WESTCOMM

MGL 149, INVITATION FOR WRITTEN RESPONSES FOR GRATTAN STREET COMMUNICATIONS SHED MASONRY EXPANSION

August 15, 2019

CONTACT INFORMATION

QUESTIONS:

Town of Longmeadow
Purchasing Department

Attn: Chad Thompson, Procurement Manager

735 Longmeadow Street, Suite 101

Longmeadow, MA 01106 Phone: 413-565-4185 Fax: 413-565-4370

cthompson@longmeadow.org

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INVITATION FOR WRITTEN RESPONSES

GRATTAN STREET COMMUNICATIONS SHED MASONRY EXPANSION For WESTCOMM

WESTCOMM (Western Massachusetts Emergency Communications District), a regional communications center located in Chicopee, Massachusetts invites written responses from contractors for the supply and construction of a masonry expansion to a communications shed including electrical panel upgrade. Written Responses are subject to M.G.L. c.149. State prevailing wage rates as required by M.G.L. c. 149 §§26 to 27H inclusive. There is no bid conference. Interested bidders should contact cthompson@Longmeadow.org to schedule a site inspection request.

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

Written Responses will be received until 11:00am on Thursday, August 29, 2019, the written response submission deadline. Written Responses may be hand delivered, mailed, or emailed as identified below. Mailed, hand delivered, or emailed responses should be sent to: Town of Longmeadow, Purchasing Department, Attn: Chad Thompson, Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106. Email responses to: cthompson@longmeadow.org. Written responses may also be submitted to Erin Hastings, Executive Director of WESTCOMM at ehastings@longmeadow.org. There will not be a public bid opening. Late responses will be rejected.

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

INSTRUCTIONS TO RESPONDENT'S

ARTICLE 1 - RESPONDENT'S REPRESENTATION

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

ARTICLE 2 - OSHA CERTIFICATION

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

ARTICLE 3 - REQUESTS FOR INTERPRETATION

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

ARTICLE 4 - PREPARATION AND SUBMISSION OF WRITTEN RESPONSES

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

WRITTEN RESPONSE FOR:

- GRATTAN STREET COMMUNICATIONS SHED MASONRY EXPANSION.
- RESPONDENT'S NAME AND BUSINESS ADDRESS
- PHONE NUMBER & CONTACT PERSON WITH EMAIL ADDRESS
- 4.5 Date and time for receipt of Written Responses set forth in the Public Notification.
- 4.6 Timely delivery of a Written Response at the location designated shall be the full responsibility of the Respondents.

ARTICLE 5- WITHDRAWAL OF WRITTEN RESPONSES

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

ARTICLE 6 - CONTRACT AWARD

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

ARTICLE 7 - FORMS REQUIRED AT CONTRACT APPROVAL

- 7.1 Upon award, the Respondent shall complete the following forms to ensure prompt contract validation. These forms will be provided to the Contractor by Owner, and five (5) originals must be submitted.
 - .1 Owner/Contractor Agreement.
 - .2 Form of Corporate Vote (If Applicable) or LLC Certificate of Authorization (If Applicable)
 - .3 Certificate of Insurance
- 7.2 Insurance Certificates for the coverage required by Article 9 of the General Provisions must be submitted prior to contract validation.

END OF SECTION

FORM FOR WRITTEN RESPONSES

SUBMITTED BY:

TO THE AWARDING AUTHORITY:
The undersigned proposes to comply with all terms and conditions and furnish all labor and materials required to successfully complete the attached scope of work for the contract price specified below per the undersigned's written response incorporated herein by reference and attached hereto, subject to additions and deductions according to the terms of the specifications for the proposed contract price. Prices include material and installation labor as well as necessary equipment costs complete in place, along with any applicable taxes, supervision and delivery charges:
TOTAL PRICE: \$
(Numeric, Total Price)
(Total Price written in words, written words shall prevail in the event of a discrepancy)

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

Date: ______ Name of Respondent

By: _____ Signature + Title of person signing Written Response

Business Address

City, State, Zip

Phone Number

Email

contributions.

Pursuant to M.G.L. c.151A, §19A, the undersigned certifies under the penalties of perjury that, to the best of their knowledge and belief, said individual/corporation/company is in compliance with all laws of the Commonwealth relating to contributions and payments in lieu of

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

The	followi	ng pr	ovisio	ns sł	hall	constitute	an	Agre	eement	between	the	WES'	TCOM	M (West	tern
Mass	sachuset	ts Em	ergeno	y Co	omm	unications	Dist	rict),	acting	by and	throug	gh its	Execut	ive Direc	tor,
herei	nafter	refer	red t	o a	as '	"WESTCC	MM	[",	and _	VEND	<u>OR</u>	with	an	address	of
herei	nafter re	eferrec	d to as	"Co	ntrac	tor", effect	tive	as of	the				day	of 2019.	In
consi	ideration	of th	e mutu	ıal co	vena	ints contair	ned h	erein	, the pa	rties agre	ee as f	ollows	s:		

ARTICLE 1: SCOPE OF WORK:

The Contractor shall perform all work in accordance with the specifications contained in Attachment A- Scope of Services: Grattan Street Communications Shed Masonry Expansion

ARTICLE 2: TIME OF PERFORMANCE:

The contractor shall provide all supplies and services required within 60 calendar days of the Notice to Proceed date. If completion is not achieved by said date, the Contractor shall be liable to the WESTCOMM for liquidated damages in the amount of \$100.00 per calendar day.

ARTICLE 3: COMPENSATION:

The WESTCOMM shall pay the Contractor for the performance of the work outlined in Article 1 above, the contract sum of <u>TBD</u> in accordance with the provisions of the specifications, or as set forth in an attachment hereto in <u>Attachment B</u>, the price proposal.

ARTICLE 4: CONTRACT DOCUMENTS:

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

- 1. This Agreement.
- 2. Amendments, or other changes mutually agreed upon between the parties.
- 3. All attachments to the Agreement.

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

ARTICLE 5: CONTRACT TERMINATION:

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

- 1. Failure of the Contractor, for any reason, to fulfill in a timely and proper manner its obligations under this Agreement
- 2. Violation of any of the provisions of this Agreement by the Contractor.
- 3. A determination by the WESTCOMM that the Contractor has engaged in fraud, waste, mismanagement, misuse of funds,

or criminal activity with any funds provided by this Agreement.

ARTICLE 6: INDEMNIFICATION:

The Contractor shall, to the maximum extent permitted by law, indemnify and save harmless the WESTCOMM, its officers, agents and employees from and against any and all damages, liabilities, actions, suits, proceedings, claims, demands, losses, costs and expenses (including reasonable

attorneys' fees) that may arise out of or in connection with the work and/or service being performed or to be performed by the Contractor, its employees, agents, or subcontractors. The existence of insurance shall in no way limit the scope of this indemnification.

ARTICLE 7: AVAILABILITY OF FUNDS:

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

ARTICLE 8: APPLICABLE LAW:

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

ARTICLE 9: ASSIGNMENT:

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

ARTICLE 10: AMENDMENTS:

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

ARTICLE 11: INSURANCE:

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

General Liability

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

Automobile Liability

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

Workers' Compensation Insurance

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

ARTICLE 12: PREVAILING WAGE RATES

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

ARTICLE 13: SAFETY AND PROTECTION

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

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

ARTICLE 14: ENGINEER / ARCHITECT

The Project has a designated engineer: Yes__ or; No_ X_. If yes, the designated engineer is__ who is hereinafter called ENGINEER. ENGINEER will act as the WESTCOMM's representative, assuming all duties and responsibilities, rights and authority assigned to ENGINEER in the Contract Documents in connection with the completion of the Work in accordance with the Contract Documents.

ARTICLE 15: PROGRESS PAYMENTS

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

ARTICLE 16: CONTRACTO R'S REPRESE NTATIONS

CONTRACTOR makes the following representations:

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

TERMS AND CONDITIONS OF THE CONTRACT FOR CONSTRUCTION

1.0 GENERAL PROVISIONS

1.1 THE CONTRACT DOCUMENTS

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

1.2 THE WORK

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

2.0 OWNER

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

2.1 BIDDER

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

3.0 PROJECT FUNDING

The Work under this Contract is funded by WESTCOMM and subject to an appropriation.

4.0 CONTRACTOR

- 4.1 The Contractor is the person or entity identified as such throughout the Contract Documents as if singular in number. The term Contractor means the Contractor or its authorized representative.
- 4.2 The Contractor shall supervise and direct the Work, using the Contractor's best skill and attention. The Contractor shall be solely responsible for and have control over construction means, methods, techniques, sequences and procedures, and for coordinating all portions of the Work under the Contract.

4.3 SALES TAX EXEMPTION AND OTHER TAXES

- 4.3.1 To the extent that materials and supplies are used or incorporated in the performance of this Contract, the Contractor is considered an exempt purchaser under the Massachusetts Sales Act, Chapter 14 of the Acts of 1966.
- 4.3.2 The Contractor shall be responsible for paying all other taxes and tariffs of any sort, related to the work.

4.4 PERMITS, FEES, AND NOTICES

- 4.4.1 The Contractor shall secure and shall pay for any and all permits unless permit fees are waived. Permits issued by the City of Chicopee will be supplied to the contractor. The Contractor shall secure and pay for all licenses, and other fees required for the proper execution of the Work. The Contractor shall coordinate all efforts required to obtain these permits including having the permit issued in the name of the Contractor.
- 4.4.2 The Contractor shall comply with and give notices required by laws, ordinances, rules, regulations, and lawful orders of public authorities bearing on performance of the Work.
- 4.4.3 If the Contractor performs Work knowing it to be contrary to laws, statutes, ordinances, building codes, and rules and regulations without such notice to the Owner, the Contractor shall assume full responsibility for such Work and shall bear the attributable costs.

4.5 SAFETY REQUIREMENTS

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

4.6 PREVAILING WAGE RATES AND LABOR REGULATIONS

- 4.6.1 The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Commissioner of the Massachusetts Department of Labor Division of Occupational Safety. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract. Any questions relative to the applicability of any wage rate shall be directed to the Division of Occupational Safety.
- 4.6.2 Keep a legible copy of said schedule posted on the site at all times. Provide the Owner, on a weekly basis, and keep an on-site file of the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Owner, Architect or Engineer, or any agency having jurisdiction.
- 4.6.3 Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by MGL c149 § 34B, as amended. Such police officers shall be covered by Worker's Compensation Insurance and Employers Liability Insurance provided by the Contractor.
- 4.6.4 The Contractor shall not have any claim for extra compensation from the Owner if the actual wages paid to employees on the Contract exceeds the rates listed on the Schedule

4.6.5 WAGE RATE REPORTING

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

4.6.6 APPRENTICE REQUIREMENTS

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

4.6.7 EMPLOYEE OSHA SAFETY TRAINING

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

5.0 CONTRACT ADMINISTRATION

5.1 PRECONSTRUCTION CONFERENCE

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

5.2 REJECTION OF DEFECTIVE MATERIALS AND WORK

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

6.0 CHANGES

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

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

7.0 PAYMENTS

7.1 CONTRACT SUM

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

7.2 APPLICATIONS FOR PAYMENT

- 7.2.1 Once each month, on a date established at the beginning of the Work, the Contractor shall deliver to the Owner an itemized Application for Payment, supported by such data substantiating the Contractor's right to payment as the Owner may require, and reflecting a minimum of 5% retainage until the final acceptance and payment by the Owner.
- 7.2.2 . The Owner shall make payment to the Contractor within 30 days of receipt of said application, less any applicable retainage.
- 7.2.3 The Owner may make changes in any application for payment submitted by the Contractor for:
 - .1 Retention based on the value of its claims against the Contractor,
 - .2 Retention of 5% of the approved amount of the Application for Payment.

