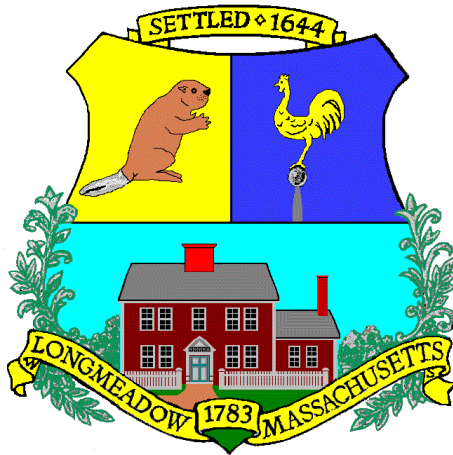


INVITATION FOR BID (IFB)

# **GUARDRAIL REPLACEMENT PROJECT**



TOWN OF LONGMEADOW  
MASSACHUSETTS

September 13, 2019

**INVITATION FOR BID**  
**GUARDRAIL REPLACEMENT**  
**Town of Longmeadow, Massachusetts**

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## **LEGAL NOTICE:**

### **INVITATION FOR BID (IFB) GUARDRAIL REPLACEMENT**

The Town of Longmeadow, MA, is accepting sealed bids for guardrail removal and installation. The bid package is available from the Purchasing Department at the Town of Longmeadow, Attn: Chad Thompson-Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106 ( Phone: 413-565-4185, [cthompson@longmeadow.org](mailto:cthompson@longmeadow.org) ). Bid documents are available during standard business hours, Monday-Thursday, 8am to 4:30pm; and 8am to noon on Fridays. Bid documents may also be obtained online at [www.longmeadow.org](http://www.longmeadow.org) through the Purchasing Department page of the town website, select the 'Bids & RFPs' link, and then the 'Bid & RFP Finder' link to access documents. Bidders are encouraged to register with the Purchasing Department to be added to the bid list. Those that do not register with the Purchasing Department will be responsible for monitoring the website for the issuance of updates and addenda. Failure to acknowledge the receipt of addenda may result in a bid rejection.

Sealed bids should be delivered to the Longmeadow Purchasing Department only and will be accepted until the **bid deadline of Friday, September 27, 2019 at 11:00 AM**. Bids should be labeled 'IFB: Guardrail Replacement Longmeadow Street', followed by the bidder's company name, address and contact information. Late bids will be rejected. Bids received will be opened immediately following the bid deadline in the auditorium located within the same building.

All bidders shall furnish with their bid a mandatory bid guarantee in the form of a bid bond, certified check, treasurer's check or cashier's check issued by a responsible bank or trust company in the amount of 5% of the total amount of the bid, made payable to the Town of Longmeadow. Wages are subject to Massachusetts minimum wage rates as per M.G.L. C.149, Section 26 to 27H, inclusive. Upon contract award a 50% payment bond will be required of the successful bidder.

All bids received will be evaluated and awarded in accordance with the provisions established under Massachusetts General Law Chapter 30, 39M. The Town of Longmeadow, acting through the Town Manager, the Awarding Authority, reserves the right to reject any or all bids, waive informalities, and to award the contract in the best interest of the Town.

**INVITATION FOR BID (IFB)  
GUARDRAIL REPLACEMENT LONGMEADOW STREET**

**INSTRUCTIONS TO BIDDERS:**

**ARTICLE 1- Objective**

**1.1** The Town of Longmeadow, MA, is accepting sealed bids for the removal of old guardrail and the supply and installation of new guardrail at Longmeadow Street in the Town. The successful bidder will be responsible for supplying and installing all of the requested materials as required on the construction plans. All materials shall comply with the included specifications and drawings. The unit price items for the work shall include all supply, installation, restoration of the site, and any other work needed to complete the work and restore the site to pre-construction condition. Also included in the bid unit prices shall be any traffic signage necessary to safely provide advance notice to motorists of construction activities.

**1.2** All work done under this contract shall be in conformance with the Massachusetts Highway Department STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES, dated 1988, the Supplemental Specifications, dated December 11, 2002, 1977 Construction Standards and the Supplemental Drawings dated April 2003; the 1996 Wheelchair Ramp Standards, the latest edition of the Manual on Uniform Traffic Control Devices, the 1990 Standard Drawings for Signs and Supports. The 1968 Standard Drawings for Traffic Signals and Highway Lighting, and the American Standards for Nursery Stock (ANSI-Z60.1-1990), as amended, the Plans and these Special Provisions. All above documents as currently amended.

**1.3** The contract will be awarded to one vendor with fixed pricing that will be in effect for a term through **December 15, 2019, the Substantial Completion Date** for the Guardrail Replacement. The contract may be extended at the sole discretion of the Town for up to one year from the effective date of the contract. The Contractor will be responsible for the payment of liquidated damages after the Substantial Completion date for each day the Substantial Completion date that work is not completed.

**ARTICLE 2- Bid Documents**

**2.1** Each Bidder by making a bid represents that they have read and understand the bidding documents, contract forms and general conditions of the contract and the bid specifications.

**2.2** Addenda will only be emailed to every individual on record as having taken a set of bid documents. Addenda will be available from the Town of Longmeadow Purchasing Department and can also be accessed through the Purchasing Department of the Town website [www.longmeadow.org](http://www.longmeadow.org) , select links for 'Bids & RFPs', then 'Bid & RFP Finder'.

**2.3** Those that are NOT on the active bid list specific for this bid and will not receive update and addenda notifications include the following:

Those that are on a Town of Longmeadow general category bid list,

Those that receive a solicitation or email from the Longmeadow Purchasing Department labeled as a 'Notification' of a specific bid opportunity and then do not reply requesting to be added to a specified active bid list for an active bid.

Those who access bid documents through other sources, such as a bid listing service, etc.

Those that do not register to be added to the active bid list will be responsible for monitoring the town website bid listing service for updates and addenda. These individuals should check at least one day prior to the bid deadline. Failure to acknowledge the receipt of addenda may result in a bid rejection.

