein called the "Owner") Sealed bids for this work will be received until **1:30PM on Thursday, April 4, 2019** at the Town of Longmeadow, Purchasing Department, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106.

Each sealed envelope containing a bid must be plainly marked on the outside as '**IFB – Community House Roof and Balustrade Replacement**'. The envelope shall also bear

on the outside the name of the bidder and complete address and contact information. Faxed and electronic bids are not acceptable.

The Owner may waive any informalities or minor defects or reject any and all bids. Any bid may be withdrawn prior to the above scheduled time for opening of bids or authorized postponement thereof. Any bid received after the time and date scheduled shall not be considered. No bidder may withdraw a bid within 30 days after the actual date of opening thereof. Should there be reasons why the contract cannot be awarded within the specified period, the time may be extended by mutual agreement between the Owner and the bidder(s).

#### 5. PREPARATION OF BID

All bids must be made on the required Bid Form. All blank spaces for bid prices must be completed in ink or typewritten. The Bid Form must be executed when submitted. A conditional or qualified bid will not be considered. The contract documents contain the provisions required for the construction of the project. Information obtained from an officer, agent, or employee of the Owner, or any other person shall not affect the risks or obligations assumed by the contractor, or relieve him/her from fulfilling any of the conditions of the contract.

#### 6. MODIFICATION OF BID

No modification of any bid will be considered by the Awarding Authority unless such modification is in writing, sealed and received by the Awarding Authority prior to the times respectively established herein for the receipt of the filed Sub-Bids and General Bids.

#### 7. ADDENDA AND INTERPRETATIONS

No interpretation of the meaning of the drawings, specifications, or other contract documents will be made to any bidder orally.

Every request for such interpretation should be in writing addressed to Chad Thompson, Procurement manager for the Town of Longmeadow. Send inquiries to [cthompson@longmeadow.org](mailto:cthompson@longmeadow.org), Phone – 413-565-4185. To be given consideration, written inquiries must be received no later than one hundred twenty hours (5 days) before the bid deadline. Any and all such interpretations and any supplemental instructions will be in the form of written addenda to the specifications, and all addenda so issued shall become part of the contract documents. Contractor shall acknowledge receipt of all addenda on his Bid Form.



**8. BIDS**

The bidder shall state in the blank spaces provided on the Bid Form, in both figures and words, the price for the work to be performed under this contract. Any unit prices applicable to the work and any amounts for alternates shall also be entered on the Bid Form.

**9. TAXES**

The Town has tax-exempt status. Successful bidder will receive tax number to submit for sales tax waiver.

**10. BONDS**

A 50% payment bond issued by a company authorized to do business in Massachusetts and satisfactory to the Awarding Authority will be required from the successful bidder upon contract award.

Bonds shall be made payable to the Town of Longmeadow.

Contractor to utilize AIA Document A311 Performance Bond and Labor and Material Payment Bond.

**11. CONDITIONS OF WORK**

Each bidder must inform himself fully of the conditions relating to the construction of this project and the employment of labor therein. Failure to do so will not relieve a successful bidder of his obligation to furnish all material and labor necessary to carry out the provisions of his contract. The bidder understands that there will be other contractors working on the project and agrees that in carrying out his work he will employ such methods or means as will not cause any interruption of or interference with the work of any other contractor.

After bids have been submitted, the bidder shall not assert that there was a misunderstanding concerning quantities of work or concerning the nature of the work to be done.

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12. The bidder's attention is directed to the fact that all applicable State Laws, Municipal Ordinances, and the rules and regulations of all authorities having jurisdiction over construction of this project shall apply to the contract throughout, and they will be deemed to be included in the contract the same as though herein written out in full.

13. OBLIGATION OF BIDDERS

At the time of the opening of bids, each bidder will be presumed to have inspected the site and to have read and to be thoroughly familiar with the drawings, specifications and contract documents. The failure or omission of any bidder to examine any form, instrument, or document shall in no way relieve any bidder of any obligation with respect to his/her bid.

14. ARCHITECT/ENGINEER

The Architect for the project is Hill-Engineers, Architects, Planners, Inc. Their address is 50 Depot Street, Dalton, MA 01226.

Questions and inquiries for the architect shall be submitted through the Town of Longmeadow Procurement Manager, Chad Thompson.  
[cthompson@longmeadow.org](mailto:cthompson@longmeadow.org), Phone- 413-565-4185.

15. SUBSTITUTIONS

Any reference in the specifications to any article, device, product, material, fixture, form, or type of construction by name, make, or catalog number, shall be interpreted as establishing a standard of quality, and shall not be construed as limiting competition. The contractor, in such cases, may, at his option, use any article, device, product, material, fixture forms or type of construction which, in the judgment of the architect as acceptable.

Upon contract award with the successful bidder submittals will be submitted to the architect for review and authorization. At this time the article, device, product, material, fixture, form or type of construction proposed by the successful bidder will be supplied to the architect for review for the determination of equal and comparable. The burden of proof of equality of a proposed substitution shall rest with the contractor.

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If a proposed substitution is not approved in writing with the awarded contractor, the contractor shall use the specified article, device, product, material, fixture, form or type of construction.

When a substitute article, device, product, material, fixture, form or type of construction is approved, any modification(s) to the work necessary as a result of the use of such substitute shall be made, complete by the contractor and at no additional expense to the Owner. No substitutions will be considered otherwise unless specifically provided in the contract documents.

16. LABOR REQUIREMENTS

All paid labor shall be capable of providing "First Class" quality workmanship.

18. EQUAL OPPORTUNITY

Massachusetts State Laws prohibits discrimination, the Town of Longmeadow is an affirmative action/equal opportunity employer, and encourages participation from certified minority and women-owned businesses.

19. WAGE REPORTING

The minimum wages to be paid for all labor on the project are established and in a schedule issued by the Department of Labor and Workforce Development, in accordance with Section 26A-27H of Chapter 149 of the M.G.L., as amended, said schedule being made a part of the Contract Documents and is included therein.

Contractor shall submit weekly payroll records to the Owner. Contractor and sub-contractors to use "Weekly Payroll Report Form" included in contract documents.

20. TOWN OFFICE CLOSING

In the event that the administrative offices of the Town of Longmeadow Including those located within the Community House are closed during the time of any mandatory pre-bid conference or bid deadline as a result of weather, natural disaster, or other uncontrolled events, etc, then the event affected by the closing will be postponed until the next regular business day (Monday through Friday, Holidays excluded) at the same time as originally published in the legal notice.

**20. FILED SUB-BIDS**

There are no filed sub-bids for this project. All the associated work is the general bid.

**21. METHOD OF AWARD**

The contract will be awarded to the lowest responsible and eligible bidder on the basis of the proposed Bid price for the Base Bid and Bid Alternate(s) selected for award by the Town of Longmeadow. Special attention is directed to the provision of General Laws Chapter 149, Section 44A defining the term 'lowest responsible and eligible bidder'. The project reference forms are supplied with the Bid Submission Forms. It is important that the information supplied allows the Town with the information needed to be able to complete an evaluation of the bidder.

**22. POST-BID CONFERENCE**

A post-bid conference will be held at the project prior to the execution of the General Contract with the successful General Bidder, the selected filed Sub-Bidders, and the Owner and Architect attendance to discuss the scheduling of operations to be performed under the contracts. The date of such conference will be established by the Owner/Architect.

**23. TIME OF SUBSTANTIAL COMPLETION**

It is agreed that time is of essence for the completion of all contracted work. The selected Bidders must agree to commence the project execution upon receipt of Notice to Proceed. Contractors will agree to obtain project substantial completion by June 28, 2019, the Substantial Completion Date.



**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:** COMMUNITY HOUSE ROOF & BALUSTRADE REPLACEMENT - DISPOSAL OF OLD ROOFING AND BALUSTRADE. CONSTRUCTION OF NEW BALUSTRADE AND INSTALLATION OF NEW ROOF.  
**Job Location:** 735 Longmeadow Street, Longmeadow, MA 01106

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
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.25	\$11.91	\$12.70	\$0.00	\$57.86
	06/01/2019	\$34.25	\$11.91	\$12.70	\$0.00	\$58.86
	08/01/2019	\$34.25	\$12.41	\$12.70	\$0.00	\$59.36
	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.32	\$11.91	\$12.70	\$0.00	\$57.93
	06/01/2019	\$34.32	\$11.91	\$12.70	\$0.00	\$58.93
	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$59.43
	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.44	\$11.91	\$12.70	\$0.00	\$58.05
	06/01/2019	\$34.44	\$11.91	\$12.70	\$0.00	\$59.05
	08/01/2019	\$34.44	\$12.41	\$12.70	\$0.00	\$59.55
	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	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 &amp; SITE)</i>	12/03/2018	\$31.75	\$7.85	\$13.91	\$0.00	\$53.51
	06/03/2019	\$32.56	\$7.85	\$13.91	\$0.00	\$54.32
	12/02/2019	\$33.37	\$7.85	\$13.91	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$31.75	\$7.85	\$11.89	\$0.00	\$51.49
	06/01/2019	\$32.54	\$7.85	\$11.89	\$0.00	\$52.28
	12/01/2019	\$33.33	\$7.85	\$11.89	\$0.00	\$53.07
	06/01/2020	\$34.14	\$7.85	\$11.89	\$0.00	\$53.88
	12/01/2020	\$34.95	\$7.85	\$11.89	\$0.00	\$54.69
	06/01/2021	\$35.79	\$7.85	\$11.89	\$0.00	\$55.53
	12/01/2021	\$36.62	\$7.85	\$11.89	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2018	\$31.86	\$12.50	\$8.00	\$0.00	\$52.36
	06/01/2019	\$32.76	\$12.50	\$8.00	\$0.00	\$53.26
	12/01/2019	\$33.66	\$12.50	\$8.00	\$0.00	\$54.16
	06/01/2020	\$34.56	\$12.50	\$8.00	\$0.00	\$55.06
	12/01/2020	\$35.46	\$12.50	\$8.00	\$0.00	\$55.96
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.75	\$7.85	\$13.91	\$0.00	\$53.51
	06/03/2019	\$32.56	\$7.85	\$13.91	\$0.00	\$54.32
	12/02/2019	\$33.37	\$7.85	\$13.91	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$31.75	\$7.85	\$11.89	\$0.00	\$51.49
	06/01/2019	\$32.54	\$7.85	\$11.89	\$0.00	\$52.28
	12/01/2019	\$33.33	\$7.85	\$11.89	\$0.00	\$53.07
	06/01/2020	\$34.14	\$7.85	\$11.89	\$0.00	\$53.88
	12/01/2020	\$34.95	\$7.85	\$11.89	\$0.00	\$54.69
	06/01/2021	\$35.79	\$7.85	\$11.89	\$0.00	\$55.53
12/01/2021	\$36.62	\$7.85	\$11.89	\$0.00	\$56.36	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

**Classification**

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

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
2	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
3	70	\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75	\$33.53	\$7.07	\$13.30	\$0.00	\$53.90
5	80	\$35.77	\$7.07	\$14.18	\$0.00	\$57.02
6	85	\$38.00	\$7.07	\$15.07	\$0.00	\$60.14
7	90	\$40.24	\$7.07	\$15.95	\$0.00	\$63.26
8	95	\$42.47	\$7.07	\$16.84	\$0.00	\$66.38

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

**Notes:**

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

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2019	\$41.96	\$10.75	\$18.77	\$0.00	\$71.48
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	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 - 02/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.98	\$10.75	\$18.77	\$0.00	\$50.50
2	60	\$25.18	\$10.75	\$18.77	\$0.00	\$54.70
3	70	\$29.37	\$10.75	\$18.77	\$0.00	\$58.89
4	80	\$33.57	\$10.75	\$18.77	\$0.00	\$63.09
5	90	\$37.76	\$10.75	\$18.77	\$0.00	\$67.28

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.66	\$10.75	\$18.91	\$0.00	\$51.32
2	60	\$25.99	\$10.75	\$18.91	\$0.00	\$55.65
3	70	\$30.32	\$10.75	\$18.91	\$0.00	\$59.98
4	80	\$34.65	\$10.75	\$18.91	\$0.00	\$64.31
5	90	\$38.98	\$10.75	\$18.91	\$0.00	\$68.64