7.3 FINAL PAYMENT

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

8.0 GUARANTY AND WARRANTY

8.1 WARRANTY

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

8.2 GENERAL GUARANTY

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

9.0 INSURANCE REQUIREMENTS

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

9.1 WORKER'S COMPENSATION

Worker's Compensation: Coverage A Statutory Per M.G.L. c.149 §34 and c.152 as amended

Employer's liability: Coverage B up to \$ 500,000 each accident

\$ 500,000 disease per employee

\$ 500,000 disease policy

9.2 CONTRACTOR'S COMMERCIAL GENERAL LIABILITY

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

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

9.3 VEHICLE LIABILITY

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

Combined Single Limit

9.4 OWNER AS ADDITIONAL INSURED

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

9.5 CERTIFICATES OF INSURANCE, POLICIES

- 9.5.1 The Contractor shall not commence work on this Contract until proof of compliance with this article has been furnished to the Owner by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the Commonwealth. This certificate shall indicate that the Contractual Liability Coverage is in force.
- 9.5.2 The Contractor shall file the original with the Owner with ten (10) days of contract award. If the Owner is damaged by the Contractor's failure to maintain such insurance and to so notify the Owner, then the Contractor shall be responsible for all reasonable costs attributable thereto.
- 9.5.3 The Certificate Holder shall be WESTCOMM

9.6 CANCELLATION

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

10.0 INDEMNIFICATION

- 10.1 The Contractor shall take all responsibility for the Work and take all precautions for preventing injuries to persons and property in or about the Work and shall bear all losses resulting to or on account of the amount or character of the Work. The Contractor shall pay or cause payment to be made for all labor performed or furnished and for all materials used or employed in carrying out this Contract.
- 10.2 The Contractor shall assume the defense of, and indemnify and save harmless the Owner, the and its officers and agents from all claims:
 - .1 relating to labor performed or furnished and materials used or employed for the Work;
 - .2 to inventions, patents and patent rights used in and in doing the Work unless such patent infringement is due to a product or process specified by the Owner;
 - .3 to injuries to any person or corporation received or sustained by or from the Contractor and any employees, and subcontractors and employees, in doing the work, or in consequence of any improper materials, implements or labor used or employed therein;
 - .4 and to any act, omission or neglect of the Contractor and any employees therein.

11.0 MISCELLANEOUS REQUIREMENTS

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

11.2 CONFLICT OF INTEREST

The Contractor covenants, that:

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

12.0 TERMINATION

12.1 TERMINATION FOR CAUSE

- 12.1.1 The Owner may terminate this contract for cause if it determines that any of the following circumstances have occurred:
 - .1 The Contractor is adjudged bankrupt or has made a general assignment for the benefit of its creditors.
 - .2 A receiver has been appointed of the Contractor's property.
 - .3 All or a part of the Work has been abandoned.
 - .4 The Contractor has sublet or assigned all or any portion of the Work, the Contract, or claims thereunder, without the prior written consent of the Owner, except as provided in the Contract Documents.
 - .5 The Owner has determined that the rate of progress required on the project is not being met.
 - .6 The Contractor has substantially violated any provisions of this Contract.
- 12.1.3 The Owner may complete the work, or any part thereof, and charge its expense of so completing the work or part thereof, to the Contractor.
- 12.1.4 The Owner may take possession of and use any materials, machinery, implements and tools found upon the site of said Work. The Owner shall not be liable for any depreciation, loss or damage to said materials, machinery, implements or tools during said use and the Contractor shall be solely responsible for their removal from the Project site after the Owner has no further use for them.

12.2 TERMINATION - NO FAULT

- 12.2.1 In the event that this Contract is terminated by the Owner, prior to the completion of construction and termination is not based on a reason listed in Paragraph 12.1, the Contractor shall be compensated for its costs incurred, including reasonable costs of de-mobilization, calculated on a percent completion basis covering the period of time between the last approved application for payment and the date of termination.
- 12.2.2 Payment by the Owner pursuant to Subparagraph 12.1.1 shall be considered to fully compensate the Contractor for all claims and expenses and those of any consultants, subcontractors, and suppliers, directly or indirectly attributable to the termination, including any claims for lost profits.

END OF GENERAL CONDITIONS

GENERAL REQUIREMENTS-SPECIFICATIONS

GENERAL SCOPE OF THE WORK

1.3 TIME OF COMPLETION

The Work shall be commenced at the time stated in the Owner's Notice to Proceed and shall be completed within **sixty (60) consecutive calendar days** thereafter.

1.4 FINAL ACCEPTANCE/WARRANTY

The work of the project shall be guaranteed for one year following the final acceptance date of the project.

1.5 REFERENCES AND PRIOR INSTALLTIONS

A. In addition to any provisions of the General Conditions, the Contractor will be selected based on the lowest base bid and upon demonstrating successful completion of the following criteria:

All respondents must provide a complete reference list of projects and shall have successfully completed work similar to the work required by this Request for Written Responses. Installation of NO LESS than three (3) well installations Poor references may be a basis for determining a respondent not to be the lowest eligible and responsive respondent.

Contractor must have all licenses required for the performance of the Work.

1.6 PREVAILING WAGE RATES AND OSHA SAFETY TRAINING

- A Respondents shall include in their written response wages calculated from the Prevailing Wage Rate Schedule established by the Massachusetts Department of Labor and Workforce Development and subject to M.G.L. c.149 §26 to 27H inclusive. A list of the prevailing wage rates for this project can be found at the end of this section.
- **B** The Contractor shall certify that all employees working on this project have successfully completed a 10 Hour Safety and Health Training Course approved by the United State Occupational Health and Safety Administration (OSHA). This certification must be submitted with the payroll certifications require by paragraph A above.

1.7 CONDUCT OF THE WORK

- **A.** Existing Buildings. All units will be occupied during construction. The Contractor shall take all necessary precautions to ensure the public safety and convenience of the occupants during construction.
- **B.** Unless specifically authorized by the Owner, the Work must be conducted between the hours of **7:00 A.M. and 3:30 P.M. on Monday through Friday**. No work is to be done on holidays, Saturdays, or Sundays other than for emergencies.

1.8 SHUTDOWN OF SERVICES

The Contractor's attention is especially called to the fact that the continuous operation of services for this building is mandatory. If the building is to be left without heat, hot water, domestic water, electricity, gas, sanitary facilities, or any other services for more than an eight (8)-hour period, the Contractor shall submit a letter and obtain written authority from the Owner before proceeding.

If such a shutdown is unacceptable to the Owner, the Contractor shall make, and pay for, alternative arrangements to insure that services are provided.

1.9 PROTECTION AND ACCESS

- **A.** The Contractor shall, at all times, leave an unobstructed way along walks and roadways, and shall maintain barriers and lights for the protection of all persons and property in all locations where materials are stored or work is in progress.
- **B.** The Contract shall take special measures to protect the occupants from noise, dust, and other disturbances.
- **A.** The Contractor shall take necessary precautions to insure against fire during construction. The Contractor shall be responsible to insure that the area within the contract limits is kept orderly and clean and that combustible rubbish and construction debris is promptly removed from the site.
- **B.** Contractor shall take necessary measures to protect <u>all</u> existing surfaces to remain during performance of the Work.

1.10 TEMPORARY FACILITIES

- **A.** Temporary Water The Contractor may make use of the water available at the site for construction purposes.
- C. Temporary Electricity The Contractor may make use of the electricity available at the site, metered and paid for by the Owner, provided that the Contractor shall supply the proper adapters and extension cords. Where heavy duty electric equipment drawing a current in excess of 15 amps is involved, the Contractor shall provide temporary electric work to supply this power.

1.11 CLEANING UP

- **A.** Conduct cleaning and disposal operations to comply with all Federal, State, and local laws, ordinances, and regulations.
- **B.** Provide on-site containers for collection of waste materials and rubbish, to be located with the approval of the Owner.
- **C.** At the end of each day's work, remove, and legally dispose, all waste materials and rubbish from the site.

1.12 DEMONSTRATION

A. Contractor shall provide WESTCOMM personnel (end users) a minimum of one hour of hands-on demonstration and operation of the system once installed and prior to use.

11.0 MISCELLANEOUS REQUIREMENTS

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

11.2 CONFLICT OF INTEREST

The Contractor covenants, that:

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

.3 no partner or employee of the firm is related by blood or marriage to any Board Member or employee of the Awarding Authority."

12.0 TERMINATION

12.1 TERMINATION FOR CAUSE

- 12.1.1 The Owner may terminate this contract for cause if it determines that any of the following circumstances have occurred:
 - .1 The Contractor is adjudged bankrupt or has made a general assignment for the benefit of its creditors.
 - .2 A receiver has been appointed of the Contractor's property.
 - .3 All or a part of the Work has been abandoned.
 - .4 The Contractor has sublet or assigned all or any portion of the Work, the Contract, or claims thereunder, without the prior written consent of the Owner, except as provided in the Contract Documents.
 - .5 The Owner has determined that the rate of progress required on the project is not being met.
 - .6 The Contractor has substantially violated any provisions of this Contract.
- 12.1.3 The Owner may complete the work, or any part thereof, and charge its expense of so completing the work or part thereof, to the Contractor.
- 12.1.4 The Owner may take possession of and use any materials, machinery, implements and tools found upon the site of said Work. The Owner shall not be liable for any depreciation, loss or damage to said materials, machinery, implements or tools during said use and the Contractor shall be solely responsible for their removal from the Project site after the Owner has no further use for them.

12.2 TERMINATION - NO FAULT

- 12.2.1 In the event that this Contract is terminated by the Owner, prior to the completion of construction and termination is not based on a reason listed in Paragraph 12.1, the Contractor shall be compensated for its costs incurred, including reasonable costs of de-mobilization, calculated on a percent completion basis covering the period of time between the last approved application for payment and the date of termination.
- 12.2.2 Payment by the Owner pursuant to Subparagraph 12.1.1 shall be considered to fully compensate the Contractor for all claims and expenses and those of any consultants, subcontractors, and suppliers, directly or indirectly attributable to the termination, including any claims for lost profits.

END OF GENERAL CONDITIONS

GENERAL REQUIREMENTS-SPECIFICATIONS

GENERAL SCOPE OF THE WORK

1. Materials and Equipment

A. Acceptable Manufacturers: Plymovent, Car-Mon and Monoxivent or pre-response approved equal.

Respondent must submit an approved equal request including the following information on its official stationery **no later than 5 business days in advance of the Bid Submission Deadline**:

Respondent's Name Written Response Section:

Page

City's Specification Requirement:

Approved Equal:

Respondent's signature/date:

*Attach additional information and/or test results.

WESTCOMM shall respond with "Approved", "Denied", or other response via Addendum to the Request for Written Responses issued no later than three (3) business days in advance of the Bid Submission Deadline.

B. "OR EQUAL" SUBMISSIONS/SUBSTITUTIONS

Except where a product has been specified as a proprietary material, the words "or equal" are understood to follow the name of any maker, vendor, or product specified to be used in the Contract Documents.

To determine if the materials or articles proposed by the Contractor are equal to those specified, the City shall determine whether the materials or articles proposed are at least equal in quality, durability, appearance, strength and design to the material or articles named or described, and will perform at least equally the functions imposed by the design. See M.G.L. c.30, § 39M.

The Contractor shall be responsible for providing the City with any information and test results the City reasonably requires to determine if a material is equal to a material named or described in the Contract Documents. The City in its sole discretion shall determine if a material is equal and its determination shall be final.

- **C.** Unless otherwise provided in the Contract Documents, the Contractor shall provide and pay for materials, equipment, tools, construction equipment and machinery, transportation, and other facilities and services necessary for property execution and completion of the Work, whether temporary or permanent and whether or not incorporated or to be incorporated in the Work.
- **D.** Materials and Equipment to be installed as part of the Contract (both or either of which are hereinafter referred to as "Materials") shall be new, unused, of recent manufacture, assembled, and used in accordance with the best installation/construction practices.

- **4.** Installation work shall include all work included in the specifications unless specifically indicated not to be done.
- **5.** Work outside the Project Site as called for in the Contract Documents and as required for the performance of the Work.
- 6. Providing and restoring, where appropriate, all temporary facilities.

1.3 TIME OF COMPLETION

The Work shall be commenced at the time stated in the Owner's Notice to Proceed and shall be completed within **sixty (60) consecutive calendar days** thereafter.

1.5 REFERENCES AND PRIOR INSTALLTIONS

A. In addition to any provisions of the General Conditions, the Contractor will be selected based on the lowest base bid and upon demonstrating successful completion of the following criteria:

All respondents must provide a complete reference list of projects and shall have successfully completed work similar to the work required by this Request for Written Responses. Installation of NO LESS than two (2) installations similar in size or greater, and scope to the Work required. Poor references may be a basis for determining a respondent not to be the lowest eligible and responsive respondent.

Contractor must have all licenses required for the performance of the Work.