**2.4** Those that are on the active bid, bid list for this bid solicitation includes only those that notify the Longmeadow Purchasing Department that they would like to be added to the bid list for this active bid. The bidder should identify the title name of the active bid list that they would like to be added to and should also supply their complete contract information. A bidder on an active bid list will receive confirmation from the Purchasing Department that they have been added to the bid list.

### **ARTICLE 3- Questions & Request for Interpretation:**

**3.1** All questions should be submitted in writing to Chad Thompson-Procurement Manager in the Purchasing Department by fax: 413-565-4185 or by email: [cthompson@longmeadow.org](mailto:cthompson@longmeadow.org) . All clarification or responses to questions that result in a change to the specifications will be issued through written addendum. Verbal interpretations will not be considered as binding.

**3.2** All questions, if any must be received by the Procurement Manager no later than 120 hours (5 days) prior to the bid deadline. Questions received after the deadline for questions will not be answered. Bidders should not contact other Town employees regarding this bid.

### **ARTICLE 4- Submission of Bids:**

**4.1** Sealed bids should be delivered to the Town of Longmeadow Purchasing Department no later than the bid deadline date and time identified in the Legal Notice.

**4.2** Bids should be delivered in a sealed envelope labeled '**IFB: GUARDRAIL REPLACEMENT**' on the exterior of the envelope along with the complete contact information of the bidder (Organization name, contact name, complete address, and phone number).

**4.3** Late bids will be rejected. Timely delivery of bids to the Longmeadow Purchasing Department shall be the responsibility of the Bidder. In the event that the Town of Longmeadow is closed on the date or at the time that bids are due, the date and time of receipt of bids shall be extended to the next regular business day that the Purchasing Department of the Town of Longmeadow is open (Monday through Friday, excluding holidays), with the bid deadline time being the same time as specified in the legal notice.

**4.4** Bids should be submitted utilizing the Bid Submission Forms supplied with the bid document or revised Bid Submission Forms if they are issued through addenda. The Non-Collusion form supplied with the Bid Submission Forms must be completed, a Non-Collusion form not completed as required by law will result in a bid rejection.

**4.5** Where indicated on the Bid Submission Form, the unit price bid pricing should be supplied in both numbers and written words. Where there is a discrepancy between the numeric and written words of a bidder, the written words shall be utilized in correcting the unit pricing and further calculation of totals.

**4.6** Withdrawal of Bid: Any bid may be withdrawn prior to the time designated for receipt of bids.

Provide written notification to the Longmeadow Purchasing Department. No bid may be withdrawn within sixty (60) days, Saturdays, Sundays and legal holidays excluded, after the opening of the bids.

**4.7** Before submitting a bid, each bidder must make a careful study of all specifications and bidding/contract requirements and fully assure themselves as to the quality/quantity of the materials and work required. It is strongly advised that the bidder perform a site walk at all project locations.

**4.8** The bid for this work must cover all contingencies, including all labor and materials, transportation, etc, necessary for the purchase, delivery and installation of the materials and related work required by the Town of Longmeadow. No fuel adjustment, mileage expenses or other additional unauthorized charges or fees will be allowed.

## **ARTICLE 5- Contract Award**

**5.1** The Town is soliciting pricing for the items set forth in the Bid Submission Forms. One contract will be awarded to the “lowest responsive and eligible bidder” based on the total price, the Bid Total, of the estimated quantities documented on the Bid Submission Forms. The term “lowest responsive and eligible bidder” shall mean the Bidder (1) whose bid is the lowest of those bidders possessing the skill, ability and integrity necessary for the faithful performance/supply required; (2) who has met all of the Minimum Requirements of the Invitation for Bid; (3) 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 in the work.

**5.2** The Town reserves the right to request and check references of the low bidders to determine if they are responsive and responsible. All bidders must submit a list of references of clients who they have performed work of similar Scope of Work. The Minimum Requirements of the bidder is that they have: 1) been in the business of Guardrail Replacement and have at minimum one (1) completed guardrail replacement project; and 2) have replaced and installed guardrail for a similar sized or larger sized project(s) as compared to the volume of the Scope of Work for the Longmeadow Guardrail Replacement being bid herein. Bids received that do not meet the Minimum Requirements will result in a bid rejection and will not be considered for contract award. The Town is to have express permission to contact these people, either by phone, written correspondence or in person, as to past performance. Any negative references received will be grounds for rejection of the bid by the Town.

**5.3** All quantities shown for the estimated quantities on the Bid Submission Forms are estimates only. The Town will direct the Contractor to provide only those supplies which are actually required. The Contractor will be compensated only for the supplies accepted. Whether the supplies are more or less than the estimate, the unit pricing provided on the bid shall apply.

**5.4** Subsequent to the award and within five (5) days, Saturday, Sundays and legal holidays excluded, after the prescribed forms are presented for signature the successful bidder shall execute and deliver to the Town a completed original contract with original signatures in the form included in the contract documents. In the event that the Contractor delays the return a completed contract, the

Town will supply the contract with a notification to return the contract within two days. Then if the Contractor fails to return the completed Contract to the Town, the Town reserves the right at its own discretion to withdraw the contract award offer and instead award the contract to the next “lowest responsive and eligible bidder”.

**5.5** In the event that the Town receives low bids that result in an identical tied award total price from two or more responsive and responsible bidders, the Town shall select the successful bidder by a blind selection process chosen by the Town, such as the drawing of names. The low bidders who are under consideration will be invited to attend and observe the selection process.

**5.6** Proprietary specifications: The town may have proprietary specifications for some materials utilized. Such proprietary specifications are permitted under M.G.L. c. 30, 39M(b), provided that the Town state in writing that use of the proprietary specifications is in its best interest and that it will accept an “equal” of the item specified. An item is considered equal if (i) it is at least equal in quality, durability, appearance, strength and design; (ii) will perform the intended function at least; and (iii) conforms substantially, even with deviations, to the detailed requirements contained in the specifications.