**Notes:**

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

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
ENGINEERS LOCAL 98	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2018	\$39.75	\$7.85	\$15.55	\$0.00	\$63.15
	06/01/2019	\$40.75	\$7.85	\$15.55	\$0.00	\$64.15
	12/01/2019	\$41.75	\$7.85	\$15.55	\$0.00	\$65.15
	06/01/2020	\$42.74	\$7.85	\$15.55	\$0.00	\$66.14
	12/01/2020	\$43.72	\$7.85	\$15.55	\$0.00	\$67.12
	06/01/2021	\$44.74	\$7.85	\$15.55	\$0.00	\$68.14
	12/01/2021	\$45.75	\$7.85	\$15.55	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00

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>	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

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

**Effective Date - 03/04/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.32	\$8.26	\$1.22	\$0.00	\$28.80
2	60	\$23.18	\$8.26	\$1.22	\$0.00	\$32.66
3	70	\$27.05	\$8.26	\$11.34	\$0.00	\$46.65
4	75	\$28.98	\$8.26	\$11.34	\$0.00	\$48.58
5	80	\$30.91	\$8.26	\$12.56	\$0.00	\$51.73
6	80	\$30.91	\$8.26	\$12.56	\$0.00	\$51.73
7	90	\$34.78	\$8.26	\$13.78	\$0.00	\$56.82
8	90	\$34.78	\$8.26	\$13.78	\$0.00	\$56.82

**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**

CARPENTER WOOD FRAME <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

All Aspects of New Wood Frame Work

**Apprentice - CARPENTER (Wood Frame) - 108 Hampden Hampshire**

**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

**Effective Date - 04/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.86	\$7.07	\$0.00	\$0.00	\$20.93
2	60	\$13.86	\$7.07	\$0.00	\$0.00	\$20.93
3	65	\$15.02	\$7.07	\$7.86	\$0.00	\$29.95
4	70	\$16.17	\$7.07	\$7.86	\$0.00	\$31.10
5	75	\$17.33	\$7.07	\$7.86	\$0.00	\$32.26
6	80	\$18.48	\$7.07	\$7.86	\$0.00	\$33.41
7	85	\$19.64	\$7.07	\$7.86	\$0.00	\$34.57
8	90	\$20.79	\$7.07	\$7.86	\$0.00	\$35.72

**Notes:**  
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$17.29/ 3&4 \$24.31/ 5&6 \$30.83/ 7&8 \$33.10

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

CEMENT MASONRY/PLASTERING	01/01/2019	\$40.46	\$12.45	\$17.64	\$0.30	\$70.85
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2019	\$41.03	\$12.45	\$17.64	\$0.30	\$71.42
	01/01/2020	\$42.51	\$12.45	\$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 - 01/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$12.45	\$15.41	\$0.00	\$48.09
2	60	\$24.28	\$12.45	\$17.64	\$0.30	\$54.67
3	65	\$26.30	\$12.45	\$17.64	\$0.30	\$56.69
4	70	\$28.32	\$12.45	\$17.64	\$0.30	\$58.71
5	75	\$30.35	\$12.45	\$17.64	\$0.30	\$60.74
6	80	\$32.37	\$12.45	\$17.64	\$0.30	\$62.76
7	90	\$36.41	\$12.45	\$17.64	\$0.30	\$66.80

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.52	\$12.45	\$15.41	\$0.00	\$48.38
2	60	\$24.62	\$12.45	\$17.64	\$0.30	\$55.01
3	65	\$26.67	\$12.45	\$17.64	\$0.30	\$57.06
4	70	\$28.72	\$12.45	\$17.64	\$0.30	\$59.11
5	75	\$30.77	\$12.45	\$17.64	\$0.30	\$61.16
6	80	\$32.82	\$12.45	\$17.64	\$0.30	\$63.21
7	90	\$36.93	\$12.45	\$17.64	\$0.30	\$67.32

**Notes:**

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

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

<b>CHAIN SAW OPERATOR</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
<b>COMPRESSOR OPERATOR</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>CRANE OPERATOR</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$38.29	\$11.44	\$13.81	\$0.00	\$63.54
	06/01/2019	\$38.80	\$11.44	\$14.08	\$0.00	\$64.32
	12/01/2019	\$39.40	\$11.44	\$14.35	\$0.00	\$65.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>DELEADER (BRIDGE)</b> <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	\$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

**Classification**

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

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

**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

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.73	\$8.15	\$0.00	\$0.00	\$33.88
2	55	\$28.30	\$8.15	\$5.64	\$0.00	\$42.09
3	60	\$30.88	\$8.15	\$6.15	\$0.00	\$45.18
4	65	\$33.45	\$8.15	\$6.66	\$0.00	\$48.26
5	70	\$36.02	\$8.15	\$17.78	\$0.00	\$61.95
6	75	\$38.60	\$8.15	\$18.29	\$0.00	\$65.04
7	80	\$41.17	\$8.15	\$18.80	\$0.00	\$68.12
8	90	\$46.31	\$8.15	\$19.83	\$0.00	\$74.29

**Notes:**  
Steps are 750 hrs.

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

DEMO: ADZEMAN LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2018	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
	06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2018	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
	12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2018	\$39.55	\$7.85	\$15.35	\$0.00	\$62.75
	06/01/2019	\$40.55	\$7.85	\$15.35	\$0.00	\$63.75
	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2018	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
	12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2018	\$39.55	\$7.85	\$15.35	\$0.00	\$62.75
	06/01/2019	\$40.55	\$7.85	\$15.35	\$0.00	\$63.75
	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2018	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
	06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	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>	08/01/2018	\$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>	08/01/2018	\$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>	08/01/2018	\$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>	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

**Apprentice - ELECTRICIAN - Local 7**

**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

**Effective Date - 06/30/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.06	\$5.85	\$0.51	\$0.00	\$23.42
2	45	\$19.20	\$5.85	\$0.58	\$0.00	\$25.63
3	50	\$21.33	\$10.75	\$6.94	\$0.00	\$39.02
4	55	\$23.46	\$10.75	\$7.00	\$0.00	\$41.21
5	65	\$27.73	\$10.75	\$8.13	\$0.00	\$46.61
6	70	\$29.86	\$10.75	\$9.20	\$0.00	\$49.81

**Notes:**

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2019	\$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

**Apprentice - ELEVATOR CONSTRUCTOR - Local 41**

**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

**Effective Date - 01/01/2020**

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

**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>	01/01/2019	\$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 &amp; HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS 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- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS 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>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16

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

**Effective Date - 12/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.56	\$11.44	\$13.81	\$0.00	\$45.81
2	70	\$23.98	\$11.44	\$13.81	\$0.00	\$49.23
3	80	\$27.41	\$11.44	\$13.81	\$0.00	\$52.66
4	90	\$30.83	\$11.44	\$13.81	\$0.00	\$56.08

**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.86	\$11.44	\$14.08	\$0.00	\$46.38
2	70	\$24.34	\$11.44	\$14.08	\$0.00	\$49.86
3	80	\$27.82	\$11.44	\$14.08	\$0.00	\$53.34
4	90	\$31.29	\$11.44	\$14.08	\$0.00	\$56.81

**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 &amp; HIGHWAY)</i>	12/01/2018	\$22.50	\$7.85	\$11.89	\$0.00	\$42.24
	06/01/2019	\$22.50	\$7.85	\$11.89	\$0.00	\$42.24
	12/01/2019	\$23.50	\$7.85	\$11.89	\$0.00	\$43.24
	06/01/2020	\$23.50	\$7.85	\$11.89	\$0.00	\$43.24
	12/01/2020	\$24.50	\$7.85	\$11.89	\$0.00	\$44.24
	06/01/2021	\$24.50	\$7.85	\$11.89	\$0.00	\$44.24
	12/01/2021	\$24.50	\$7.85	\$11.89	\$0.00	\$44.24
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**

<b>FORK LIFT</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.48	\$11.44	\$13.81	\$0.00	\$59.73
	06/01/2019	\$34.99	\$11.44	\$14.08	\$0.00	\$60.51
	12/01/2019	\$35.59	\$11.44	\$14.35	\$0.00	\$61.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>GENERATORS/LIGHTING PLANTS</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.03	\$11.44	\$13.81	\$0.00	\$56.28
	06/01/2019	\$31.54	\$11.44	\$14.08	\$0.00	\$57.06
	12/01/2019	\$32.14	\$11.44	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b> <i>GLAZIERS LOCAL 1333</i>	06/01/2018	\$37.18	\$10.40	\$9.35	\$0.00	\$56.93
	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 <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	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) <i>ELECTRICIANS 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- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	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 &amp; PIPEFITTERS LOCAL 104</i>	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$31.75	\$7.85	\$11.89	\$0.00	\$51.49
	06/01/2019	\$32.54	\$7.85	\$11.89	\$0.00	\$52.28
	12/01/2019	\$33.33	\$7.85	\$11.89	\$0.00	\$53.07
	06/01/2020	\$34.14	\$7.85	\$11.89	\$0.00	\$53.88
	12/01/2020	\$34.95	\$7.85	\$11.89	\$0.00	\$54.69
	06/01/2021	\$35.79	\$7.85	\$11.89	\$0.00	\$55.53
	12/01/2021	\$36.62	\$7.85	\$11.89	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2018	\$37.67	\$12.50	\$15.60	\$0.00	\$65.77
	09/01/2019	\$39.67	\$12.50	\$15.60	\$0.00	\$67.77

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

**Effective Date - 09/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.84	\$12.50	\$11.40	\$0.00	\$42.74
2	60	\$22.60	\$12.50	\$12.24	\$0.00	\$47.34
3	70	\$26.37	\$12.50	\$13.08	\$0.00	\$51.95
4	80	\$30.14	\$12.50	\$13.92	\$0.00	\$56.56

**Effective Date - 09/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.84	\$12.50	\$11.40	\$0.00	\$43.74
2	60	\$23.80	\$12.50	\$12.24	\$0.00	\$48.54
3	70	\$27.77	\$12.50	\$13.08	\$0.00	\$53.35
4	80	\$31.74	\$12.50	\$13.92	\$0.00	\$58.16

**Notes:**

Steps are 1 year

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

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	09/16/2018	\$33.71	\$8.00	\$20.40	\$0.00	\$62.11
	03/16/2019	\$34.56	\$8.00	\$20.40	\$0.00	\$62.96
	09/16/2019	\$35.46	\$8.00	\$20.40	\$0.00	\$63.86
	03/16/2020	\$36.31	\$8.00	\$20.40	\$0.00	\$64.71
	09/16/2020	\$37.21	\$8.00	\$20.40	\$0.00	\$65.61
	03/16/2021	\$38.06	\$8.00	\$20.40	\$0.00	\$66.46

**Classification**

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

**Apprentice - IRONWORKER - Local 7 Springfield**

**Effective Date - 09/16/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.23	\$8.00	\$20.40	\$0.00	\$48.63
2	70	\$23.60	\$8.00	\$20.40	\$0.00	\$52.00
3	75	\$25.28	\$8.00	\$20.40	\$0.00	\$53.68
4	80	\$26.97	\$8.00	\$20.40	\$0.00	\$55.37
5	85	\$28.65	\$8.00	\$20.40	\$0.00	\$57.05
6	90	\$30.34	\$8.00	\$20.40	\$0.00	\$58.74

**Effective Date - 03/16/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.74	\$8.00	\$20.40	\$0.00	\$49.14
2	70	\$24.19	\$8.00	\$20.40	\$0.00	\$52.59
3	75	\$25.92	\$8.00	\$20.40	\$0.00	\$54.32
4	80	\$27.65	\$8.00	\$20.40	\$0.00	\$56.05
5	85	\$29.38	\$8.00	\$20.40	\$0.00	\$57.78
6	90	\$31.10	\$8.00	\$20.40	\$0.00	\$59.50