1.6 PREVAILING WAGE RATES AND OSHA SAFETY TRAINING

- A Respondents shall include in their written response wages calculated from the Prevailing Wage Rate Schedule established by the Massachusetts Department of Labor and Workforce Development and subject to M.G.L. c.149 §26 to 27H inclusive. A list of the prevailing wage rates for this project can be found at the end of this section.
- **B** The Contractor shall certify that all employees working on this project have successfully completed a 10 Hour Safety and Health Training Course approved by the United State Occupational Health and Safety Administration (OSHA). This certification must be submitted with the payroll certifications require by paragraph A above.

1.7 CONDUCT OF THE WORK

- **A.** Existing Buildings. All units will be occupied during construction. The Contractor shall take all necessary precautions to ensure the public safety and convenience of the occupants during construction.
- **B.** Unless specifically authorized by the Owner, the Work must be conducted between the hours of **7:00 A.M. and 3:30 P.M. on Monday through Friday**, or time agreed upon with the WESTCOMM executive director. No work is to be done on holidays, Saturdays, or Sundays other than for emergencies.

1.8 PROTECTION AND ACCESS

A. The Contractor shall, at all times, leave an unobstructed way along walks and roadways, and shall maintain barriers and lights for the protection of all persons and property in all locations where materials are stored or work is in progress.

- **B.** The Contract shall take special measures to protect the occupants from noise, dust, and other disturbances.
- **A.** The Contractor shall take necessary precautions to insure against fire during construction. The Contractor shall be responsible to insure that the area within the contract limits is kept orderly and clean and that combustible rubbish and construction debris is promptly removed from the site.
- **B.** Contractor shall take necessary measures to protect <u>all</u> existing surfaces to remain, especially the <u>roof</u>, during performance of the Work.

1.10 TEMPORARY FACILITIES

- **A.** Temporary Water The Contractor may make use of the water available at the site for construction purposes.
- **B.** Temporary Electricity The Contractor may make use of the electricity available at the site, metered and paid for by the Owner, provided that the Contractor shall supply the proper adapters and extension cords. Where heavy duty electric equipment drawing a current in excess of 15 amps is involved, the Contractor shall provide temporary electric work to supply this power.

1.11 CLEANING UP

- **A.** Conduct cleaning and disposal operations to comply with all Federal, State, and local laws, ordinances, and regulations.
- **B.** Provide on-site containers for collection of waste materials and rubbish, to be located with the approval of the Owner.
- **C.** At the end of each day's work, remove, and legally dispose, all waste materials and rubbish from the site.

1.12 SUBMITTALS

- **A.** For systems, equipment, and components specified herein, submit product/material data; shop drawings; operation and maintenance data; as-constructed data; installation, startup, and testing manuals; operation and maintenance manuals; and as-constructed drawings.
 - **1.** Shop Drawings: Include details of construction and dimensions.
 - 2. Product Data: Include performance data.

1.13 DEMONSTRATION

A. Contractor shall provide the City personnel (end users) a minimum of one hour of hands-on demonstration and operation of the system once installed and prior to use.

PREVAILING WAGE RATES



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

Prevailing Wage Rates

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

ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

Western Mass Emergency Communications District

Contract Number:

City/Town: CHICOPEE

Description of Work:

WESTCOMM COMMUNICATIONS SHED - CONSTRUCT A MASONRY ADDITION TO A

COMMUNICATIONS SHED. NEW ELECTRICAL SERVICE PANEL.

Job Location: GRATTAN ST COMMUNICATIONS SHED, CHICOPEE, MA

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

Issue Date: 08/12/2019 **Wage Request Number:** 20190812-056

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$59.43
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	08/01/2019	\$34.44	\$12.41	\$12.70	\$0.00	\$59.55
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
PILE DRIVER LOCAL 56 (ZONE 3)	00/01/2017	\$102.76	Φ2.20	Ψ21.13	ψ0.00	\$155.65
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	06/03/2019	\$32.25	\$7.85	\$14.22	\$0.00	\$54.32
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$33.06	\$7.85	\$14.22	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
EADORERS - ZOIVE J (HEAVI & HIGHWAI)	12/01/2019	\$33.04	\$7.85	\$12.18	\$0.00	\$53.07
	06/01/2020	\$33.85	\$7.85	\$12.18	\$0.00	\$53.88
	12/01/2020	\$34.66	\$7.85	\$12.18	\$0.00	\$54.69
	06/01/2021	\$35.50	\$7.85	\$12.18	\$0.00	\$55.53
	12/01/2021	\$36.33	\$7.85	\$12.18	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	06/01/2019	\$32.76	\$12.50	\$8.00	\$0.00	\$53.26
(6. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	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	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
	06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
	12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
	06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
BACKHOE/FRONT-END LOADER OPERATOR	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 3 (BUILDING & SITE)	06/03/2019	\$32.25	\$7.85	\$14.22	\$0.00	\$54.32
LABORERS - ZOIVE 5 (BUILDING & SITE)	12/02/2019	\$33.06	\$7.85	\$14.22	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$33.04	\$7.85	\$12.18	\$0.00	\$53.07
	06/01/2020	\$33.85	\$7.85	\$12.18	\$0.00	\$53.88
	12/01/2020	\$34.66	\$7.85	\$12.18	\$0.00	\$54.69
	06/01/2021	\$35.50	\$7.85	\$12.18	\$0.00	\$55.53
	12/01/2021	\$36.33	\$7.85	\$12.18	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

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Apprentice - BOILERMAKER - Local 29

Eff	fective Date -	01/01/2019				Supplemental		
Ste			Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
1	65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.0	55
2	65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.0	55
3	70		\$31.30	\$7.07	\$12.40	\$0.00	\$50.	77
4	75		\$33.53	\$7.07	\$13.30	\$0.00	\$53.9	90
5	80		\$35.77	\$7.07	\$14.18	\$0.00	\$57.0	02
6	85		\$38.00	\$7.07	\$15.07	\$0.00	\$60.	14
7	90		\$40.24	\$7.07	\$15.95	\$0.00	\$63.2	26
8	95		\$42.47	\$7.07	\$16.84	\$0.00	\$66.3	38
Eff Ste	fective Date -	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ite
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	\$51.9	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	\$67.9	96
No	tes:							
Ap	prentice to Jo	ourneyworker Ratio:1:4						-
		ASONRY (INCL. MASONRY	08/01/2019	\$42.81	\$10.75	\$19.41	\$0.00	\$72.97
ΓERPROOFIN KLAYERS LOCAL :	*	/PITTSFIFI D)	02/01/2020			\$19.41	\$0.00	\$73.52
LATTERD LOCAL .	O KINGPIELD/	TITISI ILLED)	08/01/2020	\$44.71	\$10.75	\$19.56	\$0.00	\$75.02
			02/01/2021	\$45.26	\$10.75	\$19.56	\$0.00	\$75.57
			08/01/2021	\$46.66	\$10.75	\$19.72	\$0.00	\$77.13
			02/01/2022	\$47.19	\$10.75	\$19.72	\$0.00	\$77.66

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

	Effective Date -	08/01/2019				Supplemental		
-	Step percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 50		\$21.41	\$10.75	\$19.41	\$0.00	\$51.57	
	2 60		\$25.69	\$10.75	\$19.41	\$0.00	\$55.85	
	3 70		\$29.97	\$10.75	\$19.41	\$0.00	\$60.13	
	4 80		\$34.25	\$10.75	\$19.41	\$0.00	\$64.41	
	5 90		\$38.53	\$10.75	\$19.41	\$0.00	\$68.69	
	Effective Date - Step percent	02/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1 50		\$21.68	\$10.75	\$19.41	\$0.00	\$51.84	
	2 60		\$26.02	\$10.75	\$19.41	\$0.00	\$56.18	
	3 70		\$30.35	\$10.75	\$19.41	\$0.00	\$60.51	
	4 80		\$34.69	\$10.75	\$19.41	\$0.00	\$64.85	
	5 90		\$39.02	\$10.75	\$19.41	\$0.00	\$69.18	
	Notes:							
		ourneyworker Ratio:1:5				***		
BULLDUZER/P		TREE SHREDDER CLAM SHELL <i>operating</i>	06/01/2019		\$11.69	\$14.08	\$0.00	\$60.82
ENGINEERS LOCAL For apprentice ra	. 98	OPERATING ENGINEERS"	12/01/2019	9 \$35.65	\$11.69	\$14.35	\$0.00	\$61.69
	NDERPINNING E		06/01/2019	9 \$40.25	\$7.85	\$16.05	\$0.00	\$64.15
LABORERS - FOUNI	DATION AND MARIN	l'E	12/01/2019	\$41.25	\$7.85	\$16.05	\$0.00	\$65.15
			06/01/2020	\$42.24	\$7.85	\$16.05	\$0.00	\$66.14
			12/01/2020	\$43.22	\$7.85	\$16.05	\$0.00	\$67.12
			06/01/2021	\$44.24	\$7.85	\$16.05	\$0.00	\$68.14
		I A DODED!	12/01/2021	\$45.25	\$7.85	\$16.05	\$0.00	\$69.15
	ates see "Apprentice- l NDERPINNING I		06/01/2016	, ¢20.10	\$7.05	\$16.05	\$0.00	
	DATION AND MARIN		06/01/2019		\$7.85 \$7.85	\$16.05	\$0.00	\$63.00 \$64.00
			12/01/2019 06/01/2020		\$7.85 \$7.85	\$16.05	\$0.00	\$64.99
			12/01/2020		\$7.85 \$7.85	\$16.05	\$0.00	\$65.97
			06/01/2021		\$7.85	\$16.05	\$0.00	\$66.99
			12/01/2021		\$7.85	\$16.05	\$0.00	\$68.00
For apprentice ra	ates see "Apprentice- l	LABORER"		Ψ11.10			· 	
	NDERPINNING T		06/01/2019	9 \$39.10	\$7.85	\$16.05	\$0.00	\$63.00
LABOKERS - FOUNI	DATION AND MARIN	I.E.	12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.00
			06/01/2020	\$41.09	\$7.85	\$16.05	\$0.00	\$64.99
			12/01/2020	\$42.07	\$7.85	\$16.05	\$0.00	\$65.97
			06/01/2021	\$43.09	\$7.85	\$16.05	\$0.00	\$66.99
For apprentice ra	ates see "Apprentice- l	LABORER"	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
-FF	FF							
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
For apprentice rates see "Apprentice- LABORER"	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
CARPENTER CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

Apprentice -	CARPENTER - Local 108 Hampden Hampshire Franklin
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Effecti	ve Date -	03/04/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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:							
		red After 10/1/17; 45/45/55 \$25.93/ 3&4 \$30.77/ 5&6					
Appre	ntice to Joi	urneyworker Ratio:1:5					

CARPENTER WOOD FRAME	04/01/2019	\$23.10	\$7.07	\$7.86	\$0.00	\$38.03
CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42

All Aspects of New Wood Frame Work

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CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

Pension

\$17.64

\$17.64

\$12.70

\$12.70

\$0.62

\$0.62

\$71.42

\$72.90

Step	ive Date - 04/01/2019 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
Effecti Step	ive Date - 10/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.09	\$7.07	\$0.00	\$0.00	\$21.16
2	60	\$14.09	\$7.07	\$0.00	\$0.00	\$21.16
3	65	\$15.27	\$7.07	\$7.86	\$0.00	\$30.20
4	70	\$16.44	\$7.07	\$7.86	\$0.00	\$31.37
5	75	\$17.62	\$7.07	\$7.86	\$0.00	\$32.55
6	80	\$18.79	\$7.07	\$7.86	\$0.00	\$33.72
7	85	\$19.97	\$7.07	\$7.86	\$0.00	\$34.90
8	90	\$21.14	\$7.07	\$7.86	\$0.00	\$36.07
Notes:						
İ		/17; 45/45/55/55/70/70/80/80 24.53/ 5&6 \$31.10/ 7&8 \$33.41				

07/01/2019

01/01/2020

\$40.46

\$41.94

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Pension

CHAIN SAW OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2019	\$38.55	\$11.69	\$14.08	\$0.00	\$64.32
OFERATING ENGINEERS LOCAL 90	12/01/2019	\$39.15	\$11.69	\$14.35	\$0.00	\$65.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
FAINTERS LOCAL 33 - ZOIVE 3	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