**5.7** All work shall confirm to relevant MassDOT specifications, ANSI specifications, and the attached specifications. The Town reserves the right to accept or reject any deviations from these standards. Any deviation must be clearly identified in the proposal.

**5.8** The bidder to whom a contract is awarded will be required to guarantee the installed materials and workmanship in writing to the Town of Longmeadow for a period of three hundred sixty-five (365) days after final acceptance and shall replace any defective materials or workmanship required without additional cost to the Town.

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

## **ARTICLE 6: Terms and Conditions**

**6.1** A Town sample standard contract is provided within this IFB document which contains contract terms and conditions. The IFB document and addendum issued will also become part of the contract specifications, terms and conditions. Upon contract award the successful contractor will be required to complete the contract and comply with all of terms and conditions of the contract.

**6.2** Equality of Materials: All proprietary specifications, or proprietary names used for items listed in the specifications, are shown for purposes of description only and are not intended, nor should they be interpreted, to be an endorsement of any particular proprietary item. The words “or equal” are understood to follow all names of proprietary products, trade names, catalog numbers and detailed descriptions and shall be interpreted to mean any material, article, assembly, or system, which in the opinion of the Town is at least equal in quality, durability, appearance, strength and design to the equipment specified and will

perform at least equally the functions imposed by the general design. The words “or equal” shall not be construed to permit substantial departure from the requirements of the specifications. The provisions of Massachusetts’s General laws shall govern.

**6.3 Performance of Services:** Under the contract awarded, the successful bidder shall agree to the following:

**6.3.1** All services of the successful bidder shall be performed by qualified licensed contractor and their employees. The successful bidder shall perform its services in accordance with the highest professional standards of skill, care and diligence.

**6.3.2** Unless clearly stated in the successful bidder’s bid and incorporated into the contract, none of the services to be provided by the successful bidder pursuant to the contract shall be sub-contracted or delegated to any other organization, association, individual, corporation, partnership or other such entity without the prior written consent of the Town.

**6.3.3** The successful bidder and its personnel shall perform one hundred percent (100%) of all the work under the contract, except as may be required under emergency circumstances or as otherwise approved by the Town, measured either in value of services rendered or in bidder’s time spent on such services.

**6.3.4** The Town may require the successful bidder to relieve any of the successful bidder’s personnel and sub-contractors from any further work under the contract if in the Town’s sole option the individual or sub-contractor does not perform at the applicable skill level; the individual does not deliver work which conforms to the performance standards stated in the contract and the successful bidder’s bid; or personality conflicts with Town personnel hinder effective progress on the work of the project or assignment for which the individual is responsible.

**6.3.5** No subcontracts or delegation shall relieve or discharge the successful bidder from any obligation or liability under the contract except as specifically set forth in the instrument of consent. The successful bidder shall be as fully responsible to the Town for acts and omissions of its sub-contractors and of persons either directly or indirectly employed by them, as it is for the acts and omissions of persons directly or indirectly employed by it.

**6.3.6** Without limiting the foregoing, the Town shall have the right to require the successful bidder to cease providing services immediately upon written notice.

**6.4 Compliance with applicable laws and regulations:** This procurement is subject to the requirements under MGL, Chapter 30, Section 39M. Under the contract award, it is the successful bidder’s responsibility that the contract be conducted, and that all services and other work performed by the successful bidder under the contract be performed so as to comply with all applicable federal, state and municipal laws, regulations, codes, and ordinances including prevailing wage laws as applicable. The Town intends to award the contract to one prime Bidder only, generally referred to herein as 'the successful bidder'. The successful bidder shall be solely responsible for any separate contractual agreements



with its sub-contractor(s), if any are proposed and agreed to in the contract between the Town and the successful bidder.

**6.5 Bid and Contract Pricing:**

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

**6.5.2** The Town will provide at no additional cost to the Contractor any police detail required if needed. The Town will independently contract any police order required.

**6.5.3** Prevailing wages will apply to this contract. The successful bidder must comply with the prevailing wage laws of Massachusetts when performing work for the Town. Prevailing wage rates are provided. The successful Contractor shall submit prevailing wage reports to the Longmeadow Purchasing Department.

**6.6 Compensation:** Under the contract awarded, the successful bidder's compensation shall be made according to the following provisions:

**6.6.1** The maximum fee for all successful bidder and sub-contractor services and expenses shall not exceed the bid amount. The maximum successful bidder fee shall be all-inclusive. Compensation shall be based on the unit pricing supplied by the successful bidder multiplied by the actual quantities provided. In no event shall the Town be liable for additional charges such as interest, penalties, attorney's fees or any other expenses incurred by the successful bidder such as travel, telephone, or duplication expenses except as may be negotiated for and agreed to by the Town and set forth in writing.

**6.6.2** The successful bidder shall submit invoices for services rendered on the schedule agreed to between the Town and the successful bidder. The successful bidder's invoice shall include a description of services performed under the task or tasks in such, form, detail, and with such supporting data as the Town may reasonably require showing the computational basis for all charges. The successful bidder shall keep records pertaining to services performed employing sound bookkeeping practices and in accordance with generally accepted accounting principles.

**6.6.3** Payments under the contract will be made only to the successful bidder. The successful bidder shall be responsible for the compensation of any of its sub-contractors.

**6.6.4** The Town shall withhold a retainage of five percent (5%) of Town authorized payments due to the contract for completed work. The total retainage will be released upon final inspection and authorization by the Town Engineer that the Scope of Work is fully complete to the Town's expectations and specifications.

**6.6.5** Compensation for the job will be based on actual quantities of bid unit items selected for the project by applying the successful bidder's unit price.