**Notes:**

Structural 1:6; Ornamental 1:4

**Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2018	\$31.00	\$7.85	\$13.91	\$0.00	\$52.76
	06/03/2019	\$31.81	\$7.85	\$13.91	\$0.00	\$53.57
	12/02/2019	\$32.62	\$7.85	\$13.91	\$0.00	\$54.38

**Classification**

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

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

**Effective Date - 12/03/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.85	\$13.91	\$0.00	\$40.36
2	70	\$21.70	\$7.85	\$13.91	\$0.00	\$43.46
3	80	\$24.80	\$7.85	\$13.91	\$0.00	\$46.56
4	90	\$27.90	\$7.85	\$13.91	\$0.00	\$49.66

**Effective Date - 06/03/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.09	\$7.85	\$13.91	\$0.00	\$40.85
2	70	\$22.27	\$7.85	\$13.91	\$0.00	\$44.03
3	80	\$25.45	\$7.85	\$13.91	\$0.00	\$47.21
4	90	\$28.63	\$7.85	\$13.91	\$0.00	\$50.39

**Notes:**

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

LABORER (HEAVY & HIGHWAY)	12/01/2018	\$31.00	\$7.85	\$11.89	\$0.00	\$50.74
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2019	\$31.79	\$7.85	\$11.89	\$0.00	\$51.53
	12/01/2019	\$32.58	\$7.85	\$11.89	\$0.00	\$52.32
	06/01/2020	\$33.39	\$7.85	\$11.89	\$0.00	\$53.13
	12/01/2020	\$34.20	\$7.85	\$11.89	\$0.00	\$53.94
	06/01/2021	\$35.04	\$7.85	\$11.89	\$0.00	\$54.78
	12/01/2021	\$35.87	\$7.85	\$11.89	\$0.00	\$55.61

**Classification**

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

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

**Effective Date - 12/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.85	\$11.89	\$0.00	\$38.34
2	70	\$21.70	\$7.85	\$11.89	\$0.00	\$41.44
3	80	\$24.80	\$7.85	\$11.89	\$0.00	\$44.54
4	90	\$27.90	\$7.85	\$11.89	\$0.00	\$47.64

**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.07	\$7.85	\$11.89	\$0.00	\$38.81
2	70	\$22.25	\$7.85	\$11.89	\$0.00	\$41.99
3	80	\$25.43	\$7.85	\$11.89	\$0.00	\$45.17
4	90	\$28.61	\$7.85	\$11.89	\$0.00	\$48.35

**Notes:**

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

<b>LABORER: CARPENTER TENDER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.00	\$7.85	\$13.91	\$0.00	\$52.76
	06/03/2019	\$31.81	\$7.85	\$13.91	\$0.00	\$53.57
	12/02/2019	\$32.62	\$7.85	\$13.91	\$0.00	\$54.38

For apprentice rates see "Apprentice- LABORER"

<b>LABORER: CEMENT FINISHER TENDER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

<b>LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2018	\$31.10	\$7.85	\$13.91	\$0.00	\$52.86
	06/01/2019	\$31.91	\$7.85	\$13.91	\$0.00	\$53.67
	12/01/2019	\$32.72	\$7.85	\$13.91	\$0.00	\$54.48

For apprentice rates see "Apprentice- LABORER"

<b>LABORER: MASON TENDER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$32.00	\$7.85	\$13.91	\$0.00	\$53.76
	06/03/2019	\$32.81	\$7.85	\$13.91	\$0.00	\$54.57
	12/02/2019	\$33.62	\$7.85	\$13.91	\$0.00	\$55.38

For apprentice rates see "Apprentice- LABORER"

<b>LABORER: MASON TENDER (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86

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

<b>LABORER: MULTI-TRADE TENDER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.00	\$7.85	\$13.91	\$0.00	\$52.76
	06/03/2019	\$31.81	\$7.85	\$13.91	\$0.00	\$53.57
	12/02/2019	\$32.62	\$7.85	\$13.91	\$0.00	\$54.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.00	\$7.85	\$13.91	\$0.00	\$52.76
	06/03/2019	\$31.81	\$7.85	\$13.91	\$0.00	\$53.57
	12/02/2019	\$32.62	\$7.85	\$13.91	\$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 &amp; SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	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 - 02/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.34	\$10.75	\$18.26	\$0.00	\$46.35
2	60	\$20.80	\$10.75	\$18.26	\$0.00	\$49.81
3	70	\$24.27	\$10.75	\$18.26	\$0.00	\$53.28
4	80	\$27.74	\$10.75	\$18.26	\$0.00	\$56.75
5	90	\$31.20	\$10.75	\$18.26	\$0.00	\$60.21

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.84	\$10.75	\$18.37	\$0.00	\$46.96
2	60	\$21.40	\$10.75	\$18.37	\$0.00	\$50.52
3	70	\$24.97	\$10.75	\$18.37	\$0.00	\$54.09
4	80	\$28.54	\$10.75	\$18.37	\$0.00	\$57.66
5	90	\$32.10	\$10.75	\$18.37	\$0.00	\$61.22

**Notes:**

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASON/TILE LAYER(SP/PT)SeeBrick BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE						
See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)						
MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	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

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

**Effective Date - 10/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.96	\$9.90	\$5.31	\$0.00	\$35.17
2	65	\$23.59	\$9.90	\$15.13	\$0.00	\$48.62
3	75	\$27.22	\$9.90	\$16.10	\$0.00	\$53.22
4	85	\$30.85	\$9.90	\$17.06	\$0.00	\$57.81

**Effective Date - 04/01/2019**

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

**Notes:**

Steps are 2,000 hours

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

MORTAR MIXER LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
OILER OPERATING ENGINEERS LOCAL 98	12/01/2018	\$29.95	\$11.44	\$13.81	\$0.00	\$55.20
	06/01/2019	\$30.46	\$11.44	\$14.08	\$0.00	\$55.98
	12/01/2019	\$31.06	\$11.44	\$14.35	\$0.00	\$56.85
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	12/01/2018	\$27.97	\$11.44	\$13.81	\$0.00	\$53.22
	06/01/2019	\$28.48	\$11.44	\$14.08	\$0.00	\$54.00
	12/01/2019	\$29.08	\$11.44	\$14.35	\$0.00	\$54.87
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (BRIDGES/TANKS) <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

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

**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

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.73	\$8.15	\$0.00	\$0.00	\$33.88
2	55	\$28.30	\$8.15	\$5.64	\$0.00	\$42.09
3	60	\$30.88	\$8.15	\$6.15	\$0.00	\$45.18
4	65	\$33.45	\$8.15	\$6.66	\$0.00	\$48.26
5	70	\$36.02	\$8.15	\$17.78	\$0.00	\$61.95
6	75	\$38.60	\$8.15	\$18.29	\$0.00	\$65.04
7	80	\$41.17	\$8.15	\$18.80	\$0.00	\$68.12
8	90	\$46.31	\$8.15	\$19.83	\$0.00	\$74.29

**Notes:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2019	\$33.73	\$8.15	\$16.95	\$0.00	\$58.83
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 3</i>	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

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

**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

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.42	\$8.15	\$0.00	\$0.00	\$25.57
2	55	\$19.16	\$8.15	\$3.49	\$0.00	\$30.80
3	60	\$20.90	\$8.15	\$3.81	\$0.00	\$32.86
4	65	\$22.64	\$8.15	\$4.13	\$0.00	\$34.92
5	70	\$24.38	\$8.15	\$15.05	\$0.00	\$47.58
6	75	\$26.12	\$8.15	\$15.36	\$0.00	\$49.63
7	80	\$27.86	\$8.15	\$15.68	\$0.00	\$51.69
8	90	\$31.35	\$8.15	\$16.32	\$0.00	\$55.82

**Notes:**  
Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2019	\$31.05	\$8.15	\$16.95	\$0.00	\$56.15
PAINTERS LOCAL 35 - ZONE 3	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

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

**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

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.08	\$8.15	\$0.00	\$0.00	\$24.23
2	55	\$17.68	\$8.15	\$3.49	\$0.00	\$29.32
3	60	\$19.29	\$8.15	\$3.81	\$0.00	\$31.25
4	65	\$20.90	\$8.15	\$4.13	\$0.00	\$33.18
5	70	\$22.51	\$8.15	\$15.05	\$0.00	\$45.71
6	75	\$24.11	\$8.15	\$15.36	\$0.00	\$47.62
7	80	\$25.72	\$8.15	\$15.68	\$0.00	\$49.55
8	90	\$28.94	\$8.15	\$16.32	\$0.00	\$53.41

**Notes:**  
Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, NEW) *	01/01/2019	\$32.33	\$8.15	\$16.95	\$0.00	\$57.43
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	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

**Classification**

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

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

**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

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.22	\$8.15	\$0.00	\$0.00	\$25.37
2	55	\$18.94	\$8.15	\$3.49	\$0.00	\$30.58
3	60	\$20.66	\$8.15	\$3.81	\$0.00	\$32.62
4	65	\$22.38	\$8.15	\$4.13	\$0.00	\$34.66
5	70	\$24.10	\$8.15	\$15.05	\$0.00	\$47.30
6	75	\$25.82	\$8.15	\$15.36	\$0.00	\$49.33
7	80	\$27.54	\$8.15	\$15.68	\$0.00	\$51.37
8	90	\$30.99	\$8.15	\$16.32	\$0.00	\$55.46

**Notes:**  
Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2019	\$29.65	\$8.15	\$16.95	\$0.00	\$54.75
PAINTERS LOCAL 35 - ZONE 3	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 - 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

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.41	\$8.15	\$0.00	\$0.00	\$23.56
2	55	\$16.95	\$8.15	\$3.49	\$0.00	\$28.59
3	60	\$18.49	\$8.15	\$3.81	\$0.00	\$30.45
4	65	\$20.03	\$8.15	\$4.13	\$0.00	\$32.31
5	70	\$21.57	\$8.15	\$15.05	\$0.00	\$44.77
6	75	\$23.11	\$8.15	\$15.36	\$0.00	\$46.62
7	80	\$24.65	\$8.15	\$15.68	\$0.00	\$48.48
8	90	\$27.73	\$8.15	\$16.32	\$0.00	\$52.20

**Notes:**

Steps are 750 hrs.

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

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2018	\$31.00	\$7.85	\$11.89	\$0.00	\$50.74
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2019	\$31.79	\$7.85	\$11.89	\$0.00	\$51.53
	12/01/2019	\$32.58	\$7.85	\$11.89	\$0.00	\$52.32
	06/01/2020	\$33.39	\$7.85	\$11.89	\$0.00	\$53.13
	12/01/2020	\$34.20	\$7.85	\$11.89	\$0.00	\$53.94
	06/01/2021	\$35.04	\$7.85	\$11.89	\$0.00	\$54.78
	12/01/2021	\$35.87	\$7.85	\$11.89	\$0.00	\$55.61

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

PANEL & PICKUP TRUCKS DRIVER	12/01/2018	\$33.08	\$11.91	\$12.70	\$0.00	\$57.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$34.08	\$11.91	\$12.70	\$0.00	\$58.69
	08/01/2019	\$34.08	\$12.41	\$12.70	\$0.00	\$59.19
	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
	12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

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

**Effective Date - 08/01/2018**

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

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

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

PIPELAYER	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
LABORERS - ZONE 3 (BUILDING & SITE)	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86

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

PLUMBER & PIPEFITTER	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31

**Classification**

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

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

**Effective Date - 09/17/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.05	\$8.50	\$9.45	\$0.00	\$36.00
2	50	\$20.06	\$8.50	\$9.45	\$0.00	\$38.01
3	55	\$22.06	\$8.50	\$9.45	\$0.00	\$40.01
4	60	\$24.07	\$8.50	\$9.45	\$0.00	\$42.02
5	65	\$26.07	\$8.50	\$9.45	\$0.00	\$44.02
6	70	\$28.08	\$8.50	\$9.45	\$0.00	\$46.03
7	75	\$30.08	\$8.50	\$9.45	\$0.00	\$48.03
8	80	\$32.09	\$8.50	\$9.45	\$0.00	\$50.04
9	80	\$32.09	\$8.50	\$15.95	\$0.00	\$56.54
10	80	\$32.09	\$8.50	\$15.95	\$0.00	\$56.54