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Apprentice - PAINTER Local 35 - BRIDGES/TANKS 07/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$25.33 \$8.20 \$0.00 \$0.00 \$33.53 2 55 \$27.86 \$8.20 \$5.78 \$0.00 \$41.84 3 60 \$30.40 \$0.00 \$8.20 \$6.30 \$44.90 4 65 \$32.93 \$8.20 \$6.83 \$0.00 \$47.96 5 70 \$35.46 \$8.20 \$18.30 \$0.00 \$61.96 6 75 \$38.00 \$8.20 \$18.83 \$0.00 \$65.03 7 80 \$40.53 \$8.20 \$19.35 \$0.00 \$68.08 8 90 \$45.59 \$8.20 \$20.40 \$0.00 \$74.19 01/01/2020 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 50 \$25.48 \$33.68 \$8.20 \$0.00 \$0.00 2 55 \$5.94 \$0.00 \$28.03 \$8.20 \$42.17 3 60 \$30.58 \$0.00 \$8.20 \$6.48 \$45.26 4 65 \$33.12 \$8.20 \$7.02 \$0.00 \$48.34 5 70 \$35.67 \$8.20 \$18.51 \$0.00 \$62.38 6 75 \$38.22 \$8.20 \$19.05 \$0.00 \$65.47 7 80 \$40.77 \$8.20 \$19.59 \$0.00 \$68.56 8 90 \$45.86 \$8.20 \$20.67 \$0.00 \$74.73 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 DEMO: ADZEMAN \$15.85 \$0.00 06/01/2019 \$39.30 \$7.85 \$63.00 LABORERS - ZONE 3 (BUILDING & SITE) \$15.85 12/01/2019 \$40.30 \$7.85 \$0.00 \$64.00 For apprentice rates see "Apprentice- LABORER" DEMO: BACKHOE/LOADER/HAMMER OPERATOR 06/01/2019 \$15.85 \$0.00 \$64.00 \$40.30 \$7.85 LABORERS - ZONE 3 (BUILDING & SITE) 12/01/2019 \$15.85 \$0.00 \$65.00 \$41.30 \$7.85 For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS 06/01/2019 \$15.85 \$0.00 \$40.05 \$7.85 \$63.75 LABORERS - ZONE 3 (BUILDING & SITE) \$15.85 \$0.00 12/01/2019 \$41.05 \$7.85 \$64.75 For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER \$0.00 06/01/2019 \$40.30 \$7.85 \$15.85 \$64.00 LABORERS - ZONE 3 (BUILDING & SITE) 12/01/2019 \$41.30 \$7.85 \$15.85 \$0.00 \$65.00 For apprentice rates see "Apprentice- LABORER" DEMO: JACKHAMMER OPERATOR 06/01/2019 \$40.05 \$7.85 \$15.85 \$0.00 \$63.75 LABORERS - ZONE 3 (BUILDING & SITE) 12/01/2019 \$41.05 \$7.85 \$15.85 \$0.00 \$64.75 For apprentice rates see "Apprentice- LABORER" DEMO: WRECKING LABORER 06/01/2019 \$39.30 \$7.85 \$15.85 \$0.00 \$63.00 LABORERS - ZONE 3 (BUILDING & SITE) 12/01/2019 \$40.30 \$7.85 \$15.85 \$0.00 \$64.00 For apprentice rates see "Apprentice- LABORER"

Classification			Effective Da	te Base Wag	e Health		Supplemental Unemployment	Total Rate
DIVER PILE DRIVER LOC	741.56 (7)	ONE 2)	08/01/2019	9 \$68.52	\$9.90	\$21.15	\$0.00	\$99.57
	,	"Apprentice- PILE DRIVER"						
DIVER TENDI		Applenace- FILE DRIVER	00/01/2016	0 #40.04	Φ0.00	¢01.15	\$0.00	Ф 7 0.00
PILE DRIVER LOC		ONE 3)	08/01/2019	9 \$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice	rates see	"Apprentice- PILE DRIVER"						
DIVER TENDI PILE DRIVER LOC			08/01/2019	9 \$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice	rates see	"Apprentice- PILE DRIVER"						
DIVER/SLURF Pile driver loc	,	,	08/01/2019	9 \$102.78	8 \$9.90	\$21.15	\$0.00	\$133.83
For apprentice	rates see	"Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7		06/30/2019	9 \$42.66	\$10.75	\$12.33	\$0.00	\$65.74	
			12/29/2019	9 \$43.41	\$11.00	\$12.60	\$0.00	\$67.01
	Effect Step	ive Date - 06/30/2019 percent A	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	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 15	00 hrs.					
	Appro	entice to Journeyworker Ratio:2:3****					'	
ELEVATOR C			01/01/2019	9 \$53.11	\$15.58	\$17.51	\$0.00	\$86.20
ELEVATOR CONST	EVATOR CONSTRUCTORS LOCAL 41		01/01/2020	954.85	\$15.73	\$18.41	\$0.00	\$88 99

01/01/2020

01/01/2021

01/01/2022

\$54.85

\$56.69

\$58.62

\$15.73

\$15.88

\$16.03

\$18.41

\$19.31

\$20.21

\$0.00

\$0.00

\$0.00

\$88.99

\$91.88

\$94.86

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Apprentice - ELEVATOR CONSTRUCTOR - Local 41 **Effective Date -**01/01/2019 Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 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 Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 50 \$27.43 \$0.00 \$15.73 \$0.00 \$43.16 2 55 \$18.41 \$0.00 \$30.17 \$15.73 \$64.31 3 65 \$35.65 \$15.73 \$18.41 \$0.00 \$69.79 4 70 \$38.40 \$18.41 \$0.00 \$15.73 \$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 01/01/2019 \$17.51 \$0.00 \$70.27 \$37.18 \$15.58 ELEVATOR CONSTRUCTORS LOCAL 41 01/01/2020 \$38.40 \$15.73 \$18.41 \$0.00 \$72.54 \$15.88 \$19.31 01/01/2021 \$39.68 \$0.00 \$74.87 01/01/2022 \$20.21 \$0.00 \$41.03 \$16.03 \$77.27 For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) 06/01/2019 \$31.75 \$7.85 \$12.18 \$0.00 \$51.78 LABORERS - ZONE 3 (HEAVY & HIGHWAY) 12/01/2019 \$12.18 \$0.00 \$32.54 \$7.85 \$52.57 06/01/2020 \$7.85 \$12.18 \$0.00 \$33.35 \$53.38 \$12.18 \$0.00 12/01/2020 \$34.16 \$7.85 \$54.19 06/01/2021 \$12.18 \$0.00 \$55.03 \$35.00 \$7.85 12/01/2021 \$35.83 \$12.18 \$0.00 \$7.85 \$55.86 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY 06/01/1999 \$18.84 \$4.80 \$4.10 \$0.00 \$27.74 OPERATING ENGINEERS LOCAL 98 FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY \$4.10 06/01/1999 \$21.33 \$4.80 \$0.00 \$30.23 OPERATING ENGINEERS LOCAL 98 FIELD ENG.SURVEY CHIEF-BLDG, SITE, HVY/HWY \$4.10 \$0.00 06/01/1999 \$22.33 \$4.80 \$31.23 OPERATING ENGINEERS LOCAL 98 FIRE ALARM INSTALLER 06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74 ELECTRICIANS LOCAL 7 12/29/2019 \$43.41 \$11.00 \$12.60 \$0.00 \$67.01 For apprentice rates see "Apprentice- ELECTRICIAN" FIRE ALARM REPAIR / MAINTENANCE 06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74 / COMMISSIONING ELECTRICIANS \$12.60 \$0.00 12/29/2019 \$43.41 \$11.00 \$67.01 LOCAL 7 For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"

	Effecti	ve Date -	06/01/2019	Local 98 Class 3			0 1 41		
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$20.71	\$11.69	\$14.08	\$0.00	\$46.48	
	2	70		\$24.16	\$11.69	\$14.08	\$0.00	\$49.93	
	3	80		\$27.62	\$11.69	\$14.08	\$0.00	\$53.39	
	4	90		\$31.07	\$11.69	\$14.08	\$0.00	\$56.84	
	Effecti	ve Date -	12/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$21.07	\$11.69	\$14.35	\$0.00	\$47.11	
	2	70		\$24.58	\$11.69	\$14.35	\$0.00	\$50.62	
	3	80		\$28.10	\$11.69	\$14.35	\$0.00	\$54.14	
	4	90		\$31.61	\$11.69	\$14.35	\$0.00	\$57.65	
	Notes:								
		Steps 1-2	are 1000 hrs.; Steps 3-4 are	2000 hrs.					
	Appre	ntice to Jo	urneyworker Ratio:1:6						
			Y & HIGHWAY)	06/01/2019	\$22.50	\$7.85	\$12.18	\$0.00	\$42.53
RERS - ZONE	3 (HEAV	Y & HIGHWA	1)	12/01/2019	\$23.50	\$7.85	\$12.18	\$0.00	\$43.53
				06/01/2020	\$23.50	\$7.85	\$12.18	\$0.00	\$43.53
				12/01/2020	\$24.50	\$7.85	\$12.18	\$0.00	\$44.53
				06/01/2021	\$24.50	\$7.85	\$12.18	\$0.00	\$44.53
				12/01/202	\$24.50	\$7.85	\$12.18	\$0.00	\$44.53
	, ,	Ammunting I	ABORER (Heavy and Highway)						

Effective Date

06/01/2019

12/01/2019

Base Wage

\$34.52

\$35.12

Health

\$11.69

\$11.69

Pension

\$14.08

\$14.35

Classification

OPERATING ENGINEERS LOCAL 98

FIREMAN

Supplemental

\$0.00

\$0.00

Unemployment

Total Rate

\$60.29

\$61.16

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ealth Pension Supplemental Tot Unemployment

Total Rate

	Apprentice - FLOORCOVERER - Local 2168 Zone III								
	Effecti Step	percent 03/01/20		rentice 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:	·	:/45/55/55/70/70/80/80 &4 \$28.84/ 5&6 \$43.39						
	Appre	ntice to Journeywor	ker Ratio:1:1						
FORK LIFT	FORK LIFT			06/01/2019	\$34.74	\$11.69	\$14.08	\$0.00	\$60.51
OPERATING ENGL	NEERS LO	OCAL 98		12/01/2019	\$35.34	\$11.69	\$14.35	\$0.00	\$61.38
For apprentice	rates see '	'Apprentice- OPERATING	ENGINEERS"						
GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98			06/01/2019	\$31.29	\$11.69	\$14.08	\$0.00	\$57.06	
			12/01/2019	\$31.89	\$11.69	\$14.35	\$0.00	\$57.93	
For apprentice	rates see '	'Apprentice- OPERATING	ENGINEERS"						
,	ASS PL	ANK/AIR BARRIER	/INTERIOR	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
SYSTEMS) GLAZIERS LOCAL	1333			06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

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Total Rate

Apprentice - GLAZIER - Local 1333

Pension

	Effecti	ve Date - 06/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	Effecti	ve Date - 06/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19	
	2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64	
	3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74	
	4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19	
	5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34	
	6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78	
	7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53	
	8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:3						
		G MACHINE/DERRICK	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
OPERATING ENG	INEERS LC	JCAL 98	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
		Apprentice- OPERATING ENGINEERS"						
HVAC (DUCT Sheetmetal wo	,	OCAL 63	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
		Apprentice- SHEET METAL WORKER"	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
HVAC (ELEC			06/30/2019	9 \$42.66	\$10.75	\$12.33	\$0.00	\$65.74
ELECTRICIANS LO	OCAL 7		12/29/2019		\$11.00	\$12.60	\$0.00	\$67.01
For apprentice	rates see "	Apprentice- ELECTRICIAN"	12/25/2015	ψ13.11	Ψ11.00	4	Ψ0.00	ψ07.01
*		BALANCING - AIR)	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
SHEETMETAL WO	ORKERS LC	OCAL 63	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice	rates see "	Apprentice- SHEET METAL WORKER"						
HVAC (TESTI PLUMBERS & PIP		D BALANCING -WATER) LOCAL 104	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice	rates see "	Apprentice- PIPEFITTER" or "PLUMBER/P	IPEFITTER"					
HVAC MECH	ANIC		03/17/2019	9 \$40.21	\$8.75	\$16.35	\$0.00	\$65.31
PLUMBERS & PIP	PEFITTERS	LOCAL 104						