## **ARTICLE 7: Specifications and Scope of Work**

The work will include guardrail replacement on the east side of Longmeadow Street. The unit of measure quantities will be inclusive of all labor, material supply, and installation. Unit pricing shall include all removal of existing guardrail and off-site disposal by the Contractor utilizing his own resources. The Contractor shall include in his price the restoration of lawn areas damaged during the work. Such restoration shall include furnishing topsoil, spreading, and grass seeding. Below are the estimated quantities:

<b>ITEM NO.</b>	<b>ITEM DESCRIPTION</b>	<b>QUANTITY</b>	<b>UNIT</b>
1	Timber Guardrail w/Steel Backing & Wood Posts (8"x8" posts) and (4"x10" rail)	876	L.F.
2	Timber Guardrail (Without Steel Backing)	468	L.F.
3	Remove guardrail (All Types Including Posts)	520	L.F.

In the event that police detail is required at the determination of the Longmeadow Town Engineer, the Town will supply the police detail at no additional expense to the Contractor. However, the Contractor will be responsible for scheduling the police details, and will also be responsible for costs associated with cancelling such police details.

Once the Contractor begins with the removal of old guardrail, the Contractor shall secure and protect the unguarded sections where guardrail was once installed. The Contractor shall install new guardrail in a timely manner once old guardrail has been removed to eliminate and reduce the potential for safety issues and concerns. The Contractor will be responsible for legal removal and disposal of removed guardrail materials utilizing the Contractor's own resources and disposal facility which will be inclusive in the bid unit pricing.

The Contractor shall **complete the project by December 15, 2019**, the Substantial Completion Date.

ATTACHMENT A  
PREVAILING WAGE REPORT FORM  
PREVAILING WAGE RATES

WEEKLY PAYROLL RECORDS REPORT  
& STATEMENT OF COMPLIANCE

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

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

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

<p>STATEMENT OF COMPLIANCE</p> <p style="text-align: right;">_____, 20____</p>	
<p>I, _____,</p> <p style="text-align: center;">(Name of signatory party)</p>	<p>_____</p> <p style="text-align: center;">(Title)</p>
<p>do hereby state:</p> <p style="padding-left: 40px;">That I pay or supervise the payment of the persons employed by</p>	
<p>_____</p> <p style="text-align: center;">(Contractor, subcontractor or public body)</p>	<p>_____ on the _____</p> <p style="text-align: center;">(Building or project)</p>
<p>and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.</p>	
<p>Signature _____</p> <p>Title _____</p>	

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

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

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

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

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

Print Name &amp; Title:

☐ Final Report[illegible]

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



CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lt. Governor

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

**Prevailing Wage Rates**

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

ROSALIN ACOSTA  
Secretary  
WILLIAM D MCKINNEY  
Director

**Awarding Authority:** Town of Longmeadow

**Contract Number:**

**City/Town:** LONGMEADOW

**Description of Work:** Removal and disposal of old guardrail. Installation of new guardrail.

**Job Location:** LONGMEADOW, VARIOUS

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Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.25	\$12.41	\$12.70	\$0.00	\$59.36
	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$59.43
	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.44	\$12.41	\$12.70	\$0.00	\$59.55
	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/03/2019	\$32.25	\$7.85	\$14.22	\$0.00	\$54.32
	12/02/2019	\$33.06	\$7.85	\$14.22	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
	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) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	06/01/2019	\$32.40	\$12.50	\$8.35	\$0.00	\$53.25
	12/01/2019	\$33.30	\$12.50	\$8.35	\$0.00	\$54.15
	06/01/2020	\$34.20	\$12.50	\$8.35	\$0.00	\$55.05
	12/01/2020	\$35.10	\$12.50	\$8.35	\$0.00	\$55.95
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
	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) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	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"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	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 <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/03/2019	\$32.25	\$7.85	\$14.22	\$0.00	\$54.32
	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 & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
	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 <i>BOILERMAKERS LOCAL 29</i>	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15



**Apprentice - BOILERMAKER - Local 29****Effective Date - 01/01/2019**

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

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

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

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

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2019	\$42.81	\$10.75	\$19.41	\$0.00	\$72.97
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	02/01/2020	\$43.36	\$10.75	\$19.41	\$0.00	\$73.52
	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

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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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 - 02/01/2020**

Step	percent	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:**

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

BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
/CLAM SHELL OPERATING	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2019	\$40.25	\$7.85	\$16.05	\$0.00	\$64.15
LABORERS - FOUNDATION AND MARINE	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
	12/01/2021	\$45.25	\$7.85	\$16.05	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING 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
	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	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
	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE 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"						
CARPENTER	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90
CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN						

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

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

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

**Notes:**

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

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

CARPENTER WOOD FRAME	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						

**Classification**

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

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

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

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

**Effective Date - 10/01/2019**

Step	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:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$17.47/ 3&4 \$24.53/ 5&6 \$31.10/ 7&8 \$33.41

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

CEMENT MASONRY/PLASTERING	07/01/2019	\$40.46	\$12.70	\$17.64	\$0.62	\$71.42
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	01/01/2020	\$41.94	\$12.70	\$17.64	\$0.62	\$72.90

**Classification**

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

**Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield**
**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$12.70	\$15.41	\$0.00	\$48.34
2	60	\$24.28	\$12.70	\$17.64	\$0.62	\$55.24
3	65	\$26.30	\$12.70	\$17.64	\$0.62	\$57.26
4	70	\$28.32	\$12.70	\$17.64	\$0.62	\$59.28
5	75	\$30.35	\$12.70	\$17.64	\$0.62	\$61.31
6	80	\$32.37	\$12.70	\$17.64	\$0.62	\$63.33
7	90	\$36.41	\$12.70	\$17.64	\$0.62	\$67.37

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.08
2	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.12
3	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.42
6	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.51
7	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.71

**Notes:**

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

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

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	06/01/2019	\$38.55	\$11.69	\$14.08	\$0.00	\$64.32
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$39.15	\$11.69	\$14.35	\$0.00	\$65.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
PAINTERS LOCAL 35 - ZONE 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

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**
**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	\$8.20	\$6.30	\$0.00	\$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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.51	\$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	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"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$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: BURNERS	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: CONCRETE CUTTER/SAWYER	06/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$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 Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

**Apprentice - *ELECTRICIAN - Local 7***

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

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

**Notes:**

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

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

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2019	\$53.11	\$15.58	\$17.51	\$0.00	\$86.20
	01/01/2020	\$54.85	\$15.73	\$18.41	\$0.00	\$88.99
	01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

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

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

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

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

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

**Notes:**

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

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

ELEVATOR CONSTRUCTOR HELPER	01/01/2019	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	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)"						
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	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
OPERATING ENGINEERS LOCAL 98						
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$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
/ COMMISSIONINGELECTRICIANS	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
LOCAL 7						
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						



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

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

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

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

**Effective Date - 12/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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.