**Effective Date - 03/17/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.39	\$8.50	\$9.45	\$0.00	\$36.34
2	50	\$20.43	\$8.50	\$9.45	\$0.00	\$38.38
3	55	\$22.47	\$8.50	\$9.45	\$0.00	\$40.42
4	60	\$24.52	\$8.50	\$9.45	\$0.00	\$42.47
5	65	\$26.56	\$8.50	\$9.45	\$0.00	\$44.51
6	70	\$28.60	\$8.50	\$9.45	\$0.00	\$46.55
7	75	\$30.65	\$8.50	\$9.45	\$0.00	\$48.60
8	80	\$32.69	\$8.50	\$9.45	\$0.00	\$50.64
9	80	\$32.69	\$8.50	\$15.95	\$0.00	\$57.14
10	80	\$32.69	\$8.50	\$15.95	\$0.00	\$57.14

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

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

PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86

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

POWDERMAN & BLASTER LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2018	\$32.00	\$7.85	\$13.91	\$0.00	\$53.76
	06/03/2019	\$32.81	\$7.85	\$13.91	\$0.00	\$54.57
	12/02/2019	\$33.62	\$7.85	\$13.91	\$0.00	\$55.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$32.00	\$7.85	\$11.89	\$0.00	\$51.74
	06/01/2019	\$32.79	\$7.85	\$11.89	\$0.00	\$52.53
	12/01/2019	\$33.58	\$7.85	\$11.89	\$0.00	\$53.32
	06/01/2020	\$34.39	\$7.85	\$11.89	\$0.00	\$54.13
	12/01/2020	\$35.20	\$7.85	\$11.89	\$0.00	\$54.94
	06/01/2021	\$36.04	\$7.85	\$11.89	\$0.00	\$55.78
	12/01/2021	\$36.87	\$7.85	\$11.89	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$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
For apprentice rates see "Apprentice- LABORER"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.76	\$11.44	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	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.Roofing Waterproofing &Roofing Damproofing) <i>ROOFERS LOCAL 248</i>	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 - 07/16/2018**

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.Roofeer(Tear Off)1:1; Same as above

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

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2018	\$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>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.76	\$11.44	\$14.35	\$0.00	\$60.55

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.03	\$11.44	\$13.81	\$0.00	\$56.28
	06/01/2019	\$31.54	\$11.44	\$14.08	\$0.00	\$57.06
	12/01/2019	\$32.14	\$11.44	\$14.35	\$0.00	\$57.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	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

**Classification**

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

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

**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

**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.08	\$6.21	\$4.67	\$0.00	\$26.96
2	50	\$17.87	\$6.55	\$5.19	\$0.00	\$29.61
3	55	\$19.66	\$6.88	\$9.33	\$1.08	\$36.95
4	60	\$21.44	\$7.22	\$9.33	\$1.14	\$39.13
5	65	\$23.23	\$7.55	\$9.33	\$1.20	\$41.31
6	70	\$25.02	\$7.88	\$9.33	\$1.27	\$43.50
7	75	\$26.81	\$8.22	\$9.33	\$1.33	\$45.69
8	80	\$28.59	\$9.30	\$15.18	\$1.59	\$54.66
9	85	\$30.38	\$9.64	\$15.18	\$1.66	\$56.86
10	90	\$32.17	\$9.98	\$15.18	\$1.72	\$59.05

**Notes:**

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

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 3	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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**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>	12/01/2018	\$33.54	\$11.91	\$12.70	\$0.00	\$58.15
	06/01/2019	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.83	\$11.91	\$12.70	\$0.00	\$58.44
	06/01/2019	\$34.83	\$11.91	\$12.70	\$0.00	\$59.44
	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94
	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

**Classification**

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

**Apprentice - SPRINKLER FITTER - Local 669**

**Effective Date - 01/01/2019**

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

**Notes:**

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

TELECOMMUNICATION TECHNICIAN	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
ELECTRICIANS LOCAL 7	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

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7**

**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

**Effective Date - 06/30/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.06	\$5.85	\$0.51	\$0.00	\$23.42
2	45	\$19.20	\$5.85	\$0.58	\$0.00	\$25.63
3	50	\$21.33	\$10.75	\$6.94	\$0.00	\$39.02
4	55	\$23.46	\$10.75	\$7.00	\$0.00	\$41.21
5	65	\$27.73	\$10.75	\$8.13	\$0.00	\$46.61
6	70	\$29.86	\$10.75	\$9.20	\$0.00	\$49.81

**Notes:**

Steps are 800 hours

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

TERRAZZO FINISHERS	02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	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 - 02/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.25	\$10.75	\$20.66	\$0.00	\$57.66
2	60	\$31.49	\$10.75	\$20.66	\$0.00	\$62.90
3	70	\$36.74	\$10.75	\$20.66	\$0.00	\$68.15
4	80	\$41.99	\$10.75	\$20.66	\$0.00	\$73.40
5	90	\$47.24	\$10.75	\$20.66	\$0.00	\$78.65

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.92	\$10.75	\$20.80	\$0.00	\$58.47
2	60	\$32.30	\$10.75	\$20.80	\$0.00	\$63.85
3	70	\$37.69	\$10.75	\$20.80	\$0.00	\$69.24
4	80	\$43.07	\$10.75	\$20.80	\$0.00	\$74.62
5	90	\$48.46	\$10.75	\$20.80	\$0.00	\$80.01

**Notes:**

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

TERRAZZO MECHANIC	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	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 - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)**

**Effective Date - 02/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.79	\$10.75	\$20.66	\$0.00	\$58.20
2	60	\$32.14	\$10.75	\$20.66	\$0.00	\$63.55
3	70	\$37.50	\$10.75	\$20.66	\$0.00	\$68.91
4	80	\$42.86	\$10.75	\$20.66	\$0.00	\$74.27
5	90	\$48.21	\$10.75	\$20.66	\$0.00	\$79.62

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.46	\$10.75	\$20.80	\$0.00	\$59.01
2	60	\$32.95	\$10.75	\$20.80	\$0.00	\$64.50
3	70	\$38.44	\$10.75	\$20.80	\$0.00	\$69.99
4	80	\$43.94	\$10.75	\$20.80	\$0.00	\$75.49
5	90	\$49.43	\$10.75	\$20.80	\$0.00	\$80.98

**Notes:**

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

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2018	\$40.00	\$7.85	\$15.55	\$0.00	\$63.40
	06/01/2019	\$41.00	\$7.85	\$15.55	\$0.00	\$64.40
	12/01/2019	\$42.00	\$7.85	\$15.55	\$0.00	\$65.40
	06/01/2020	\$42.99	\$7.85	\$15.55	\$0.00	\$66.39
	12/01/2020	\$43.97	\$7.85	\$15.55	\$0.00	\$67.37
	06/01/2021	\$44.99	\$7.85	\$15.55	\$0.00	\$68.39
	12/01/2021	\$46.00	\$7.85	\$15.55	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.72	\$7.85	\$15.55	\$0.00	\$62.12
	06/01/2019	\$39.72	\$7.85	\$15.55	\$0.00	\$63.12
	12/01/2019	\$40.72	\$7.85	\$15.55	\$0.00	\$64.12
	06/01/2020	\$41.71	\$7.85	\$15.55	\$0.00	\$65.11
	12/01/2020	\$42.69	\$7.85	\$15.55	\$0.00	\$66.09
	06/01/2021	\$43.71	\$7.85	\$15.55	\$0.00	\$67.11
	12/01/2021	\$44.72	\$7.85	\$15.55	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.76	\$11.44	\$14.35	\$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>	12/01/2018	\$34.12	\$11.91	\$12.70	\$0.00	\$58.73
	06/01/2019	\$35.12	\$11.91	\$12.70	\$0.00	\$59.73
	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24	
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2018	\$50.88	\$7.85	\$15.95	\$0.00	\$74.68
	06/01/2019	\$51.88	\$7.85	\$15.95	\$0.00	\$75.68
	12/01/2019	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
	06/01/2020	\$53.87	\$7.85	\$15.95	\$0.00	\$77.67
	12/01/2020	\$54.85	\$7.85	\$15.95	\$0.00	\$78.65
	06/01/2021	\$55.87	\$7.85	\$15.95	\$0.00	\$79.67
	12/01/2021	\$56.88	\$7.85	\$15.95	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2018	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
	06/01/2019	\$53.88	\$7.85	\$15.95	\$0.00	\$77.68
	12/01/2019	\$54.88	\$7.85	\$15.95	\$0.00	\$78.68
	06/01/2020	\$55.87	\$7.85	\$15.95	\$0.00	\$79.67
	12/01/2020	\$56.85	\$7.85	\$15.95	\$0.00	\$80.65
	06/01/2021	\$57.87	\$7.85	\$15.95	\$0.00	\$81.67
	12/01/2021	\$58.88	\$7.85	\$15.95	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2018	\$42.95	\$7.85	\$15.95	\$0.00	\$66.75
	06/01/2019	\$43.95	\$7.85	\$15.95	\$0.00	\$67.75
	12/01/2019	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	06/01/2020	\$45.94	\$7.85	\$15.95	\$0.00	\$69.74
	12/01/2020	\$46.92	\$7.85	\$15.95	\$0.00	\$70.72
	06/01/2021	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
	12/01/2021	\$48.95	\$7.85	\$15.95	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2018	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	06/01/2019	\$45.95	\$7.85	\$15.95	\$0.00	\$69.75
	12/01/2019	\$46.95	\$7.85	\$15.95	\$0.00	\$70.75
	06/01/2020	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
	12/01/2020	\$48.92	\$7.85	\$15.95	\$0.00	\$72.72
	06/01/2021	\$49.94	\$7.85	\$15.95	\$0.00	\$73.74
12/01/2021	\$50.95	\$7.85	\$15.95	\$0.00	\$74.75	
For apprentice rates see "Apprentice- LABORER"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.54	\$11.91	\$12.70	\$0.00	\$58.15
	06/01/2019	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
<b>Outside Electrical - West</b>						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	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>	09/02/2018	\$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>	09/02/2018	\$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>	09/02/2018	\$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"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	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

**Classification**

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

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

**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

**Effective Date - 09/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$31.03	\$8.00	\$3.43	\$0.00	\$42.46
2	65	\$33.61	\$8.00	\$3.51	\$0.00	\$45.12
3	70	\$36.20	\$8.00	\$3.59	\$0.00	\$47.79
4	75	\$38.78	\$8.00	\$5.16	\$0.00	\$51.94
5	80	\$41.37	\$8.00	\$5.24	\$0.00	\$54.61
6	85	\$43.95	\$8.00	\$5.32	\$0.00	\$57.27
7	90	\$46.54	\$8.00	\$7.40	\$0.00	\$61.94

**Notes:**

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

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	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>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	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.