Classification		Effective Dat	e Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	S (HEAVY & HIGHWAY)	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
ABORERS - ZONE 3 (HEA	YY & HIGHWAY)	12/01/2019	\$33.04	\$7.85	\$12.18	\$0.00	\$53.07
		06/01/2020	\$33.85	\$7.85	\$12.18	\$0.00	\$53.88
		12/01/2020	\$34.66	\$7.85	\$12.18	\$0.00	\$54.69
		06/01/2021	\$35.50	\$7.85	\$12.18	\$0.00	\$55.53
		12/01/2021	\$36.33	\$7.85	\$12.18	\$0.00	\$56.36
For apprentice rates see	"Apprentice- LABORER (Heavy and Hi	ighway)					
NSULATOR (PIPES	,	09/01/2018	\$37.67	\$12.50	\$15.60	\$0.00	\$65.77
EAT & FROST INSULATO	RS LOCAL 6 (SPRINGFIELD)	09/01/2019	\$39.67	\$12.50	\$15.60	\$0.00	\$67.77
• •	entice - ASBESTOS INSULATO ive Date - 09/01/2018	OR (Pipes & Tanks) - Local 6 Spr	ingfield		Supplementa	I	
• •		OR (Pipes & Tanks) - Local 6 Spr Apprentice Base Wage		Pension	Supplementa Unemploymen		
Effect	ive Date - 09/01/2018	Apprentice Base Wage		Pension \$11.40	* *	t Total Rate	
Effect Step	ive Date - 09/01/2018 percent	Apprentice Base Wage \$18.84	Health		Unemploymen	Total Rate \$42.74	
Effect Step 1	ive Date - 09/01/2018 percent 50	Apprentice Base Wage \$18.84 \$22.60	Health \$12.50	\$11.40	Unemploymen \$0.00	Total Rate 9 \$42.74 9 \$47.34	
Effect Step 1 2	ive Date - 09/01/2018 percent 50 60	\$18.84 \$22.60 \$26.37	Health \$12.50 \$12.50	\$11.40 \$12.24	\$0.00 \$0.00	Total Rate \$42.74 \$47.34 \$51.95	
Step 1 2 3 4	9/01/2018 percent 50 60 70	\$18.84 \$22.60 \$26.37	Health \$12.50 \$12.50 \$12.50	\$11.40 \$12.24 \$13.08	\$0.00 \$0.00 \$0.00	Total Rate \$42.74 \$47.34 \$51.95 \$56.56	
Effect Step 1 2 3 4	99/01/2018 percent 50 60 70 80	\$18.84 \$22.60 \$26.37	Health \$12.50 \$12.50 \$12.50 \$12.50	\$11.40 \$12.24 \$13.08	\$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$42.74 \$47.34 \$51.95 \$56.56	
Step 1 2 3 4	909/01/2018 percent 50 60 70 80 ive Date - 09/01/2019	\$18.84 \$22.60 \$26.37 \$30.14 Apprentice Base Wage	Health \$12.50 \$12.50 \$12.50 \$12.50	\$11.40 \$12.24 \$13.08 \$13.92	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$42.74 \$47.34 \$51.95 \$56.56 Total Rate	
Effect Step 1 2 3 4 Effect Step	99/01/2018 percent 50 60 70 80 ive Date - 09/01/2019 percent	\$18.84 \$22.60 \$26.37 \$30.14 Apprentice Base Wage	Health \$12.50 \$12.50 \$12.50 \$12.50 Health	\$11.40 \$12.24 \$13.08 \$13.92 Pension	\$0.00 \$0.00 \$0.00 \$0.00 Supplementa Unemploymen	Total Rate \$42.74 \$47.34 \$51.95 \$56.56 Total Rate \$43.74	

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 03/16/2019 \$20.75 \$0.00 \$62.95 \$34.20 \$8.00 IRONWORKERS LOCAL 7 (SPRINGFIELD AREA) \$20.75 \$0.00 09/16/2019 \$35.10 \$8.00 \$63.85 03/16/2020 \$20.75 \$0.00 \$35.95 \$8.00 \$64.70 09/16/2020 \$36.85 \$8.00 \$20.75 \$0.00 \$65.60 \$20.75 03/16/2021 \$37.70 \$8.00 \$0.00 \$66.45

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Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

	circicc	- · · · · · · · · · · · · · · · · · · ·	- 'd'					
Effec	tive Date -	03/16/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	60		\$20.52	\$8.00	\$20.75	\$0.00	\$49.27	
2	70		\$23.94	\$8.00	\$20.75	\$0.00	\$52.69	1
3	75		\$25.65	\$8.00	\$20.75	\$0.00	\$54.40	١
4	80		\$27.36	\$8.00	\$20.75	\$0.00	\$56.11	
5	85		\$29.07	\$8.00	\$20.75	\$0.00	\$57.82	
6	90		\$30.78	\$8.00	\$20.75	\$0.00	\$59.53	
	tive Date -	09/16/2019	Accounting December 1	TI. dd.	Description	Supplemental	T. (.1 D. (.	
Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	60		\$21.06	\$8.00	\$20.75	\$0.00	\$49.81	
2	70		\$24.57	\$8.00	\$20.75	\$0.00	\$53.32	
3	75		\$26.33	\$8.00	\$20.75	\$0.00	\$55.08	
4	80		\$28.08	\$8.00	\$20.75	\$0.00	\$56.83	
5	85		\$29.84	\$8.00	\$20.75	\$0.00	\$58.59	1
6	90		\$31.59	\$8.00	\$20.75	\$0.00	\$60.34	
Notes								
	Structural	1:6; Ornamental 1:4					İ	
Appr	entice to Jo	urneyworker Ratio:						
		EAKER OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
BORERS - ZONE 3 (BUL	LDING & SITE)		12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see	e "Apprentice- I	ABORER"						
ABORER			06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
BORERS - ZONE 3 (BUI	LDING & SITE)	1	12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38

Issue Date: 08/12/2019 Wage Request Number: 20190812-056 Page 16 of 36 Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 06/03/2019

1 60 \$18.90 \$7.85 \$14.22 \$0.00 \$40.97 2 70 \$22.05 \$7.85 \$14.22 \$0.00 \$44.12 3 80 \$25.20 \$7.85 \$14.22 \$0.00 \$47.27 4 90 \$28.35 \$7.85 \$14.22 \$0.00 \$50.42 Effective Date - 12/02/2019		Step	percent	06/03/2019	Annrentice Rase Wass	Health	Pension	Supplemental Unemployment	Total Rate	
2 70 S22.0S S7.85 S14.22 S0.00 S44.12 3 80 S25.20 S7.85 S14.22 S0.00 S47.27 4 90 S28.35 S7.85 S14.22 S0.00 S47.27 4 90 S28.35 S7.85 S14.22 S0.00 S50.42 Effective Date - 12/02/2019 Apprentice Hase Wage Health Pension Unsemployment Total Rate 1 60 S19.39 S7.85 S14.22 S0.00 S44.69 2 70 S22.62 S7.85 S14.22 S0.00 S44.69 4 90 S29.08 S7.85 S14.22 S0.00 S47.92 4 90 S29.08 S7.85 S14.22 S0.00 S47.92 4 90 S29.08 S7.85 S14.22 S0.00 S51.15 Notes:			•							
Step percent 12/02/2019 Apprentice Base Wage Health Pension Lincompleyment Total Rate										
Apprentice LABORER (Heary & Highway) - Zone 3 Effective Date LABORER (Heary & Highway) - Zone 3 Effective Date LABORER (Heary & Highway) - Zone 3 Effective Date Off 01/2019 S12,0 S7.85 S12,18 S0.00 S34,00 S34,0										
Effective Date - 12/02/2019 Apprentice Base Wage Health Pension Unsemployment Total Rate										
Step percent		4	90		\$28.35	\$7.85	\$14.22	\$0.00	\$50.42	
1 60				12/02/2019	Annrentice Base Wage	Health	Pension		Total Rate	
2 70 \$22.62 \$7.85 \$14.22 \$0.00 \$44.69 3 80 \$25.85 \$7.85 \$14.22 \$0.00 \$44.69 4 90 \$29.08 \$7.85 \$14.22 \$0.00 \$47.92 Notes:										
3 80 \$25.85 \$7.85 \$14.22 \$0.00 \$47.92 \$4 90 \$29.08 \$7.85 \$14.22 \$0.00 \$51.15 \$ Notes:										
Apprentice to Journeyworker Ratio:1:5 Notes:										
Apprentice to Journeyworker Ratio:1:5 BORER (HEAVY & HIGHWAY)										
SORER (HEAVY & HIGHWAY) O6/01/2019 \$31.50 \$7.85 \$12.18 \$0.00 \$51.50 \$0.00 \$1.		Notes:								
Object Color Col		Appre	ntice to Jo	urnevworker Ratio:1:5						
12/01/2019 \$32.29 \$7.85 \$12.18 \$0.00 \$52.3	BORER (HI				06/01/2019	\$31.50	\$7.85	\$12.18	\$0.00	\$51.53
06/01/2020	ORERS - ZONI	E 3 (HEAV	Y & HIGHWA	(Y)						\$52.32
12/01/2020					06/01/2020			\$12.18	\$0.00	\$53.13
Apprentice LABORER (Heavy & Highway) - Zone 3								\$12.18		\$53.94
Apprentice - LABORER (Heavy & Highway) - Zone 3					06/01/2021	\$34.75		\$12.18	\$0.00	\$54.78
Apprentice - LABORER (Heavy & Highway) - Zone 3					12/01/2021	\$35.58	\$7.85	\$12.18	\$0.00	\$55.61
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate		Effecti Step	ive Date -		Apprentice Base Wage			Unemployment		
Second S		2	70		\$22.05	\$7.85	\$12.18	\$0.00	\$42.08	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate		3	80		\$25.20	\$7.85	\$12.18	\$0.00	\$45.23	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 60 \$19.37 \$7.85 \$12.18 \$0.00 \$39.40 2 70 \$22.60 \$7.85 \$12.18 \$0.00 \$42.63 3 80 \$25.83 \$7.85 \$12.18 \$0.00 \$45.86 4 90 \$29.06 \$7.85 \$12.18 \$0.00 \$49.09 Notes: Apprentice to Journeyworker Ratio:1:5		4	90		\$28.35	\$7.85	\$12.18	\$0.00	\$48.38	
2 70 \$22.60 \$7.85 \$12.18 \$0.00 \$42.63 3 80 \$25.83 \$7.85 \$12.18 \$0.00 \$45.86 4 90 \$29.06 \$7.85 \$12.18 \$0.00 \$49.09 Notes:				12/01/2019	Apprentice Base Wage	Health	Pension		Total Rate	
3 80 \$25.83 \$7.85 \$12.18 \$0.00 \$45.86 4 90 \$29.06 \$7.85 \$12.18 \$0.00 \$49.09 Notes:		1	60		\$19.37	\$7.85	\$12.18	\$0.00	\$39.40	
4 90 \$29.06 \$7.85 \$12.18 \$0.00 \$49.09 Notes:		2	70		\$22.60	\$7.85	\$12.18	\$0.00	\$42.63	
Notes: Apprentice to Journeyworker Ratio:1:5		3	80		\$25.83	\$7.85	\$12.18	\$0.00	\$45.86	
Apprentice to Journeyworker Ratio:1:5		4	90							
		Notes:								

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 3 (BUILDING & SITE)	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 3 (BUILDING & SITE)	06/01/2019	\$31.60	\$7.85	\$14.22	\$0.00	\$53.67
	12/01/2019	\$32.41	\$7.85	\$14.22	\$0.00	\$54.48
For apprentice rates see "Apprentice- LABORER" LABORER, MACON TENDER						
LABORER: MASON TENDER LABORERS - ZONE 3 (BUILDING & SITE)	06/03/2019	\$32.50	\$7.85	\$14.22	\$0.00	\$54.57
For apprentice rates see "Apprentice- LABORER"	12/02/2019	\$33.31	\$7.85	\$14.22	\$0.00	\$55.38
LABORER: MASON TENDER (HEAVY & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
	06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
	12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
	06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2021	ψ33.03	Ψ7.03	Ψ12.10	ψ0.00	ψ33.00
LABORER: MULTI-TRADE TENDER	06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER	06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38
This classification applies to all tree work associated with the removal of standing tre a utility company for the purpose of operation, maintenance or repair of utility comp					s not done for	
LASER BEAM OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
	06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
	12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
	06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS	08/01/2019	\$35.17	\$10.75	\$18.87	\$0.00	\$64.79
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2020	\$35.67	\$10.75	\$18.87	\$0.00	\$65.29
	08/01/2020	\$36.67	\$10.75	\$18.99	\$0.00	\$66.41
	02/01/2021	\$37.17	\$10.75	\$18.99	\$0.00	\$66.91
	08/01/2021	\$38.17	\$10.75	\$19.12	\$0.00	\$68.04
	02/01/2022	\$38.62	\$10.75	\$19.12	\$0.00	\$68.49