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

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2019	\$22.50	\$7.85	\$12.18	\$0.00	\$42.53
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	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
	12/01/2021	\$24.50	\$7.85	\$12.18	\$0.00	\$44.53

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

FLOORCOVERER	09/01/2019	\$37.44	\$7.84	\$16.87	\$0.00	\$62.15
FLOORCOVERERS LOCAL 2168 ZONE III						

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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.72	\$7.84	\$1.32	\$0.00	\$27.88
2	55	\$20.59	\$7.84	\$1.32	\$0.00	\$29.75
3	60	\$22.46	\$7.84	\$12.91	\$0.00	\$43.21
4	65	\$24.34	\$7.84	\$12.91	\$0.00	\$45.09
5	70	\$26.21	\$7.84	\$14.23	\$0.00	\$48.28
6	75	\$28.08	\$7.84	\$14.23	\$0.00	\$50.15
7	80	\$29.95	\$7.84	\$15.55	\$0.00	\$53.34
8	85	\$31.82	\$7.84	\$15.55	\$0.00	\$55.21

**Notes:** Steps are 750 hrs.

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

Step 1&2 \$26.01/ 3&4 \$31.03/ 5&6 \$48.28/ 7&8 \$53.34

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

FORK LIFT	06/01/2019	\$34.74	\$11.69	\$14.08	\$0.00	\$60.51
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.34	\$11.69	\$14.35	\$0.00	\$61.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS	06/01/2019	\$31.29	\$11.69	\$14.08	\$0.00	\$57.06
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$31.89	\$11.69	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
GLAZIERS LOCAL 1333	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

**Apprentice - GLAZIER - Local 1333**

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

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

**Effective Date - 06/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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:

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

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.65	\$11.69	\$14.35	\$0.00	\$61.69
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
For apprentice rates see "Apprentice- SHEET METAL WORKER"	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
For apprentice rates see "Apprentice- ELECTRICIAN"	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
For apprentice rates see "Apprentice- SHEET METAL WORKER"	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
	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)						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2019	\$38.75	\$12.80	\$16.40	\$0.00	\$67.95

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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.38	\$12.80	\$11.90	\$0.00	\$44.08
2	60	\$23.25	\$12.80	\$12.80	\$0.00	\$48.85
3	70	\$27.13	\$12.80	\$13.70	\$0.00	\$53.63
4	80	\$31.00	\$12.80	\$14.60	\$0.00	\$58.40

**Notes:**

Steps are 1 year

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

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

**Classification**

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

**Apprentice -    IRONWORKER - Local 7 Springfield**

**Effective Date -    03/16/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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
3	75	\$25.65	\$8.00	\$20.75	\$0.00	\$54.40
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

**Effective Date -    09/16/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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
6	90	\$31.59	\$8.00	\$20.75	\$0.00	\$60.34

**Notes:**

Structural 1:6; Ornamental 1:4

**Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER 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"						
LABORER	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

**Apprentice - LABORER - Zone 3 Building & Site****Effective Date -** 06/03/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.39	\$7.85	\$14.22	\$0.00	\$41.46
2	70	\$22.62	\$7.85	\$14.22	\$0.00	\$44.69
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**

LABORER (HEAVY &amp; HIGHWAY)

LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)

06/01/2019	\$31.50	\$7.85	\$12.18	\$0.00	\$51.53
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
12/01/2021	\$35.58	\$7.85	\$12.18	\$0.00	\$55.61

**Apprentice - LABORER (Heavy & Highway) - Zone 3****Effective Date -** 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$7.85	\$12.18	\$0.00	\$38.93
2	70	\$22.05	\$7.85	\$12.18	\$0.00	\$42.08
3	80	\$25.20	\$7.85	\$12.18	\$0.00	\$45.23
4	90	\$28.35	\$7.85	\$12.18	\$0.00	\$48.38

**Effective Date -** 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
For apprentice rates see "Apprentice- LABORER"	12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	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
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/01/2019	\$31.60	\$7.85	\$14.22	\$0.00	\$53.67
For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$32.41	\$7.85	\$14.22	\$0.00	\$54.48
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	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) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
	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)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
For apprentice rates see "Apprentice- LABORER"	12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
	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 trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	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
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
	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 <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	08/01/2019	\$35.17	\$10.75	\$18.87	\$0.00	\$64.79
	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

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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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	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"						

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**

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

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

Notes:

Steps are 2,000 hours

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



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MORTAR MIXER	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"						
OILER	06/01/2019	\$30.21	\$11.69	\$14.08	\$0.00	\$55.98
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$30.81	\$11.69	\$14.35	\$0.00	\$56.85
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	06/01/2019	\$28.23	\$11.69	\$14.08	\$0.00	\$54.00
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$28.83	\$11.69	\$14.35	\$0.00	\$54.87
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
PAINTERS LOCAL 35 - ZONE 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

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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	\$8.20	\$6.30	\$0.00	\$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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.51	\$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**

PAINTER (SIGN, PICTORIAL & DISPLAY)	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 3						

**Apprentice - PAINTER SIGN - Local 35 Zone 3****Effective Date - 06/01/2013**

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

**Notes:**

Steps are 4 mos.