**Rental of Equipment - West**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.25	\$11.91	\$0.00	\$0.00	\$45.16
	06/01/2019	\$34.25	\$11.91	\$0.00	\$0.00	\$46.16
	08/01/2019	\$34.25	\$12.41	\$0.00	\$0.00	\$46.66
	12/01/2019	\$34.25	\$12.41	\$0.00	\$0.00	\$46.66
	06/01/2020	\$35.15	\$12.41	\$0.00	\$0.00	\$47.56
	08/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	12/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	06/01/2021	\$35.95	\$12.91	\$0.00	\$0.00	\$48.86
	08/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
	12/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.32	\$11.91	\$0.00	\$0.00	\$45.23
	06/01/2019	\$34.32	\$11.91	\$0.00	\$0.00	\$46.23
	08/01/2019	\$34.32	\$12.41	\$0.00	\$0.00	\$46.73
	12/01/2019	\$34.32	\$12.41	\$0.00	\$0.00	\$46.73
	06/01/2020	\$35.22	\$12.41	\$0.00	\$0.00	\$47.63
	08/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	12/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	06/01/2021	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	08/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
	12/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.44	\$11.91	\$0.00	\$0.00	\$45.35
	06/01/2019	\$34.44	\$11.91	\$0.00	\$0.00	\$46.35
	08/01/2019	\$34.44	\$12.41	\$0.00	\$0.00	\$46.85
	12/01/2019	\$34.44	\$12.41	\$0.00	\$0.00	\$46.85
	06/01/2020	\$35.34	\$12.41	\$0.00	\$0.00	\$47.75
	08/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	12/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	06/01/2021	\$36.14	\$12.91	\$0.00	\$0.00	\$49.05
	08/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
	12/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	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>	12/01/2018	\$34.79	\$11.44	\$0.00	\$0.00	\$46.23
	06/01/2019	\$35.30	\$11.44	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.90	\$11.44	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/POWER SHOVEL/TREE SHREDDER <i>ENGINEERS LOCAL 98</i> /CLAM SHELL <i>OPERATING</i>	12/01/2018	\$34.79	\$11.44	\$0.00	\$0.00	\$46.23
	06/01/2019	\$35.30	\$11.44	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.90	\$11.44	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$38.29	\$11.44	\$0.00	\$0.00	\$49.73
	06/01/2019	\$38.80	\$11.44	\$0.00	\$0.00	\$50.24
	12/01/2019	\$39.40	\$11.44	\$0.00	\$0.00	\$50.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	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>	08/01/2018	\$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>	08/01/2018	\$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"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	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>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81

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

**Effective Date - 12/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.56	\$11.44	\$0.00	\$0.00	\$32.00
2	70	\$23.98	\$11.44	\$0.00	\$0.00	\$35.42
3	80	\$27.41	\$11.44	\$0.00	\$0.00	\$38.85
4	90	\$30.83	\$11.44	\$0.00	\$0.00	\$42.27

**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.86	\$11.44	\$0.00	\$0.00	\$32.30
2	70	\$24.34	\$11.44	\$0.00	\$0.00	\$35.78
3	80	\$27.82	\$11.44	\$0.00	\$0.00	\$39.26
4	90	\$31.29	\$11.44	\$0.00	\$0.00	\$42.73

**Notes:**

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2018	\$22.50	\$7.85	\$0.00	\$0.00	\$30.35
	06/01/2019	\$22.50	\$7.85	\$0.00	\$0.00	\$30.35
	12/01/2019	\$23.50	\$7.85	\$0.00	\$0.00	\$31.35
	06/01/2020	\$23.50	\$7.85	\$0.00	\$0.00	\$31.35
	12/01/2020	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
	06/01/2021	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
	12/01/2021	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FORK LIFT/CHERRY PICKER <i>27F WEST OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.48	\$11.44	\$0.00	\$0.00	\$45.92
	06/01/2019	\$34.99	\$11.44	\$0.00	\$0.00	\$46.43
	12/01/2019	\$35.59	\$11.44	\$0.00	\$0.00	\$47.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.03	\$11.44	\$0.00	\$0.00	\$42.47
	06/01/2019	\$31.54	\$11.44	\$0.00	\$0.00	\$42.98
	12/01/2019	\$32.14	\$11.44	\$0.00	\$0.00	\$43.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$0.00	\$0.00	\$46.23
	06/01/2019	\$35.30	\$11.44	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.90	\$11.44	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
LABORER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/03/2018	\$31.00	\$7.85	\$0.00	\$0.00	\$38.85
	06/03/2019	\$31.81	\$7.85	\$0.00	\$0.00	\$39.66
	12/02/2019	\$32.62	\$7.85	\$0.00	\$0.00	\$40.47

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

**Effective Date - 12/03/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.85	\$0.00	\$0.00	\$26.45
2	70	\$21.70	\$7.85	\$0.00	\$0.00	\$29.55
3	80	\$24.80	\$7.85	\$0.00	\$0.00	\$32.65
4	90	\$27.90	\$7.85	\$0.00	\$0.00	\$35.75

**Effective Date - 06/03/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.09	\$7.85	\$0.00	\$0.00	\$26.94
2	70	\$22.27	\$7.85	\$0.00	\$0.00	\$30.12
3	80	\$25.45	\$7.85	\$0.00	\$0.00	\$33.30
4	90	\$28.63	\$7.85	\$0.00	\$0.00	\$36.48

**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 &amp; HIGHWAY)</i>	12/01/2018	\$31.00	\$7.85	\$0.00	\$0.00	\$38.85
	06/01/2019	\$31.79	\$7.85	\$0.00	\$0.00	\$39.64
	12/01/2019	\$32.58	\$7.85	\$0.00	\$0.00	\$40.43
	06/01/2020	\$33.39	\$7.85	\$0.00	\$0.00	\$41.24
	12/01/2020	\$34.20	\$7.85	\$0.00	\$0.00	\$42.05
	06/01/2021	\$35.04	\$7.85	\$0.00	\$0.00	\$42.89
	12/01/2021	\$35.87	\$7.85	\$0.00	\$0.00	\$43.72

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

**Effective Date - 12/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.85	\$0.00	\$0.00	\$26.45
2	70	\$21.70	\$7.85	\$0.00	\$0.00	\$29.55
3	80	\$24.80	\$7.85	\$0.00	\$0.00	\$32.65
4	90	\$27.90	\$7.85	\$0.00	\$0.00	\$35.75

**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.07	\$7.85	\$0.00	\$0.00	\$26.92
2	70	\$22.25	\$7.85	\$0.00	\$0.00	\$30.10
3	80	\$25.43	\$7.85	\$0.00	\$0.00	\$33.28
4	90	\$28.61	\$7.85	\$0.00	\$0.00	\$36.46

**Notes:**

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

MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$29.95	\$11.44	\$0.00	\$0.00	\$41.39
	06/01/2019	\$30.46	\$11.44	\$0.00	\$0.00	\$41.90
	12/01/2019	\$31.06	\$11.44	\$0.00	\$0.00	\$42.50

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$27.97	\$11.44	\$0.00	\$0.00	\$39.41
	06/01/2019	\$28.48	\$11.44	\$0.00	\$0.00	\$39.92
	12/01/2019	\$29.08	\$11.44	\$0.00	\$0.00	\$40.52

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.08	\$11.91	\$0.00	\$0.00	\$44.99
	06/01/2019	\$34.08	\$11.91	\$0.00	\$0.00	\$45.99
	08/01/2019	\$34.08	\$12.41	\$0.00	\$0.00	\$46.49
	12/01/2019	\$34.08	\$12.41	\$0.00	\$0.00	\$46.49
	06/01/2020	\$34.98	\$12.41	\$0.00	\$0.00	\$47.39
	08/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	12/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	06/01/2021	\$35.78	\$12.91	\$0.00	\$0.00	\$48.69
	08/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
	12/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$0.00	\$0.00	\$46.23
	06/01/2019	\$35.30	\$11.44	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.90	\$11.44	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$0.00	\$0.00	\$45.09
	06/01/2019	\$34.16	\$11.44	\$0.00	\$0.00	\$45.60
	12/01/2019	\$34.76	\$11.44	\$0.00	\$0.00	\$46.20
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.03	\$11.44	\$0.00	\$0.00	\$42.47
	06/01/2019	\$31.54	\$11.44	\$0.00	\$0.00	\$42.98
	12/01/2019	\$32.14	\$11.44	\$0.00	\$0.00	\$43.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.54	\$11.91	\$0.00	\$0.00	\$45.45
	06/01/2019	\$34.54	\$11.91	\$0.00	\$0.00	\$46.45
	08/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	06/01/2020	\$35.44	\$12.41	\$0.00	\$0.00	\$47.85
	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.83	\$11.91	\$0.00	\$0.00	\$45.74
	06/01/2019	\$34.83	\$11.91	\$0.00	\$0.00	\$46.74
	08/01/2019	\$34.83	\$12.41	\$0.00	\$0.00	\$47.24
	12/01/2019	\$34.83	\$12.41	\$0.00	\$0.00	\$47.24
	06/01/2020	\$35.73	\$12.41	\$0.00	\$0.00	\$48.14
	08/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	12/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	06/01/2021	\$36.53	\$12.91	\$0.00	\$0.00	\$49.44
	08/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
	12/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$0.00	\$0.00	\$45.09
	06/01/2019	\$34.16	\$11.44	\$0.00	\$0.00	\$45.60
	12/01/2019	\$34.76	\$11.44	\$0.00	\$0.00	\$46.20
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$34.12	\$11.91	\$0.00	\$0.00	\$46.03
	06/01/2019	\$35.12	\$11.91	\$0.00	\$0.00	\$47.03
	08/01/2019	\$35.12	\$12.41	\$0.00	\$0.00	\$47.53
	12/01/2019	\$35.12	\$12.41	\$0.00	\$0.00	\$47.53
	06/01/2020	\$36.02	\$12.41	\$0.00	\$0.00	\$48.43
	08/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	12/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	06/01/2021	\$36.82	\$12.91	\$0.00	\$0.00	\$49.73
	08/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
	12/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
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>	12/01/2018	\$33.54	\$11.91	\$0.00	\$0.00	\$45.45
	06/01/2019	\$34.54	\$11.91	\$0.00	\$0.00	\$46.45
	08/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	06/01/2020	\$35.44	\$12.41	\$0.00	\$0.00	\$47.85
	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65



Additional Apprentices Information:

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

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

All steps are six months (1000 hours.)

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

\*\* Multiple ratios are listed in the comment field.

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

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

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**FORM FOR GENERAL BID**

**Bidder shall fill in all blank spaces.**

**Failure to complete any portion of the " FORM FOR GENERAL BID " may disqualify the bidder.**

TO: Town of Longmeadow  
Purchasing Department  
Attn: Chad Thompson, Procurement Manager  
735 Longmeadow Street, Suite 101  
Longmeadow, MA 01106

BIDDER \_\_\_\_\_

BIDS DUE: **1:30 PM on Thursday, April 4, 2019**

The undersigned certifies that the contract documents, specifications and drawings have been carefully examined, and that the site of the work has been personally inspected. The undersigned declares that the amount and nature of the work to be done is understood, and that at no time will a misunderstanding of the contract documents be pleaded.

The undersigned proposes to furnish all labor, materials, and equipment required and incidental and pay all bonds, taxes, and permits required for the carrying out of the work for the **Community House – Roof and Balustrade Replacement** in accordance with the drawings and specifications prepared by Hill-Engineers, Architects, Planners, Inc. for the contract price as specified below and outlined herein and subject to the additions and deductions heretofore provided for in the specifications.

The bidder acknowledges receipt of the following addenda:

\_\_\_\_\_

**(Continued on next page)**

**BASE BID:**

Provide the cost for the base bid work that encompasses the replacement of the rubber roof system and appurtenances, and the replacement ornamental railing and appurtenances.

**BASE BID \$** \_\_\_\_\_

\_\_\_\_\_  
*(Base Bid Written in Words)*

**BID ALTERNATE NO.1:**

Provide the cost for Alternate 1 that encompasses the replacement of the copper fascia and appurtenances on the porch and building. All provisions of the original contract documents apply and shall be enforced for the work

**BID ALTERNATE NO.1 \$** \_\_\_\_\_

\_\_\_\_\_  
*(Bid Alternate No.1 Written in Words)*

**BID ALTERNATE NO.2:**

Provide the cost for Alternate 2 that encompasses the replacement of the copper gutters and downspouts and appurtenances on the building. All provisions of the original contract documents apply and shall be enforced for the work

**BID ALTERNATE NO.2 \$** \_\_\_\_\_

\_\_\_\_\_  
*(Bid Alternate No.2 Written in Words)*

**BID TOTAL:** \_\_\_\_\_  
*(Sum of Base Bid, Bid Alternate No.1 and Bid Alternate No.2)*

The undersigned agrees that for any extra work, the contract price shall be increased by the actual cost of the work in place plus \_\_\_\_\_ percent of the actual cost added to cover all profit and overhead for the General Contractor's work **OR** plus \_\_\_\_\_ percent of the actual cost added to cover all profit and overhead for all Subcontractor's work.

For any work deleted, the contract price shall be reduced by the actual cost of the work in place. Any adjustment for work added or deducted after the contracts have been signed will be adjusted upon instructions as outlined in the specifications.