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Supplemental Unemployment

Apprentice -	MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)
Effective Date	- 08/01/2019

Effecti	ve Date -	08/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.59	\$10.75	\$18.87	\$0.00	\$47.21
2	60		\$21.10	\$10.75	\$18.87	\$0.00	\$50.72
3	70		\$24.62	\$10.75	\$18.87	\$0.00	\$54.24
4	80		\$28.14	\$10.75	\$18.87	\$0.00	\$57.76
5	90		\$31.65	\$10.75	\$18.87	\$0.00	\$61.27
Effecti	ve Date -	02/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.84	\$10.75	\$18.87	\$0.00	\$47.46
2	60		\$21.40	\$10.75	\$18.87	\$0.00	\$51.02
3	70		\$24.97	\$10.75	\$18.87	\$0.00	\$54.59
4	80		\$28.54	\$10.75	\$18.87	\$0.00	\$58.16
5	90		\$32.10	\$10.75	\$18.87	\$0.00	\$61.72
Notes:							

Apprentice to Journeyworker Ratio:1:5

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)	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
OF ERATING ENGINEERS LOCAL 98	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3)	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51
MILLWRIGHTS LOCAL 1121 - Zone 3		*	*****			*

Apprentice - MILLWRIGHT - Local 1121 Zone 3

1 5:	rcent 5	Apprentice Base Wage \$20.41	\$9.90	Pension \$5.31	\$0.00	
				\$3.31	\$0.00	\$35.62
2 6:	5	\$24.12	\$9.90	\$15.13	\$0.00	\$49.15
3 7:	5	\$27.83	\$9.90	\$16.10	\$0.00	\$53.83
4 8:	5	\$31.54	\$9.90	\$17.06	\$0.00	\$58.50

Apprentice to Journeyworker Ratio:1:5

Classification		Effective Da	te Base Wag	e Health		Supplemental Unemployment	Total Rate
MORTAR MIXER	NING & GITTE)	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILL		12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
	Apprentice- LABORER"						
OILER OPERATING ENGINEERS LO	OCAL 98	06/01/2019		\$11.69	\$14.08	\$0.00	\$55.98
For apprentice rates see '	Apprentice- OPERATING ENGINEERS'	12/01/2019	9 \$30.81	\$11.69	\$14.35	\$0.00	\$56.85
	YEN EQUIPMENT - CLASS VI	06/01/2019	, pagaa	¢11.60	\$14.08	\$0.00	¢54.00
OPERATING ENGINEERS LO	~			\$11.69	\$14.08	\$0.00	\$54.00 \$54.97
For apprentice rates see '	Apprentice- OPERATING ENGINEERS'	12/01/2019	\$28.83	\$11.69	\$14.33	\$0.00	\$54.87
PAINTER (BRIDGES/	ΓANKS)	07/01/2019	9 \$50.66	\$8.20	\$21.45	\$0.00	\$80.31
PAINTERS LOCAL 35 - ZONA	E 3	01/01/2020		\$8.20	\$22.10	\$0.00	\$81.26
		07/01/2020		\$8.20	\$22.10	\$0.00	\$82.36
		01/01/2021		\$8.20	\$22.10	\$0.00	\$83.46
	ntice - PAINTER Local 35 - BA ve Date - 07/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{\operatorname{step}}{1}$	50						
2	55	\$25.33	\$8.20	\$0.00	\$0.00		
3		\$27.86	\$8.20	\$5.78	\$0.00		
4	60	\$30.40	\$8.20	\$6.30	\$0.00		
5	65	\$32.93	\$8.20	\$6.83	\$0.00		
6	70	\$35.46	\$8.20	\$18.30	\$0.00		
7	75	\$38.00	\$8.20	\$18.83	\$0.00		
	80	\$40.53	\$8.20	\$19.35	\$0.00		
8	90	\$45.59	\$8.20	\$20.40	\$0.00	\$74.19	
Effecti Step	ve Date - 01/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68	
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17	
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26	
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34	
5	70	\$35.67	\$8.20	\$18.51	\$0.00	\$62.38	
6	75	\$38.22	\$8.20	\$19.05	\$0.00	\$65.47	
7	80	\$40.77	\$8.20	\$19.59	\$0.00	\$68.56	
8	90	\$45.86	\$8.20	\$20.67	\$0.00		
Notes:							
İ	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1	1					

\$0.00

\$39.93

\$7.05

\$7.07

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06/01/2013

\$25.81

PAINTER (SIGN, PICTORIAL & DISPLAY)

PAINTERS LOCAL 35 - ZONE 3

Effective Date Base Wage Health Pension Uncompleyment Total Rate

Classification	Effective Date	Base Wage	Health	Pension	Supplementar	Total Rate
Classification	Ellective Date	Dase Wage	Health	1 Chiston	Unemployment	

Effect Step	percent 06/01/2013	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.						
Appro	entice to Journeyworker Ratio:	1:1				'	
*	R SANDBLAST, NEW) *	07/01/2019	\$34.03	\$8.20	\$17.55	\$0.00	\$59.78
	urfaces to be painted are new con	01/01/2020	\$34.33	\$8.20	\$18.20	\$0.00	\$60.73
ami rate shall be	e used.PAINTERS LOCAL 35 - ZONE.	07/01/2020	\$35.43	\$8.20	\$18.20	\$0.00	\$61.83
		01/01/2021	\$36.53	\$8.20	\$18.20	\$0.00	\$62.93

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Effective Date -		07/01/2019						
Step	percent	07/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$17.02	\$8.20	\$0.00	\$0.00	\$25.22	
2	55		\$18.72	\$8.20	\$3.63	\$0.00	\$30.55	
3	60		\$20.42	\$8.20	\$3.96	\$0.00	\$32.58	
4	65		\$22.12	\$8.20	\$4.29	\$0.00	\$34.61	
5	70		\$23.82	\$8.20	\$15.57	\$0.00	\$47.59	
6	75		\$25.52	\$8.20	\$15.90	\$0.00	\$49.62	
7	80		\$27.22	\$8.20	\$16.23	\$0.00	\$51.65	
8	90		\$30.63	\$8.20	\$16.89	\$0.00	\$55.72	
		01/01/2020	Ammontica Data Wasa	I I a a láb	Danaian	Supplemental	T-4-1 D-4-	
			\$20.60	\$8.20	\$4.14	\$0.00	\$32.94	
	65		\$22.31	\$8.20	\$4.49	\$0.00	\$35.00	
5	70		\$24.03	\$8.20	\$15.78	\$0.00	\$48.01	
6	75		\$25.75	\$8.20	\$16.13	\$0.00	\$50.08	
7	80		\$27.46	\$8.20	\$16.47	\$0.00	\$52.13	
8	90		\$30.90	\$8.20	\$17.16	\$0.00	\$56.26	
Notes:								
İ	Steps are	750 hrs.					i	
Appre	ntice to Jo	urneyworker Ratio:1:1						
		AST, REPAINT)	07/01/2019	\$31.3	5 \$8.20	\$17.55	\$0.00	\$57.10
35 - ZONI	E 3		01/01/2020	\$31.6	5 \$8.20	\$18.20	\$0.00	\$58.05
			07/01/2020	\$32.7	5 \$8.20	\$18.20	\$0.00	\$59.15
			01/01/2021	\$33.8	5 \$8.20	\$18.20	\$0.00	\$60.25
	Step 1 2 3 4 5 6 7 8 Effecti Step 1 2 3 4 5 6 7 8 Notes:	1 50 2 55 3 60 4 65 5 70 6 75 7 80 8 90 Effective Date - Step percent 1 50 2 55 3 60 4 65 5 70 6 75 7 80 8 90 Notes: Steps are Apprentice to Join	Step	Step percent Apprentice Base Wage 1 50 \$17.02 2 55 \$18.72 3 60 \$20.42 4 65 \$22.12 5 70 \$23.82 6 75 \$25.52 7 80 \$27.22 8 90 \$30.63 Effective Date - 01/01/2020 Step percent Apprentice Base Wage 1 50 \$17.17 2 55 \$18.88 3 60 \$20.60 4 65 \$22.31 5 70 \$24.03 6 75 \$25.75 7 80 \$27.46 8 90 \$30.90 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 Ay OR SANDBLAST, REPAINT) 35 - ZONE 3 01/01/2026 07/01/2026	Step	Step percent Apprentice Base Wage Health Pension 1 50 \$17.02 \$8.20 \$0.00 2 55 \$18.72 \$8.20 \$3.63 3 60 \$20.42 \$8.20 \$3.96 4 65 \$22.12 \$8.20 \$4.29 5 70 \$23.82 \$8.20 \$15.57 6 75 \$25.52 \$8.20 \$15.90 7 80 \$27.22 \$8.20 \$16.23 8 90 \$30.63 \$8.20 \$16.89 Effective Date - 01/01/2020 Step percent Apprentice Base Wage Health Pension 1 50 \$17.17 \$8.20 \$0.00 2 55 \$18.88 \$8.20 \$3.80 3 60 \$20.60 \$8.20 \$4.49 5 70 \$24.03 \$8.20 \$15.78 6 75 \$25.75 \$8.20 \$16.13	Step percent	Step percent

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Apprentice - P	AINTER Local 35 Zone 3 - Spray/Sandblast - Repaint
Effective Date -	07/01/2019

Effecti	ive Date -	07/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$15.68	\$8.20	\$0.00	\$0.00	\$23.88	
2	55		\$17.24	\$8.20	\$3.63	\$0.00	\$29.07	
3	60		\$18.81	\$8.20	\$3.96	\$0.00	\$30.97	
4	65		\$20.38	\$8.20	\$4.29	\$0.00	\$32.87	
5	70		\$21.95	\$8.20	\$15.57	\$0.00	\$45.72	
6	75		\$23.51	\$8.20	\$15.90	\$0.00	\$47.61	
7	80		\$25.08	\$8.20	\$16.23	\$0.00	\$49.51	
8	90		\$28.22	\$8.20	\$16.89	\$0.00	\$53.31	
Effecti	ive Date -	01/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$15.83	\$8.20	\$0.00	\$0.00	\$24.03	
2	55		\$17.41	\$8.20	\$3.80	\$0.00	\$29.41	
3	60		\$18.99	\$8.20	\$4.14	\$0.00	\$31.33	
4	65		\$20.57	\$8.20	\$4.49	\$0.00	\$33.26	
5	70		\$22.16	\$8.20	\$15.78	\$0.00	\$46.14	
6	75		\$23.74	\$8.20	\$16.13	\$0.00	\$48.07	
7	80		\$25.32	\$8.20	\$16.47	\$0.00	\$49.99	
8	90		\$28.49	\$8.20	\$17.16	\$0.00	\$53.85	
Notes:	Steps are	750 hrs.						
Appre	ntice to Jo	urneyworker Ratio:1:1						
	RUSH, NE		07/01/2019	\$32.63	\$8.20	\$17.55	\$0.00	\$58.38
		painted are new construction TERS LOCAL 35 - ZONE 3	01/01/2020	\$32.93	\$8.20	\$18.20	\$0.00	\$59.33

PAINTER / TA * If 30% or mor NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

07/01/2020 \$0.00 \$34.03 \$8.20 \$18.20 \$60.43 01/01/2021 \$35.13 \$8.20 \$18.20 \$0.00 \$61.53