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

PAINTER (SPRAY OR SANDBLAST, NEW) \*

\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

07/01/2019	\$34.03	\$8.20	\$17.55	\$0.00	\$59.78
01/01/2020	\$34.33	\$8.20	\$18.20	\$0.00	\$60.73
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

**Classification**

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

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

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

Step	percent	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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.17	\$8.20	\$0.00	\$0.00	\$25.37
2	55	\$18.88	\$8.20	\$3.80	\$0.00	\$30.88
3	60	\$20.60	\$8.20	\$4.14	\$0.00	\$32.94
4	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:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2019	\$31.35	\$8.20	\$17.55	\$0.00	\$57.10
PAINTERS LOCAL 35 - ZONE 3	01/01/2020	\$31.65	\$8.20	\$18.20	\$0.00	\$58.05
	07/01/2020	\$32.75	\$8.20	\$18.20	\$0.00	\$59.15
	01/01/2021	\$33.85	\$8.20	\$18.20	\$0.00	\$60.25

**Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint****Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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.

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

PAINTER / TAPER (BRUSH, NEW) \*

\* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

07/01/2019	\$32.63	\$8.20	\$17.55	\$0.00	\$58.38
01/01/2020	\$32.93	\$8.20	\$18.20	\$0.00	\$59.33
07/01/2020	\$34.03	\$8.20	\$18.20	\$0.00	\$60.43
01/01/2021	\$35.13	\$8.20	\$18.20	\$0.00	\$61.53

**Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW****Effective Date - 07/01/2019**

Step	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

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

Step	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.

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

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2019	\$29.95	\$8.20	\$17.55	\$0.00	\$55.70
01/01/2020	\$30.25	\$8.20	\$18.20	\$0.00	\$56.65
07/01/2020	\$31.35	\$8.20	\$18.20	\$0.00	\$57.75
01/01/2021	\$32.45	\$8.20	\$18.20	\$0.00	\$58.85

**Classification**

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

**Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT**
**Effective Date - 07/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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 Ratio:1:1**

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2019	\$31.50	\$7.85	\$12.18	\$0.00	\$51.53
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	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
	12/01/2021	\$35.58	\$7.85	\$12.18	\$0.00	\$55.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	08/01/2019	\$34.08	\$12.41	\$12.70	\$0.00	\$59.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
	12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
PILE DRIVER LOCAL 56 (ZONE 3)						
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
<b>Apprentice - PILE DRIVER - Local 56 Zone 3</b>						
<b>Effective Date - 08/01/2019</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Notes:</b> Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$54.34/2\$58.99/3\$63.65/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8\$72.96						
<b>Apprentice to Journeyworker Ratio:1:5</b>						
PIPELAYER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	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"						
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
	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)"						
PLUMBER & PIPEFITTER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
<b>Apprentice - PLUMBER/PIPEFITTER - Local 104</b>						
<b>Effective Date - 03/17/2019</b>						
Step	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
<b>Notes:</b> **1:1,2:5,3:9,4:12						
<b>Apprentice to Journeyworker Ratio:**</b>						
PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
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 & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
<i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	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)						
POWDERMAN & BLASTER	06/03/2019	\$32.50	\$7.85	\$14.22	\$0.00	\$54.57
<i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	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
<i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	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
<i>OPERATING ENGINEERS LOCAL 98</i>	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
<i>OPERATING ENGINEERS LOCAL 98</i>	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
<i>TEAMSTERS 404 - Construction Service (Northampton)</i>						
RIDE-ON MOTORIZED BUGGY OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
<i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch)	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
<i>ROOFERS LOCAL 248</i>						
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)	07/16/2019	\$32.16	\$10.05	\$15.70	\$0.00	\$57.91
<i>ROOFERS LOCAL 248</i>						



Apprentice - ROOFER - Local 248

Effective Date - 07/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.30	\$10.05	\$0.00	\$0.00	\$29.35
2	65	\$20.90	\$10.05	\$15.70	\$0.00	\$46.65
3	70	\$22.51	\$10.05	\$15.70	\$0.00	\$48.26
4	75	\$24.12	\$10.05	\$15.70	\$0.00	\$49.87
5	80	\$25.73	\$10.05	\$15.70	\$0.00	\$51.48
6	85	\$27.34	\$10.05	\$15.70	\$0.00	\$53.09
7	90	\$28.94	\$10.05	\$15.70	\$0.00	\$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

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.12	\$11.69	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.51	\$11.69	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM 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"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

**Apprentice - SHEET METAL WORKER - Local 63****Effective Date - 07/01/2019**

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

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

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

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

SPECIALIZED EARTH MOVING EQUIP &lt; 35 TONS

TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94
	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

**Apprentice - SPRINKLER FITTER - Local 669**

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

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

**Notes:**

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

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7****Effective Date - 06/30/2019**

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

**Notes:**

Steps are 800 hours

**Apprentice to Journeyworker Ratio:1:1****TERRAZZO FINISHERS***BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE*

08/01/2019	\$53.34	\$10.75	\$21.30	\$0.00	\$85.39
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)****Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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
5	90	\$48.58	\$10.75	\$21.30	\$0.00	\$80.63

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO MECHANIC <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	08/01/2019	\$54.42	\$10.75	\$21.30	\$0.00	\$86.47
	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

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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.21	\$10.75	\$21.30	\$0.00	\$59.26
2	60	\$32.65	\$10.75	\$21.30	\$0.00	\$64.70
3	70	\$38.09	\$10.75	\$21.30	\$0.00	\$70.14
4	80	\$43.54	\$10.75	\$21.30	\$0.00	\$75.59
5	90	\$48.98	\$10.75	\$21.30	\$0.00	\$81.03