**UNIT PRICE (Not part of base bid and bid alternate award calculation):****Change order Roof sheathing (plank) replacement**

In the event of rotted wood roof sheathing being discovered upon removal of the existing roof system, provide a unit price for the removal, preparation, and replacement repair materials for the affected area per one (1) square foot. The repair material shall be appropriate/compatible for the roof sheathing construction.

**Unit Price \$ \_\_\_\_\_ Square Ft**

*(Unit price per Square Foot, numeric)*

\_\_\_\_\_ Dollars Per Square Foot  
*(Unit price per Square Foot written in words)*

The sub-division of the proposed contract price is as follows:

ITEM 1      The work of the Contractor, being all work other than that covered by Item 2, \$ \_\_\_\_\_.

ITEM 2      Sub-bids as follows:

<u>SUBTRADE</u>	<u>SECTIONS</u>	<u>SUB-BIDDER</u>	<u>AMOUNT</u>	<u>BONDS REQUIRED</u> <u>INDICATE</u> <u>YES/NO</u>
_____	_____	_____	\$ _____	_____
_____	_____	_____	\$ _____	_____
_____	_____	_____	\$ _____	_____
_____	_____	_____	\$ _____	_____
_____	_____	_____	\$ _____	_____

TOTAL OF ITEM 2 .....\$ \_\_\_\_\_

The undersigned agrees that each of the above-named sub-bidders will be used for the work indicated at the amount stated, unless a substitution is made.

The undersigned agrees that if he is selected as contractor, he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this general.

The undersigned agrees that if he is selected as General Contractor, he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this general bid and furnish a Performance Bond and also a Labor and Materials or Payment Bond, each of a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the awarding authority and each in the sum of one hundred percent of the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price.

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with the Owner, A/E, and all other elements of labor employed or to be employed on the worksite. All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards made subject to Section 44A.

Date: \_\_\_\_\_

\_\_\_\_\_  
Name of General Bidder

(Affix corporate seal here if Bidder is a corporation)

By: \_\_\_\_\_  
Name of Person Signing Bid

\_\_\_\_\_  
Title

\_\_\_\_\_  
Business Address

\_\_\_\_\_  
City and State                      Zip Code

\_\_\_\_\_  
Email

NOTE:     If the bidder is a corporation, indicate state of incorporation under signature, and affix corporate seal; if a partnership, give full names and residential addresses of all partners; and if an individual, give residential address if different from business address.

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CONTRACTOR'S AFFIDAVIT

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. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of Section 29F of Chapter 29, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

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Signature

---

Print Name of Bidder

---

Project Number

---

Business Address

---

Awarding Authority

---

Telephone Number

---

The undersigned agrees that if selected, will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of the General Contractor.

The undersigned agrees that if selected, will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this general bid and furnish a Performance Bond and also a Labor and Materials or Payment Bond, each of a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the awarding authority and each in the sum of one hundred percent of the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price.

The undersigned hereby certifies that he/she is able to furnish labor that can work in harmony with the Owner, A/E, and all other elements of labor employed or to be employed on the worksite. All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he/she will comply fully with all laws and regulations applicable to awards made subject to Section 44A.



The undersigned offers the following information as evidence for qualifications to perform work as bid in accordance with all requirements of the drawings and specifications:

1. Have been in business under the present business name for \_\_\_\_\_ years.
2. Failed to complete any work awarded? (Check one below.)
  - Yes
  - No

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. As used in this subsection the word “person” shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of Section 29F of Chapter 29, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

The undersigned hereby agrees that all prices contained herein shall be valid for a period not exceeding thirty (30) days (weekends and holidays not included) from date of the General Bid opening.

Date: \_\_\_\_\_

\_\_\_\_\_  
Name of Sub-Bidder

(Affix corporate seal here if Bidder is a corporation)

By: \_\_\_\_\_  
Name of Person Signing Sub-Bid

\_\_\_\_\_  
Title

\_\_\_\_\_  
Business Address

\_\_\_\_\_  
City and State                      Zip Code

**HAVE YOU SUPPLIED WITH YOUR BID SUBMISSION FORMS THE FOLLOWING ‘BIDDER’S QUALIFICATIONS AND REFERENCES FORMS’?**

YES\_\_\_\_\_, NO\_\_\_\_\_

(End – Forms for Bid)

**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 responsibility with regard to the requirements and specifications of the Contract.

1.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 or

MWBE? \_\_\_\_\_ YES \_\_\_\_\_ NO

5.LIST ALL CONTRACTS CURRENTLY ON HAND, SHOWING CONTRACT AMOUNT AND ANTICIPATED DATE OF COMPLETION:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

\_\_\_\_\_ YES

\_\_\_\_\_ NO

IF YES, WHERE AND WHY?

\_\_\_\_\_  
\_\_\_\_\_

7.HAVE YOU EVER DEFAULTED ON A CONTRACT? \_\_\_\_\_ YES \_\_\_\_\_ NO

IF YES, PROVIDE DETAILS.

\_\_\_\_\_  
\_\_\_\_\_

8.  
LIST YOUR VEHICLES/EQUIPMENT AVAILABLE FOR THIS CONTRACT:

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9.  
IN THE SPACES FOLLOWING, PROVIDE INFORMATION REGARDING **CONTRACTS COMPLETED BY YOUR FIRM LISTING ONLY PROJECTS OF SIMILAR NATURE TO THE PROJECT BEING BID**. A MINIMUM OF TWO (S) CONTRACTS SHALL BE LISTED. PUBLICLY BID CONTRACTS ARE PREFERRED.

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.)

PROJECTNAME: \_\_\_\_\_  
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.)

10.

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: \_\_\_\_\_

PRINTED NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_

( End Bid Submission Form )

ATTESTATION OF TAXES

AT - 1

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Chapter 223 (Sections 35 and 36) of the Acts and Resolves of 1983 enacted the Revenue Enforcement and Protection Program, which became effective July 1, 1983. One aspect of the law requires that the providers of goods and services attest, under penalties of perjury, that they are in compliance with all laws of the Commonwealth of Massachusetts relating to taxes.

To comply with this requirement, the Attestation of Taxes must be signed and submitted with the bid to the Awarding Authority.

Any person failing to sign the Attestation of Taxes shall not be allowed to obtain, renew, or extend a license, permit, or public contract.

Pursuant to M.G.L. Chapter 62c, Section 49A, I hereby certify, under the penalties of perjury, that I, to the best of my knowledge and belief, have filed all state tax returns and paid all state taxes as required by law.

Signed under penalties of perjury this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

Signature and title of responsible company officer:

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Corporate Seal (Affix Below)

WEEKLY PAYROLL RECORDS REPORT  
& STATEMENT OF COMPLIANCE

PR - 1

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:

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

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

**WEEKLY PAY ROLL REPORT FORM**

Company Name: \_\_\_\_\_

Prime Contractor

Project Name: \_\_\_\_\_

Subcontractor

Awarding Auth.: \_\_\_\_\_

List Prime Contractor: \_\_\_\_\_

Employer Signature: \_\_\_\_\_

Work Week Ending: \_\_\_\_\_

Print Name & Title: \_\_\_\_\_

Final Report

Employee Name & Address	Work Classification	Hours Worked							(A) Tot. Hrs.	(B) Hourly Base Wage	Employer Contributions			(F) [B+C+D+E] Hourly Total Wage (prev. wage)	(G) [A*F] Weekly Total Amount
		S	M	T	W	T	F	S			(C) Health & Welfare	(D) Pension	(E) Supp. Unemp.		

NOTE: Every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority.

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- Item 1. Equipment, materials or supplies required to be furnished by the contractor shall be received, unloaded, and stored at the risk of the contractor until incorporated in the work and accepted by the Owner. All freight charges for equipment, material, and supplies to be included in bid price.
- Item 2. The contractor shall submit to the Owner the name of its designated representative on the job site, and the names and addresses of all major material suppliers and any subcontractors.
- Item 3. The contractor shall comply with the occupational safety and health regulations and standards for construction promulgated under the Occupational Safety and Health Act of 1970 (P.L. 91-596). The contractor shall also comply with the Owner's safety and work rules at all times, including having adequate first aid and fire prevention equipment on the site, with personnel trained in their use.
- Item 4. The contractor will at all times keep the job site free from accumulation of rubbish and waste materials and on completion of the work will leave the job site in a clean condition.
- Item 5. The A/E shall have the authority to disapprove or reject work which is defective or unsatisfactory and does not meet the requirements of the contract documents, to require special inspection and testing of the work, and shall in all respect act as the Owner's agent to secure satisfactory work as intended by the contract documents.
- Item 6. The contractor shall invoice work under this contract on AIA Document G702 Application & Certificate for Payment and G703 Continuation Sheet. It is the Owner's intent to withhold 10% of the payment due the contractor as retainage until substantial completion.
- Item 7. The A/E will assist the Owner, as the Owner may require, in inspection of the work and management of the construction.
- Item 8. The Owner will issue communications to the contractor either direct or through the A/E.
- Item 9. The contractor will be given access to those portions of the site premises required for performance of the contract and will be responsible for the care and control thereof.



Item 10. No machinery, equipment or supplies will be furnished by the Owner to the contractor unless called for by the terms of the contract or specifically authorized by the Owner.

Item 11. The contractor shall exercise extreme care and caution in work near existing structures and machinery. Any utilities encountered during the work shall be protected and maintained in service by the contractor unless otherwise authorized by the Owner.

Item 12. The contractor shall at his own expense repair and replace all buildings, structures, equipment, utilities, sidewalks, curbs, drives, lawns, plants, trees and shrubbery damaged by the contractor during the course of the work.

Item 13. For contracts which provide payments based upon time and materials, the scope of the work must be defined in writing and invoiced separately as to labor and materials. Daily time sheets indicating each employee by name, trade or classification, hours worked, date of work, and job performed or description of work will be submitted daily, signed by the contractor's designated representative. A copy of each of the daily time sheets, daily equipment time sheets for equipment rentals, materials lists and suppliers invoices shall be submitted to the Owner with each invoice for the work performed.

Item 14. Insurance Requirements

The contractor shall purchase and maintain liability insurance coverage as set forth in the Standard General Conditions and as specified below.

Without limiting any of the other obligations or liabilities of the contractor, the contractor shall provide and maintain, until the work is completed and accepted by the Owner, minimum insurance coverages as follows:

<u>Type of Coverage</u>	<u>LIMITS</u>
<b>Worker's Compensation, including coverage under Longshoremen's and Harbor Worker's Act where applicable.</b>	Statutory

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<b>Employer's Liability</b>	<u>\$1,000,000</u>	
	Each Occurrence	
 <b>Comprehensive General Liability</b>		
Bodily Injury	<u>\$1,000,000</u>	
	Each Occurrence	
Property Damage including coverage for damage caused by blasting, collapse or structural injury and/or damage to underground utilities.	<u>\$1,000,000</u>	
	Each Occurrence	or total contract amount, whichever is greater
Products and Completed Operations	<u>\$1,000,000</u>	
	Each Occurrence	
 <b>Contractor's Protective Liability</b>		
Bodily Injury	<u>\$1,000,000</u>	
	Each Occurrence	
Property Damage	<u>\$1,000,000</u>	<u>\$1,000,000</u>
	Each Occurrence	Aggregate
 <b>Contractual Liability in Accordance with Agreement(s) between Owner and contractor.</b>		
Bodily Injury	<u>\$1,000,000</u>	
	Each Occurrence	
Property Damage	<u>\$1,000,000</u>	<u>\$1,000,000</u>
	Each Occurrence	Aggregate
 <b>Comprehensive Automobile Liability covering all owned, hired, and non-owned automotive equipment used by or with the permission of the Contractor including the loading and unloading thereof with the Owner included as an additional insured.</b>		

SUPPLEMENTARY CONDITIONS

SC - 4

Bodily Injury	<u>\$1,000,000</u> Each Person	<u>\$1,000,000</u> Each Occurrence
Property Damage		<u>\$1,000,000</u> Each Occurrence

Item 15. Standard General Conditions

Reference:

The contractor shall comply with the Owner-Contractor Agreement for Public Building Construction or Renovation'. A sample copy of the contract is included herein.