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Pension

Apprentice - PAINTER - Local 35	Zone 3 - BRUSH NEW
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Step	tive Date - 07/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$16.32	\$8.20	\$0.00	\$0.00	\$24.52	
2	55	\$17.95	\$8.20	\$3.63	\$0.00	\$29.78	
3	60	\$19.58	\$8.20	\$3.96	\$0.00	\$31.74	
4	65	\$21.21	\$8.20	\$4.29	\$0.00	\$33.70	
5	70	\$22.84	\$8.20	\$15.57	\$0.00	\$46.61	
6	75	\$24.47	\$8.20	\$15.90	\$0.00	\$48.57	
7	80	\$26.10	\$8.20	\$16.23	\$0.00	\$50.53	
8	90	\$29.37	\$8.20	\$16.89	\$0.00	\$54.46	
Effec Step	tive Date - 01/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$16.47	\$8.20	\$0.00	\$0.00	\$24.67	
2	55	\$18.11	\$8.20	\$3.80	\$0.00	\$30.11	
3	60	\$19.76	\$8.20	\$4.14	\$0.00	\$32.10	
4	65	\$21.40	\$8.20	\$4.49	\$0.00	\$34.09	
5	70	\$23.05	\$8.20	\$15.78	\$0.00	\$47.03	
6	75	\$24.70	\$8.20	\$16.13	\$0.00	\$49.03	
7	80	\$26.34	\$8.20	\$16.47	\$0.00	\$51.01	
8	90	\$29.64	\$8.20	\$17.16	\$0.00	\$55.00	
Notes	Steps are 750 hrs.						
Appr	entice to Journeyworker Ratio	:1:1					
	BRUSH, REPAINT)	07/01/2019	\$29.95	\$8.20	\$17.55	\$0.00	\$55.70
LOCAL 35 - ZO	NE 3	01/01/2020	\$30.25	\$8.20	\$18.20	\$0.00	\$56.63
		07/01/2020	\$31.35	\$8.20	\$18.20	\$0.00	\$57.7
		01/01/2021	\$32.45	\$8.20	\$18.20	\$0.00	\$58.8

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Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2019				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$14.98	\$8.20	\$0.00	\$0.00	\$23.18	
2 55	\$16.47	\$8.20	\$3.63	\$0.00	\$28.30	
3 60	\$17.97	\$8.20	\$3.96	\$0.00	\$30.13	
4 65	\$19.47	\$8.20	\$4.29	\$0.00	\$31.96	
5 70	\$20.97	\$8.20	\$15.57	\$0.00	\$44.74	
6 75	\$22.46	\$8.20	\$15.90	\$0.00	\$46.56	
7 80	\$23.96	\$8.20	\$16.23	\$0.00	\$48.39	
8 90	\$26.96	\$8.20	\$16.89	\$0.00	\$52.05	
Effective Date - 01/01/2020				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$15.13	\$8.20	\$0.00	\$0.00	\$23.33	
2 55	\$16.64	\$8.20	\$3.80	\$0.00	\$28.64	
3 60	\$18.15	\$8.20	\$4.14	\$0.00	\$30.49	
4 65	\$19.66	\$8.20	\$4.49	\$0.00	\$32.35	
5 70	\$21.18	\$8.20	\$15.78	\$0.00	\$45.16	
6 75	\$22.69	\$8.20	\$16.13	\$0.00	\$47.02	
7 80	\$24.20	\$8.20	\$16.47	\$0.00	\$48.87	
8 90	\$27.23	\$8.20	\$17.16	\$0.00	\$52.59	
Notes: Steps are 750 hrs.	- — — — — — —					
Apprentice to Journeyworker R	atio:1:1					
AINTER TRAFFIC MARKINGS (HEAVY/HIG 4BORERS - ZONE 3 (HEAVY & HIGHWAY)	HWAY) 06/01/2019	\$31.50	\$7.85	\$12.18	\$0.00	\$51.53
ABOKEKS - ZONE S (HEAV I & HIGHWAI)	12/01/2019	\$32.29	\$7.85	\$12.18	\$0.00	\$52.32
	06/01/2020	\$33.10	\$7.85	\$12.18	\$0.00	\$53.13
	12/01/2020	\$33.91	\$7.85	\$12.18	\$0.00	\$53.94
	06/01/2021	\$34.75	\$7.85	\$12.18	\$0.00	\$54.78
For accounting setting and a setting of A DODED (House)	12/01/2021	\$35.58	\$7.85	\$12.18	\$0.00	\$55.61
For apprentice rates see "Apprentice- LABORER (Heavy a ANEL & PICKUP TRUCKS DRIVER	08/01/2019	\$34.08	\$12.41	\$12.70	\$0.00	\$59.19
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019		\$12.41	\$12.70	\$0.00	\$60.21
	06/01/2020		\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020		\$12.41	\$13.72	\$0.00	\$61.61
	12/01/2020		\$12.91	\$13.72	\$0.00	\$62.71
	06/01/2021		\$12.91 \$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021		\$12.91	\$14.82	\$0.00	\$64.01
				\$14.82	\$0.00	
IER AND DOCK CONSTRUCTOR (UNDERPI	12/01/2021 NNING AND 20/01/2016		\$13.41			\$65.20
DECK) PILE DRIVER LOCAL 56 (ZONE 3) For apprentice rates see "Apprentice- PILE DRIVER"	NNING AND 08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

			RIVER - Local 56 Zone 3						
	Effect Step	ive Date - 08/0 percent	1/2019 Apprent	Apprentice Base Wage H		Pension	Supplemental Unemployment	То	tal Rate
	1	0	Аррген	\$0.00	\$0.00	\$0.00	\$0.00	10	\$0.00
		(Same as set in 1\$54.34/2\$58.9	9/3\$63.65/4\$65.98/5\$68.31/6\$6	C 1 '	\$72.96				
DIDEL AVED	Appre	entice to Journey	worker Ratio:1:5						
	PIPELAYER LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"			06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
			ER"	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
		& HIGHWAY)		06/01/2019	9 \$31.75	\$7.85	\$12.18	\$0.00	\$51.78
LABORERS - ZON	E 3 (HEAV	Y & HIGHWAY)		12/01/2019	φ51.70		\$12.18	\$0.00	\$52.57
				06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
				12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
				06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
For apprentice	e rates see	"Apprentice- LABOR	ER (Heavy and Highway)	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
PLUMBER & PLUMBERS & PIF				03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31

	re Date - 03/17/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.09	\$8.75	\$9.60	\$0.00	\$36.44
2	50	\$20.11	\$8.75	\$9.60	\$0.00	\$38.46
3	55	\$22.12	\$8.75	\$9.60	\$0.00	\$40.47
4	60	\$24.13	\$8.75	\$9.60	\$0.00	\$42.48
5	65	\$26.14	\$8.75	\$9.60	\$0.00	\$44.49
6	70	\$28.15	\$8.75	\$9.60	\$0.00	\$46.50
7	75	\$30.16	\$8.75	\$9.60	\$0.00	\$48.51
8	80	\$32.17	\$8.75	\$9.60	\$0.00	\$50.52
9	80	\$32.17	\$8.75	\$16.35	\$0.00	\$57.27
10	80	\$32.17	\$8.75	\$16.35	\$0.00	\$57.27
Notes: *	**1:1,2:5,3:9,4:12	. — — — — — —				
Appren	tice to Journeyworker Ratio:	**				

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
EIBORERS - ESTE 3 (HEIT I & HIGHWIT)	06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
	12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
	06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER	06/03/2019	\$32.50	\$7.85	\$14.22	\$0.00	\$54.57
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$33.31	\$7.85	\$14.22	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2019	\$32.50	\$7.85	\$12.18	\$0.00	\$52.53
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$33.29	\$7.85	\$12.18	\$0.00	\$53.32
	06/01/2020	\$34.10	\$7.85	\$12.18	\$0.00	\$54.13
	12/01/2020	\$34.91	\$7.85	\$12.18	\$0.00	\$54.94
	06/01/2021	\$35.75	\$7.85	\$12.18	\$0.00	\$55.78
	12/01/2021	\$36.58	\$7.85	\$12.18	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE)	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER	05/01/2016	\$20.54	\$10.57	\$8.39	\$0.00	\$39.50
TEAMSTERS 404 - Construction Service (Northampton)						
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
,	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 248	07/16/2019	\$32.16	\$10.05	\$15.70	\$0.00	\$57.91

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Pension Supplemental To Unemployment

	Appre	ntice - RC	OOFER - Local 248						
		ve Date -	07/16/2019		TT 1.1	ъ :	Supplemental	T	1.0
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Tota	ıl Rate
	1	60		\$19.30	\$10.05	\$0.00	\$0.00	\$	829.35
	2	65		\$20.90	\$10.05	\$15.70	\$0.00	\$	846.65
	3	70		\$22.51	\$10.05	\$15.70	\$0.00	\$	848.26
	4	75		\$24.12	\$10.05	\$15.70	\$0.00	\$	849.87
	5	80		\$25.73	\$10.05	\$15.70	\$0.00	\$	551.48
	6	85		\$27.34	\$10.05	\$15.70	\$0.00	9	\$53.09
	7	90		\$28.94	\$10.05	\$15.70	\$0.00	9	\$54.69
	8	95		\$30.55	\$10.05	\$15.70	\$0.00	\$	\$56.30
	Notes:	Steps are	750 hrs.Roofer(Tear Off)1:1	; Same as above					
	Appre	ntice to Jou	urneyworker Ratio:1:3						
ROOFER SLAT		E / PRECA	AST CONCRETE	07/16/2019	9 \$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice r	ates see "	Apprentice- R	ROOFER"						
SCRAPER OPERATING ENGIN	EEDC L	2011.00		06/01/2019	9 \$34.52	\$11.69	\$14.08	\$0.00	\$60.29
			PPERATING ENGINEERS"	12/01/2019	9 \$35.12	\$11.69	\$14.35	\$0.00	\$61.16
SELF-POWERE	D ROL	LERS ANI	D COMPACTORS	06/01/2019	9 \$33.91	\$11.69	\$14.08	\$0.00	\$59.68
(TAMPERS) OPERATING ENGIN	EERS LO	OCAL 98		12/01/2019	9 \$34.51	\$11.69	\$14.35	\$0.00	\$60.55
			PERATING ENGINEERS"						
SELF-PROPELI			OOM	06/01/2019	9 \$31.29	\$11.69	\$14.08	\$0.00	\$57.06
OPERATING ENGIN	EERS LO	OCAL 98		12/01/2019	9 \$31.89	\$11.69	\$14.35	\$0.00	\$57.93
For apprentice r	ates see "	Apprentice- O	PERATING ENGINEERS"						
SHEETMETAL				07/01/2019	9 \$35.74	\$10.64	\$16.22	\$1.77	\$64.37
SHEETMETAL WOR	KERS LO	JCAL 63		01/01/2020	0 \$36.99	\$10.64	\$16.22	\$1.77	\$65.62

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Pension

Total Rate

Step	Per Date - 07/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
1	45	\$16.08	\$6.21	\$4.67	\$0.00	\$26.96	ó
2	50	\$17.87	\$6.55	\$5.19	\$0.00	\$29.61	
3	55	\$19.66	\$6.88	\$9.33	\$1.08	\$36.95	j
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	<u>,</u>
9	85	\$30.38	\$9.64	\$15.18	\$1.66	\$56.86	5
10	90	\$32.17	\$9.98	\$15.18	\$1.72	\$59.05	;
Effectiv	re Date - 01/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	·
1	45	\$16.65	\$6.21	\$4.67	\$0.00	\$27.53	;
2	50	\$18.50	\$6.55	\$5.19	\$0.00	\$30.24	1
3	55	\$20.34	\$6.88	\$9.33	\$1.08	\$37.63	,
4	60	\$22.19	\$7.22	\$9.33	\$1.14	\$39.88	3
5	65	\$24.04	\$7.55	\$9.33	\$1.20	\$42.12	!
6	70	\$25.89	\$7.88	\$9.33	\$1.27	\$44.37	,
7	75	\$27.74	\$8.22	\$9.33	\$1.33	\$46.62	!
8	80	\$29.59	\$9.30	\$15.18	\$1.59	\$55.66	<u>,</u>
9	85	\$31.44	\$9.64	\$15.18	\$1.66	\$57.92	2
10	90	\$33.29	\$9.98	\$15.18	\$1.72	\$60.17	,
Notes:							
Appren	tice to Journeyworker Ratio:1:3						
	MOVING EQUIP < 35 TONS	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.
JINI COUNCII	L NO. 10 ZONE B	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.
		06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.:
		08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.