**Effective Date - 02/01/2020**

Step	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:**

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

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$40.50	\$7.85	\$16.05	\$0.00	\$64.40
	12/01/2019	\$41.50	\$7.85	\$16.05	\$0.00	\$65.40
	06/01/2020	\$42.49	\$7.85	\$16.05	\$0.00	\$66.39
	12/01/2020	\$43.47	\$7.85	\$16.05	\$0.00	\$67.37
	06/01/2021	\$44.49	\$7.85	\$16.05	\$0.00	\$68.39
	12/01/2021	\$45.50	\$7.85	\$16.05	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$39.22	\$7.85	\$16.05	\$0.00	\$63.12
	12/01/2019	\$40.22	\$7.85	\$16.05	\$0.00	\$64.12
	06/01/2020	\$41.21	\$7.85	\$16.05	\$0.00	\$65.11
	12/01/2020	\$42.19	\$7.85	\$16.05	\$0.00	\$66.09
	06/01/2021	\$43.21	\$7.85	\$16.05	\$0.00	\$67.11
	12/01/2021	\$44.22	\$7.85	\$16.05	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$63.00
	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
	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	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"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2019	\$51.38	\$7.85	\$16.45	\$0.00	\$75.68
	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
	12/01/2021	\$56.38	\$7.85	\$16.45	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2019	\$53.38	\$7.85	\$16.45	\$0.00	\$77.68
	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	\$57.37	\$7.85	\$16.45	\$0.00	\$81.67
	12/01/2021	\$58.38	\$7.85	\$16.45	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2019	\$43.45	\$7.85	\$16.45	\$0.00	\$67.75
	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"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2019	\$45.45	\$7.85	\$16.45	\$0.00	\$69.75
	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	\$74.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	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"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
	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 <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
<b>Rental of Equipment - West</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.25	\$12.41	\$0.00	\$0.00	\$46.66
	12/01/2019	\$34.25	\$12.41	\$0.00	\$0.00	\$46.66
	06/01/2020	\$35.15	\$12.41	\$0.00	\$0.00	\$47.56
	08/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	12/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	06/01/2021	\$35.95	\$12.91	\$0.00	\$0.00	\$48.86
	08/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
	12/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.32	\$12.41	\$0.00	\$0.00	\$46.73
	12/01/2019	\$34.32	\$12.41	\$0.00	\$0.00	\$46.73
	06/01/2020	\$35.22	\$12.41	\$0.00	\$0.00	\$47.63
	08/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	12/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	06/01/2021	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	08/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
	12/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.44	\$12.41	\$0.00	\$0.00	\$46.85
	12/01/2019	\$34.44	\$12.41	\$0.00	\$0.00	\$46.85
	06/01/2020	\$35.34	\$12.41	\$0.00	\$0.00	\$47.75
	08/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	12/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	06/01/2021	\$36.14	\$12.91	\$0.00	\$0.00	\$49.05
	08/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
	12/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.65	\$11.69	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.12	\$11.69	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/POWER SHOVEL/TREE SHREDDER <i>/CLAM SHELL OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.65	\$11.69	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.12	\$11.69	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$38.55	\$11.69	\$0.00	\$0.00	\$50.24
	12/01/2019	\$39.15	\$11.69	\$0.00	\$0.00	\$50.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$68.52	\$9.90	\$0.00	\$0.00	\$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.12	\$11.69	\$0.00	\$0.00	\$46.81



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - OPERATING ENGINEERS - Local 98 Class 3**

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.71	\$11.69	\$0.00	\$0.00	\$32.40
2	70	\$24.16	\$11.69	\$0.00	\$0.00	\$35.85
3	80	\$27.62	\$11.69	\$0.00	\$0.00	\$39.31
4	90	\$31.07	\$11.69	\$0.00	\$0.00	\$42.76

**Effective Date -** 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.07	\$11.69	\$0.00	\$0.00	\$32.76
2	70	\$24.58	\$11.69	\$0.00	\$0.00	\$36.27
3	80	\$28.10	\$11.69	\$0.00	\$0.00	\$39.79
4	90	\$31.61	\$11.69	\$0.00	\$0.00	\$43.30

**Notes:**

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

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

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2019	\$22.50	\$7.85	\$0.00	\$0.00	\$30.35
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$23.50	\$7.85	\$0.00	\$0.00	\$31.35
	06/01/2020	\$23.50	\$7.85	\$0.00	\$0.00	\$31.35
	12/01/2020	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
	06/01/2021	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
	12/01/2021	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FORK LIFT/CHERRY PICKER	06/01/2019	\$34.74	\$11.69	\$0.00	\$0.00	\$46.43
27F WEST OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.34	\$11.69	\$0.00	\$0.00	\$47.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS	06/01/2019	\$31.29	\$11.69	\$0.00	\$0.00	\$42.98
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$31.89	\$11.69	\$0.00	\$0.00	\$43.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GRADER/TRENCHING MACHINE/DERRICK	06/01/2019	\$35.05	\$11.69	\$0.00	\$0.00	\$46.74
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.65	\$11.69	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
LABORER	06/03/2019	\$31.50	\$7.85	\$0.00	\$0.00	\$39.35
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.31	\$7.85	\$0.00	\$0.00	\$40.16

**Apprentice - LABORER - Zone 3 Building & Site****Effective Date - 06/03/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$7.85	\$0.00	\$0.00	\$26.75
2	70	\$22.05	\$7.85	\$0.00	\$0.00	\$29.90
3	80	\$25.20	\$7.85	\$0.00	\$0.00	\$33.05
4	90	\$28.35	\$7.85	\$0.00	\$0.00	\$36.20

**Effective Date - 12/02/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.39	\$7.85	\$0.00	\$0.00	\$27.24
2	70	\$22.62	\$7.85	\$0.00	\$0.00	\$30.47
3	80	\$25.85	\$7.85	\$0.00	\$0.00	\$33.70
4	90	\$29.08	\$7.85	\$0.00	\$0.00	\$36.93

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

LABORER (HEAVY &amp; HIGHWAY)

LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)