Item 17. Work time/days for construction:

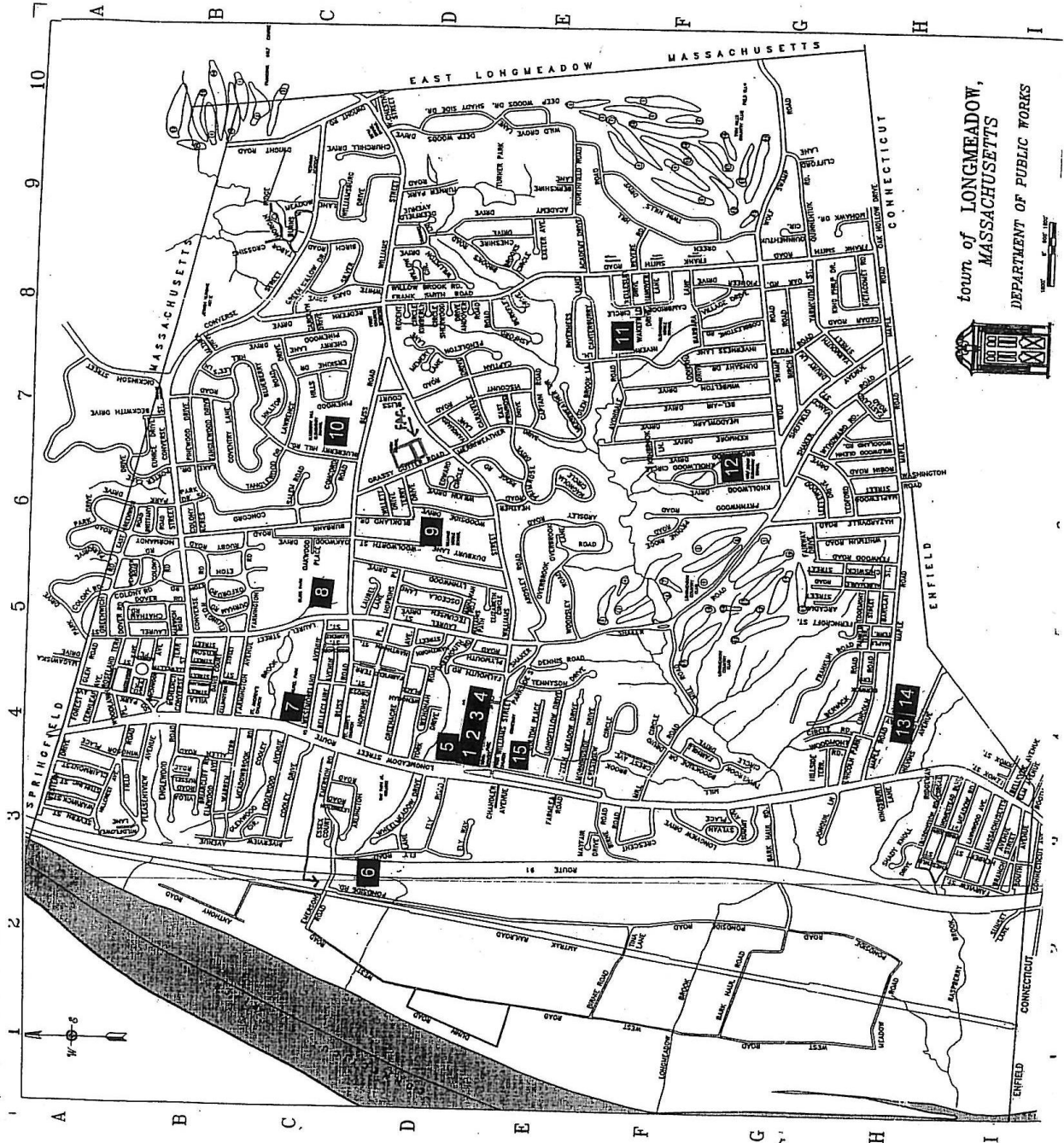
The contractor shall coordinate the project with the Owner representative such that all of the work is not in conflict with the building operations.

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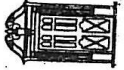
<u>DRAWING NUMBER</u>	<u>TITLE</u>
G-001	TITLE SHEET
G-002	CHAPTER 34 REPORT
A-101	ROOF DEMOLITION AND NEW BALUSTRADE PLANS
A-102	ROOF PLAN
A-201	BALUSTRADE ELEVATIONS
A-501	ROOFING DETAILS
A-502	GUTTER AND DOWNSPOUT REPLACEMENT

**Project Site Locus Plan:**

**LOCATION 1, 735 Longmeadow Street, Longmeadow, MA 01106**



town of LONGMEADOW,  
MASSACHUSETTS  
DEPARTMENT OF PUBLIC WORKS



**TOWN OF LONGMEADOW, MASSACHUSETTS**  
**OWNER-CONTRACTOR AGREEMENT**  
**FOR PUBLIC BUILDING CONSTRUCTION OR RENOVATION**

THIS AGREEMENT made this eleventh day of April in the year Two Thousand and nineteen, between TBD, with a usual place of business at TBD hereinafter called the CONTRACTOR, and the Town of Longmeadow, Massachusetts acting by its Town Manager and/or Select Board, with a usual place of business at 20 Williams Street, Longmeadow, MA 01106, hereinafter called the OWNER.

The CONTRACTOR and the OWNER, for the consideration hereinafter named, agree as follows:

1. Scope of Work

The Contractor shall furnish all labor, materials, equipment and insurance to perform all work required for the project known as Community House Roof and Balustrade Replacement, in strict accordance with the Contract Documents and all related Drawings and Specifications per IFB packet, ATTACHMENT A: Invitation for Bid (IFB) Community House Roof and Balustrade Replacement, dated March 13, 2019. The said Documents, Specifications, Drawings and any general supplementary conditions are incorporated herein by reference and are made a part of this Agreement.

2. Contract Price

The Owner shall pay the Contractor for the performance of this Agreement, subject to additions and deductions provided herein, in current funds, the sum of \$\_\_\_\_\_ per bid price proposal specifications, ATTACHMENT B, signed \_\_\_\_\_, and dated \_\_\_\_\_.

3. Commencement and Completion of Work and Liquidated Damages

It is agreed that time is of the essence of this Agreement. The Contractor shall commence and prosecute the work under this Agreement upon execution hereof and shall obtain Substantial Completion of the Scope of Work on or before June 28, 2019.

A. Definition of Term: The Term "Substantial Completion" shall mean the date certified by the Owner when construction is sufficiently complete, in accordance with the Contract Documents, so the Owner may occupy the project, or designated portion(s) thereof, for the use for which it is intended.

- B. Time as Essential Condition: It is understood and agreed that the commencement of and substantial completion of the work are essential conditions of this Agreement. It is further agreed that time is of the essence for each and every portion of the Contract Documents wherein a definite and certain length of time is fixed for the performance of any act whatsoever; and where under the Contract Documents any additional time is allowed for the completion of any work, the new time fixed by such extension shall be of the essence of this Agreement. It is understood and agreed that the times for the completion of the work are reasonable, taking into consideration the average climatic range and usual industrial conditions prevailing in this locality.
- C. Progress and Completion: Contractor shall commence work promptly upon execution of this Agreement and shall prosecute and complete the work regularly, diligently and uninterruptedly at such a rate of progress as will insure Substantial Completion within the stipulated number of calendar days.
- D. Liquidated Damages: It is expressly agreed between the Contractor and the Owner that the Contractor will be responsible for all damages which may arise due to the Contractor's failure to substantially complete the work within the above specified time. If the Contractor shall neglect, fail or refuse to complete the work within the specified number of days, or any extension thereof authorized by the Owner, Contractor agrees, as a part of the consideration for the execution of this Contract by the Owner, to pay the Owner the amount specified herein, not as a penalty, but as liquidated damages for such breach of contract as hereinafter set forth, for each and every calendar day that the Contractor shall be in default of Substantial Completion after the date specified in the Agreement. Due to the impracticability and extreme difficulty of fixing and ascertaining the actual damages the Owner would in such event sustain, said amount is agreed to be the amount of damages which the Owner would sustain, and said amount shall be retained from time to time by the Owner from current periodic estimates. The amount of liquidated damages shall be \$100.00 per calendar day for each day after the date of Substantial Completion.

4. Performance of the Work

- A. Direction of the Work: The Contractor shall supervise and direct the Work, using his best skills and attention which shall not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The Contractor shall maintain adequate supervisory personnel at the project site during the performance of the Work. He shall be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Agreement.
- B. Responsibility for the Work: (1) The Contractor shall be responsible to the Owner for the acts and omissions of his employees, Subcontractors and their agents and employees, and other persons performing any of the Work under a contract with the Contractor. This

obligation shall also extend to the presence on the Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.

(2) The Contractor shall not be relieved from his obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the Owner in its administration of the Agreement, or by inspections, tests or approvals required or performed by persons other than the Contractor.

C. Permits and Fees: Unless otherwise expressly provided, the Contractor shall secure and pay for all permits and fees, licenses and inspections necessary for the proper execution and completion of the Work which are customarily secured after execution of the Agreement and which are legally required at the time the bids are received, and the same shall at all times be the property of the Owner and shall be delivered to the Owner upon completion of the Project. Permits that would be obtained from the Town of Longmeadow Building Department shall be provided at no charge to the Contractor.

D. Notices, Compliance With Laws: (1) The Contractor shall give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public authority bearing on the performance of the Work. The Contractor shall provide the Owner with reproductions of all permits, licenses and receipts for any fees paid. The Owner represents that it has disclosed to the Contractor all orders and requirements known to the Owner of any public authority particular to this Agreement.

(2) If the Contractor observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, he shall promptly notify the Owner in writing, and any necessary changes shall be accomplished by appropriate modification.

(3) If the Contractor performs any Work which he knows or should know is contrary to such laws, ordinances, rules and regulations, and without such notice to the Owner, he shall assume full responsibility therefor and shall bear all costs attributable thereto.

(4) In the performance of the Work, the Contractor shall comply with all applicable federal, state and local laws and regulations including those relating to workplace and employee safety. The Contractor shall notify the Owner immediately of any conditions at the place of the work which violate said laws and regulations and shall take prompt action to correct and eliminate any such violations.

E. Project Superintendent: The Contractor shall employ a competent superintendent and necessary assistants who shall be in attendance at the Project site at all times during the progress of the Work. The superintendent shall represent the Contractor and all communications given to the superintendent shall be as binding as if given to the Contractor. Important communications shall be confirmed in writing. Other communications shall be so confirmed on written request in each case.



F. Progress Schedule: The Contractor, immediately after being awarded the Contract, shall prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.

G. Drawings, Specifications and Submittals:

(1) The Contractor shall maintain at the site for the Owner one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications, and "As-Built" Drawings and Specifications in good order and marked currently to record all changes made during construction, and approved Shop Drawings, Product Data and Samples. These shall be delivered to the Owner upon completion of the Work.

(2) By approving and submitting Shop Drawings, Product Data and Samples, the Contractor represents that he has determined and verified all materials, field measurements, and field construction criteria related thereto, or will do so, and that he has checked and coordinated the information contained within such submittals with the requirements of the Work and of the Contract Documents.

(3) The Contractor shall not be relieved of responsibility for any deviation from the requirements of the Contract Documents by the Owner's approval of Shop Drawings, Product Data or Samples unless the Contractor has specifically informed the Owner in writing of such deviation at the time of submission and the Owner has given written approval to the specific deviation. The Contractor shall not be relieved from responsibility for errors or omissions in the Shop Drawings, Product Data or Samples by the Owner's approval thereof.

(4) The Contractor shall direct specific attention, in writing or on resubmitted Shop Drawings, Product Data or Samples, to revisions other than those requested by the Owner on previous submittals.

(5) No portion of the Work requiring submission of a Shop Drawing, Product Data or Sample shall be commenced until the submittal has been approved by the Owner. All such portions of the Work shall be in accordance with approved submittals.

H. 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. He shall at all times safely guard and protect his 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 completion of the work.

(6) The Contractor shall comply with applicable OSHA, State and municipal regulations and requirements for services and facilities in the performance of all requirements of this contract. OSHA safety requirements shall be adhered to for all personnel performing construction, reconstruction, alteration, remodeling or repair of any building or public works project.