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12/01/2020

06/01/2021

08/01/2021

12/01/2021

\$35.44

\$36.24

\$36.24

\$36.24

\$14.82

\$14.82

\$14.82

\$16.01

\$12.91

\$12.91

\$13.41

\$13.41

\$0.00

\$0.00

\$0.00

\$0.00

\$63.17

\$63.97

\$64.47

\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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 SPRINKLER FITTERS LOCAL 669	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Step	ective Date - 01/01/2019 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
Note	es:					
						į
App	orentice to Journeyworker	Ratio:1:1				
	ATION TECHNICIAN	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00 \$65.74
TRICIANS LOCAL 7	7	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00 \$67.01

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Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7
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Effecti	ve Date - 06/30/2019				Supplemental	
Step	percent	Apprentice Base Wago	e Health	Pension	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	. — — — — — —				
	Steps are out nouts					
 vppre	ntice to Journeyworker Ratio	1:1				

TERRAZZO FINISHERS	08/01/2019	\$53.34	\$10.75	\$21.30	\$0.00	\$85.39
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2020	\$53.98	\$10.75	\$21.30	\$0.00	\$86.03
	08/01/2020	\$55.33	\$10.75	\$21.45	\$0.00	\$87.53
	02/01/2021	\$55.97	\$10.75	\$21.45	\$0.00	\$88.17
	08/01/2021	\$57.37	\$10.75	\$21.61	\$0.00	\$89.73
	02/01/2022	\$57.96	\$10.75	\$21.61	\$0.00	\$90.32

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

Litecti	ive Date -	08/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$26.67	\$10.75	\$21.30	\$0.00	\$58.72
2	60		\$32.00	\$10.75	\$21.30	\$0.00	\$64.05
3	70		\$37.34	\$10.75	\$21.30	\$0.00	\$69.39
4	80		\$42.67	\$10.75	\$21.30	\$0.00	\$74.72
5	90		\$48.01	\$10.75	\$21.30	\$0.00	\$80.06
Effecti	ive Date -	02/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$26.99	\$10.75	\$21.30	\$0.00	\$59.04
2	60		\$32.39	\$10.75	\$21.30	\$0.00	\$64.44
3	70		\$37.79	\$10.75	\$21.30	\$0.00	\$69.84
4	80		\$43.18	\$10.75	\$21.30	\$0.00	\$75.23
	90		\$48.58	\$10.75	\$21.30	\$0.00	\$80.63

Apprentice to Journeyworker Ratio:1:5

ICKLAYERS L	OCAL 3 (SF	PR/PITT) - MARBLE & TILE	02/01/2020	\$55.05	\$10.75	\$21.30	\$0.00	\$87.10
			08/01/2020	\$56.40	\$10.75	\$21.45	\$0.00	\$88.60
			02/01/2021	\$57.04	\$10.75	\$21.45	\$0.00	\$89.24
			08/01/2021	\$58.44	\$10.75	\$21.61	\$0.00	\$90.80
			02/01/2022	\$59.01	\$10.75	\$21.61	\$0.00	\$91.37
		ntice - TERRAZZO MECH - Loca ive Date - 08/01/2019	al 3 Marble/Tile (Spr/Pitt)					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{3 cp}{1}$	50				\$0.00	\$59.26	
	2	60	\$27.21	\$10.75	\$21.30			
	3		\$32.65	\$10.75	\$21.30	\$0.00	\$64.70	
	3 4	70	\$38.09	\$10.75	\$21.30	\$0.00	\$70.14	
		80	\$43.54	\$10.75	\$21.30	\$0.00	\$75.59	
	5	90	\$48.98	\$10.75	\$21.30	\$0.00	\$81.03	
	Effect Step	ive Date - 02/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$27.53	\$10.75	\$21.30	\$0.00	\$59.58	
	2	60	\$33.03	\$10.75	\$21.30	\$0.00	\$65.08	
	3 70	\$38.54	\$10.75	\$21.30	\$0.00	\$70.59		
	4	80	\$44.04	\$10.75	\$21.30	\$0.00	\$76.09	
	5	90	\$49.55	\$10.75	\$21.30	\$0.00	\$81.60	
	Notes							
		entice to Journeyworker Ratio:1:5						
T BORIN PRERS - FOU		LE K 'AND MARINE	06/01/2019		\$7.85	\$16.05	\$0.00	\$64.40
			12/01/2019		\$7.85	\$16.05	\$0.00	\$65.40
			06/01/2020		\$7.85	\$16.05	\$0.00	\$66.39
			12/01/2020		\$7.85	\$16.05	\$0.00	\$67.37
			06/01/2021		\$7.85	\$16.05	\$0.00	\$68.39
For apprentic	e rates see	"Apprentice- LABORER"	12/01/2021	\$45.50	\$7.85	\$16.05	\$0.00	\$69.40
		LER HELPER	06/01/2019	\$39.22	\$7.85	\$16.05	\$0.00	\$63.12
		AND MARINE	12/01/2019		\$7.85	\$16.05	\$0.00	\$64.12
			06/01/2019		\$7.85 \$7.85	\$16.05	\$0.00	\$65.11
			12/01/2020		\$7.85 \$7.85	\$16.05	\$0.00	\$66.09
			06/01/2021		\$7.85 \$7.85	\$16.05	\$0.00	\$67.11
			12/01/2021		\$7.85	\$16.05	\$0.00	\$68.12
		"Apprentice- LABORER"	12/01/2021	D44.22	\$1.83	ψ10.03	ψυ.υυ	φυο.12

Effective Date

08/01/2019

Base Wage

\$54.42

Health

\$10.75

Classification

TERRAZZO MECHANIC

Supplemental

\$0.00

Unemployment

Pension

\$21.30

Total Rate

\$86.47

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER	06/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$63.00
LABORERS - FOUNDATION AND MARINE	12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.00
	06/01/2020	\$41.09	\$7.85	\$16.05	\$0.00	\$64.99
	12/01/2020	\$42.07	\$7.85	\$16.05	\$0.00	\$65.97
	06/01/2021	\$43.09	\$7.85	\$16.05	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
TRACTORS OPERATING ENGINEERS LOCAL 98	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS" FRAILERS FOR EARTH MOVING EQUIPMENT	00/04/0040	***	**	#10.70		A < 0.00
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
UNNEL WORK - COMPRESSED AIR ABORERS (COMPRESSED AIR)	06/01/2019	\$51.38	\$7.85	\$16.45	\$0.00	\$75.68
ADOLDAG (COM ADODD MAY	12/01/2019	\$52.38	\$7.85	\$16.45	\$0.00	\$76.68
	06/01/2020	\$53.37	\$7.85	\$16.45	\$0.00	\$77.67
	12/01/2020	\$54.35	\$7.85	\$16.45	\$0.00	\$78.65
	06/01/2021	\$55.37	\$7.85	\$16.45	\$0.00	\$79.67
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$56.38	\$7.85	\$16.45	\$0.00	\$80.68
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2019	\$53.38	\$7.85	\$16.45	\$0.00	\$77.68
ABORERS (COMPRESSED AIR)	12/01/2019	\$54.38	\$7.85	\$16.45	\$0.00	\$78.68
	06/01/2020	\$55.37	\$7.85	\$16.45	\$0.00	\$79.67
	12/01/2020	\$56.35	\$7.85	\$16.45	\$0.00	\$80.65
	06/01/2021	\$50.37	\$7.85	\$16.45	\$0.00	\$80.63
				\$16.45	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$58.38	\$7.85	\$10.43	\$0.00	\$62.06
UNNEL WORK - FREE AIR	06/01/2019	\$43.45	\$7.85	\$16.45	\$0.00	\$67.75
ABORERS (FREE AIR TUNNEL)	12/01/2019	\$44.45	\$7.85	\$16.45	\$0.00	\$68.75
	06/01/2020	\$45.44	\$7.85	\$16.45	\$0.00	\$69.74
	12/01/2020	\$46.42	\$7.85	\$16.45	\$0.00	\$70.72
	06/01/2021	\$47.44	\$7.85	\$16.45	\$0.00	\$71.74
	12/01/2021	\$48.45	\$7.85	\$16.45	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"	12,01/2021	ψ10.73	Ψ1.05	220.10	40.00	Ψ12.13
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2019	\$45.45	\$7.85	\$16.45	\$0.00	\$69.75
ABORERS (FREE AIR TUNNEL)	12/01/2019	\$46.45	\$7.85	\$16.45	\$0.00	\$70.75
	06/01/2020	\$47.44	\$7.85	\$16.45	\$0.00	\$71.74
	12/01/2020	\$48.42	\$7.85	\$16.45	\$0.00	\$72.72
	06/01/2021	\$49.44	\$7.85	\$16.45	\$0.00	\$73.74
	12/01/2021	\$50.45	\$7.85	\$16.45	\$0.00	\$73.74
For apprentice rates see "Apprentice- LABORER"	12/01/2021	ψ50.45	Ψ1.05	ψ10.13	ψ0.00	ψ1π.13

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
	06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
	12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
	06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GA	SFITTER"					
Outside Electrical - West						
EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	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 OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	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 OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	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" LIEANY FOLHOMENT OPERATOR						
HEAVY EQUIPMENT OPERATOR	09/02/2018	\$44.60	\$8.00	\$13.15	\$0.00	\$65.75
For apprentice rates see "Apprentice- LINEMAN" HEAVY EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42 For apprentice rates see "Apprentice- LINEMAN"	09/02/2018 09/01/2019	\$44.60 \$47.01	\$8.00 \$8.00	\$13.15 \$13.22	\$0.00 \$0.00	\$65.75 \$68.23
HEAVY EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42						

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\$0.00

\$19.87

TREE TRIMMER GROUNDMAN

OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42

Pension

mental Total Rate

	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	2
	6	85		\$41.91	\$8.00	\$5.26	\$0.00	\$55.17	1
	7	90		\$44.37	\$8.00	\$7.33	\$0.00	\$59.70)
		ve Date -	09/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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	<u> </u>
	3	70		\$36.20	\$8.00	\$3.59	\$0.00	\$47.79)
	4	75		\$38.78	\$8.00	\$5.16	\$0.00	\$51.94	ļ
	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
	7	90		\$46.54	\$8.00	\$7.40	\$0.00	\$61.94	ļ
	Notes:								
			urneyworker Ratio:1:2						
EDATA C			ST LOCAL 42	02/04/201	9 \$30.7	3 \$4.70	\$3.17	\$0.00	\$38.6
		•	MENT OPERATOR ST LOCAL 42	02/04/201	9 \$28.9	93 \$4.70	\$3.14	\$0.00	\$36.7
			LLER/TECHNICIAN ST LOCAL 42	02/04/201	9 \$28.9	3 \$4.70	\$3.14	\$0.00	\$36.7
CTOR-TF				09/02/201	8 \$42.2	88.00	\$12.50	\$0.00	\$62.70
SIDE ELECTI	RICAL WO.	RKERS - WES	ST LOCAL 42	09/01/201	9 \$44.6	\$8.00	\$12.55	\$0.00	\$65.22
E TRIMM		RKERS - WES	ST LOCAL 42	01/31/201	5 \$18.5	\$3.55	\$0.00	\$0.00	\$22.0

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.

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01/31/2016

\$16.32

\$3.55

\$0.00

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

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

- Multiple ratios are listed in the comment field.
- APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

Issue Date: 08/12/2019

SPECIFICATIONS

Those interested in submitting a written response are required to request and attend a site inspection with the WESTCOMM Executive Director, Erin Hastings. Erin may be contacted by email at: ehastings@longmeadow.org . Written responses submitted by those who have not inspected the site with Erin Hastings will not be considered.

Construct A 6ft x 8.8" addition onto the communications shed in the rear of the City of Chicopee Fire Station located on Grattan Street in Chicopee.

- -Provide all general conditions (sani-can, dumpster)
- -Excavate and compact the area necessary to install an 8" thick pad to serve as the foundation of the addition.
- -Install CMU walls similar to existing
- -Install framed roof and asphalt shingle system to match existing. Existing shingles to be removed and existing section of the building will be re-roofed.
- -Remove 2 existing CMU walls and door frames
- -Install 1 new door frame in the new all, existing door slab and hardware to be re-used.
- -Install 1 locking fence gate over the new door and added security
- -Install 1 mini-split to heat/cool the space (unit to be provided by the Owner)
- -Insulate the roof-line of the space with closed cell spray foam installation.
- -Clean all affected work areas, haul all construction debris off site. Contractor is responsible for disposal expense.
- -Exterior painting NOT included.
- -Installation of new electrical panel NOT included.