- I. Quality of the Work: The Contractor shall perform the work in a good, workmanlike manner. The Contractor hereby guarantees that the entire work constructed by him under the Agreement will meet fully all requirements thereof as to quality of workmanship and materials. The Contractor hereby agrees to make at his own expense any repairs or replacements made necessary by defects in materials or workmanship supplied to him that become evident within one (1) year after the date of the final payment, and to restore to full compliance with the requirements set forth herein any part of the work constructed hereunder, which during said one (1) year period is found to be deficient with respect to any provisions of the Contract Documents. The Contractor also agrees to hold the Owner harmless from claims of any kind arising from damage due to said defects. The Contractor shall make all repairs and replacements promptly upon receipt of written orders for same from the Owner. If the Contractor fails to make the repairs and replacements promptly, the Owner may do the work and the Contractor shall be liable to the Owner for the cost thereof.
- J. Warranty: The Contractor guarantees to Owner that all materials incorporated into the work will be new unless otherwise specified or agreed. Prior to final payment, the Contractor shall deliver to the Owner all manufacturers' warranties, together with such endorsements or assignments as are necessary to ensure to the Owner the full rights and benefits of such warranties.

5. Equal Employment Opportunity

The Contractor is directed to comply with all applicable State Laws, Ordinances, Bylaws, and rules and regulations regarding affirmative action/equal employment opportunity requirements. Failure of the Contractor to comply with any such law, rule or regulation shall constitute grounds for the Owner to terminate the Agreement.

6. Site Information Not Guaranteed; Contractor's Investigation

All information given in the Contract Documents relating to subsurface and other conditions, natural phenomena, existing pipes, and other structures is from the best sources at present available to the Owner. All such information is furnished only for the information and convenience of the Contractor and is not guaranteed.

It is agreed and understood that the Owner does not warrant or guarantee that the subsurface or other conditions, natural phenomena, existing pipes, or other structures encountered during construction will be the same as those indicated in the Contract Documents.

Contractor has familiarized himself with the nature and extent of the Contract Documents, work, locality, and with all local conditions and federal, state, and local laws, rules, ordinances, and regulations that in any manner may affect costs, progress, or performance of the work. Contractor has made, or has caused to be made, examinations, investigations, and tests and studies of such reports and related data in addition to those referred to in the paragraph above as he deems necessary for the performance of the work at the Contract Price, within the Contract Time, and in accordance with the other Terms and Conditions of the Contract Documents; and no additional examinations, tests, investigations, reports, and similar data are or will be required by the Contractor for such purposes.

Contractor has correlated the results of all such observations, examinations, investigations, tests, reports, and data with the Contract Documents. Contractor has given the Owner written notice of all conflicts, errors, or discrepancies that he has discovered in the Contract Documents, and the resolution thereof by the Owner is acceptable to the Contractor.

It is further agreed and understood that the Contractor shall not use or be entitled to use any of the information made available to him or obtained in any examination made by him in any manner as a basis of or ground for any claim or demand against the Owner, arising from or by reason of any variance which may exist between the information made available and the actual subsurface conditions or other conditions or structures actually encountered during the construction work, except as may otherwise be expressly provided for in the Contract Documents.

7. Project Architect or Engineer

There is not \_\_\_\_\_, There is X is a project architect-engineer for this project who is Jamie Reinhardt, of Hill Engineers Architects Planners. Except as otherwise indicated in the Contract Documents, the Architect/Engineer shall be a representative of the Owner and the Contractor shall direct all communications, questions and comments on the work and the performance thereof to the Architect/Engineer. Except as otherwise provided, the Architect/Engineer shall have all the authority of the Owner set forth in the Contract Documents. In general, the Architect/Engineer shall have the authority to review the performance of the work, reject work which is defective or otherwise does not comply with the Contract Documents and to order the Contractor to remedy defective work and take such actions which are necessary to make the work conform to the Contract Documents.

8. 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 27H, 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. Wage Request Number: 20190306-062

9. Payments to the Contractor

Within fifteen (15) days after receipt from the Contractor of a periodic estimate requesting payment of the amount due for the preceding month, the Owner shall have fifteen (15) days to make payment for:

- A. The work performed during the preceding month.
- B. The materials not incorporated in the Work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the Contractor has title, or to which a Subcontractor has title and has authorized the Contractor to transfer title to the Owner.
- C. Less the following retention items:
  - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor.
  - 2. A retention for direct payments to Subcontractors, if any, based on demands for same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws.
  - 3. A retention not exceeding five percent (5%) of the approved amount of the periodic payment.
- D. After the receipt of a periodic estimate requesting final payment and within sixty-five (65) days after the Contractor fully completes the Work, or substantially completes the Work so that the value of the Work remaining to be done is, on the estimate of the Owner, less than 1% of the original Contract Price, or substantially completes the Work and the Owner takes possession or occupancy, whichever occurs first, the Owner shall pay the Contractor the entire balance due on the Contract less:
  - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor and of the cost of completing the incomplete and unsatisfactory items of work.
  - 2. A retention for direct payments to Subcontractors, if any, based on demands of same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws, or based on the record of payments by the Contractor to the Subcontractors under this Contract if such record of payment indicates that the Contractor has not paid Subcontractors as provided in Section 39F of Chapter 30 of the General Laws.

If the Owner fails to make payment as herein provided, there shall be added to each such payment, daily interest at the rate of 3 percentage points above the rediscount rate than charged by the Federal Reserve Bank of Boston, commencing on the first day after said payment is due, and continuing until the payment is delivered or mailed to the Contractor; provided that no interest shall be due, in any event, on the amount of a periodic estimate for final payment until fifteen (15) days after receipt of such a periodic estimate by the Owner as provided in the first paragraph of this Article. The Contractor agrees to pay to each subcontractor a portion of any such interest paid in accordance with the amount due each subcontractor.

The Owner may make changes in any periodic estimate submitted by the Contractor and the payment due on said periodic estimate shall be computed in accordance with the changes so made, and such changes and any requirements for a corrected periodic estimate shall not affect the due date for the periodic payment or the date for the commencement of interest charges on the amount of the periodic payment computed in accordance with the changes made, as provided herein; provided further, that the Owner may, within seven (7) days after receipt, return to the Contractor for correction, any periodic estimate which is not in acceptable form or which contains computations not arithmetically correct, and in that event, the date of receipt of such periodic estimate shall be the date of receipt of the corrected periodic estimate in proper form and with arithmetically correct computations. The date of receipt of a periodic estimate received on a Saturday shall be the first working day thereafter.

E. Changes in the Work: No changes in the work covered by the approved Contract Documents shall be made without prior written approval of the Owner. Charges or credits for the work covered by the approved change shall be determined by one or more, or a combination of the following methods:

- (a) Unit bid prices previously approved.
- (b) An agreed lump sum.
- (c) The actual cost of:
  - (1) Labor.
  - (2) Materials entering permanently into the work.
  - (3) The ownership or rental cost of construction equipment during the time of use on the extra work.
  - (4) Power and consumable supplies for the operation of power equipment.
  - (5) Wages to be paid.

To the cost under (c) there shall be added a fixed fee to be agreed upon but not to exceed Ten percent (10%) of the actual cost of work. The fee shall be compensation to cover the cost of supervision, overhead, bond, profit and any other general expenses.

F. Claims for Additional Costs: If the Contractor wishes to make a claim for an increase in the Contract Sum, he shall give the Owner written notice thereof within twenty days after the occurrence of the event giving rise to such claim. This notice shall be given by the Contractor before proceeding to execute the Work, except in an emergency endangering life or property. No such claim shall be valid unless so made. Any change in the Contract Sum resulting from such claim shall be authorized by Change Order.

10. Final Payment, Effect

The acceptance of final payment by the Contractor shall constitute a waiver of all claims by the Contractor arising under the Agreement.

11. Contract Documents

The Contract Documents consist of the following, together with this Agreement:

- Invitation to Bid
- Instructions to Bidders
- This Contract Form
- Bid Form
- Labor & Materials Payment Bond
- Non-Collusion Certificate
- Tax Compliance Certificate
- Clerk's Certificate of Corporate Vote
- Certificate of Insurance
- General Conditions
- Supplementary General Conditions
- General Requirements
- Specifications and Addenda
- Contract Drawings
- Schedule of Prevailing Wages

12. Terms Required By Law

This Agreement shall be considered to include all terms required to be included in it by the Massachusetts General Laws, and all other laws, as though such terms were set forth in full herein.

13. Indemnification

The Contractor shall indemnify and hold harmless the Owner from and against any and all claims, damages, losses, and expenses, including attorney's fees, arising out of the performance of this Agreement when such claims, damages, losses, and expenses are caused, in

whole or in part, by the acts, errors, or omissions of the Contractor or his employees, agents, subcontractors or representatives.

14. Insurance

The Contractor shall purchase and maintain such insurance as will protect both the Owner and the Contractor from claims which may arise under the Agreement, including operations performed for the named insured by independent contractors and general inspection thereof by the named insured. In addition, the Contractor shall require its subcontractors to maintain such insurance. Coverage shall be 1,000,000.00 aggregate provided for:

- .1 claims under workers' or workmen's compensation, disability benefit and other applicable employee benefit acts;
- .2 claims for damages because of bodily injury, occupational sickness or disease, or death of Contractor's employees;
- .3 claims for damages because of bodily injury, sickness or disease, or death of any person other than Contractor's employees;
- .4 claims for damages insured by usual personal injury liability coverage which are sustained (1) by any person as a result of an offense directly or indirectly related to the employment of such person by the Contractor, or (2) by any other person;
- .5 claims for damages, including damages to the Work itself, because of injury to or destruction of tangible property, including loss of use resulting therefrom; and
- .6 claims for damages because of bodily injury or death of any person or property damage arising out of the ownership, maintenance or use of any motor vehicle.
- .7 claims involving contractual liability applicable to the Contractor's obligations

The limits of liability for coverage required under the preceding paragraph shall be as required by the Owner.

Except for Workmen's Compensation, all liability coverage shall name the Town of Longmeadow as an additional insured and shall provide for 30 days prior written notice to the Town of any modification or termination of coverage provided thereby. The Contractor shall provide the Owner with appropriate certificate(s) of insurance evidencing compliance with this provision prior to the commencement of any work under this Agreement.

15. Notice

All notices required to be given hereunder shall be in writing and delivered to, or mailed first class to, the parties' respective addresses stated above. In the event that immediate notice is

required, it may be given by telephone or facsimile, but shall, to the extent possible, be followed by notice in writing in the manner set forth above.

16. Termination

- A. Each party shall have the right to terminate this Agreement in the event of a failure of the other party to comply with the terms of the Agreement. Such termination shall be effective upon seven days' notice to the party in default and the failure within that time of said party to cure its default.
- B. The Owner shall have the right to terminate the Agreement without cause, upon ten (10) days' written notice to the Contractor. In the event that the Agreement is terminated pursuant to this subparagraph, the Contractor shall be reimbursed in accordance with the Contract Documents for all Work performed up to the termination date, and for all materials or equipment not incorporated in the Work, but delivered and suitably stored at the site. Payment for material or equipment stored at the site shall be conditioned upon submission by the Contractor of bills of sale or such other evidence as is satisfactory to Owner to establish the Owner's title to such material or equipment or otherwise protect the Owner's interests.

17. Miscellaneous

- A. Royalties and Patents: The Contractor shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall save the Owner harmless from loss on account thereof, except that the Owner shall be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified; but if the Contractor believes or has reason to believe that the design, process or product specified is an infringement of a patent, he shall be responsible for such loss unless he promptly gives such information to the Owner, and thereafter the Owner insists on the use of the design, process or products specified.
- B. Assignment: The Contractor shall not assign or transfer any of its rights, duties or obligations under this Agreement without the written approval of the Owner.
- C. Governing Law: This Agreement shall be governed by and construed in accordance with the law of the Commonwealth of Massachusetts.
- D. 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.

E. By its signature hereon, the Contractor certifies, under the pains and penalties of perjury, that it has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.