06/01/2019	\$31.50	\$7.85	\$0.00	\$0.00	\$39.35
12/01/2019	\$32.29	\$7.85	\$0.00	\$0.00	\$40.14
06/01/2020	\$33.10	\$7.85	\$0.00	\$0.00	\$40.95
12/01/2020	\$33.91	\$7.85	\$0.00	\$0.00	\$41.76
06/01/2021	\$34.75	\$7.85	\$0.00	\$0.00	\$42.60
12/01/2021	\$35.58	\$7.85	\$0.00	\$0.00	\$43.43

**Apprentice - LABORER (Heavy & Highway) - Zone 3****Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$7.85	\$0.00	\$0.00	\$26.75
2	70	\$22.05	\$7.85	\$0.00	\$0.00	\$29.90
3	80	\$25.20	\$7.85	\$0.00	\$0.00	\$33.05
4	90	\$28.35	\$7.85	\$0.00	\$0.00	\$36.20

**Effective Date - 12/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.37	\$7.85	\$0.00	\$0.00	\$27.22
2	70	\$22.60	\$7.85	\$0.00	\$0.00	\$30.45
3	80	\$25.83	\$7.85	\$0.00	\$0.00	\$33.68
4	90	\$29.06	\$7.85	\$0.00	\$0.00	\$36.91

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$0.00	\$0.00	\$46.21
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.12	\$11.69	\$0.00	\$0.00	\$46.81
OILER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$30.21	\$11.69	\$0.00	\$0.00	\$41.90
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$30.81	\$11.69	\$0.00	\$0.00	\$42.50
OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$28.23	\$11.69	\$0.00	\$0.00	\$39.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$28.83	\$11.69	\$0.00	\$0.00	\$40.52
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.08	\$12.41	\$0.00	\$0.00	\$46.49
	12/01/2019	\$34.08	\$12.41	\$0.00	\$0.00	\$46.49
	06/01/2020	\$34.98	\$12.41	\$0.00	\$0.00	\$47.39
	08/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	12/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	06/01/2021	\$35.78	\$12.91	\$0.00	\$0.00	\$48.69
	08/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
	12/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$35.05	\$11.69	\$0.00	\$0.00	\$46.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.65	\$11.69	\$0.00	\$0.00	\$47.34
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$0.00	\$0.00	\$46.21
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.12	\$11.69	\$0.00	\$0.00	\$46.81
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$33.91	\$11.69	\$0.00	\$0.00	\$45.60
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$34.51	\$11.69	\$0.00	\$0.00	\$46.20
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$34.52	\$11.69	\$0.00	\$0.00	\$46.21
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.12	\$11.69	\$0.00	\$0.00	\$46.81
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$31.29	\$11.69	\$0.00	\$0.00	\$42.98
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$31.89	\$11.69	\$0.00	\$0.00	\$43.58
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	06/01/2020	\$35.44	\$12.41	\$0.00	\$0.00	\$47.85
	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.83	\$12.41	\$0.00	\$0.00	\$47.24
	12/01/2019	\$34.83	\$12.41	\$0.00	\$0.00	\$47.24
	06/01/2020	\$35.73	\$12.41	\$0.00	\$0.00	\$48.14
	08/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	12/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	06/01/2021	\$36.53	\$12.91	\$0.00	\$0.00	\$49.44
	08/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
	12/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$33.91	\$11.69	\$0.00	\$0.00	\$45.60
	12/01/2019	\$34.51	\$11.69	\$0.00	\$0.00	\$46.20
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$35.12	\$12.41	\$0.00	\$0.00	\$47.53
	12/01/2019	\$35.12	\$12.41	\$0.00	\$0.00	\$47.53
	06/01/2020	\$36.02	\$12.41	\$0.00	\$0.00	\$48.43
	08/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	12/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	06/01/2021	\$36.82	\$12.91	\$0.00	\$0.00	\$49.73
	08/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
	12/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	06/01/2020	\$35.44	\$12.41	\$0.00	\$0.00	\$47.85
	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65

**Additional 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.

**ATTACHMENT B**

**SAMPLE CONTRACT TERMS AND CONDITIONS**

The following provisions shall constitute an Agreement between the Town of Longmeadow, acting by and through its Town Manager and/or Select Board, hereinafter referred to as "Town", and CONTRACTOR with an address of ADDRESS hereinafter referred to as "Contractor", effective as of the XX day of September 2019. In consideration of the mutual covenants contained herein, the parties agree as follows:

**ARTICLE 1: SCOPE OF WORK:**

The Contractor shall perform all work in accordance with the specifications contained in Attachment A - Scope of Services: Invitation for Bid: Town of Longmeadow, IFB: Guardrail Replacement Longmeadow Street dated September 13, 2019; and Addenda No. (if any) \_\_\_\_\_.

**ARTICLE 2: TIME OF PERFORMANCE:**

The contractor shall complete all work and services required on or before December 15, 2019, the Substantial Completion date. The Contractor shall be liable for liquidated damages in the amount of \$100.00 per calendar day for non-completed work after the date of Substantial Completion.

**ARTICLE 3: COMPENSATION:**

The Town shall pay the Contractor for the performance of the work outlined in Article 1 above, based on unit pricing which based on bid quantities is \$ TBD. Compensation shall be in accordance with the provisions of the specifications, or as set forth in an attachment hereto in Attachment B, the price proposal. Total compensation may vary based on any pre-approved change in the unit quantities.

**ARTICLE 4: CONTRACT DOCUMENTS:**

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

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

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

**ARTICLE 5: CONTRACT TERMINATION:**

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

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

**ARTICLE 6: INDEMNIFICATION:**

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

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

**ARTICLE 7: AVAILABILITY OF FUNDS:**

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

**ARTICLE 8: APPLICABLE LAW:**

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

**ARTICLE 9: ASSIGNMENT:**

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

**ARTICLE 10: AMENDMENTS:**

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

**ARTICLE 11: INSURANCE:**

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

**General Liability**

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

**Automobile Liability**

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

**Workers' Compensation Insurance**

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

**ARTICLE 12: PREVAILING WAGE RATES**

Prevailing Wage Rates as determined by the Commissioner of the Department of Labor and Workforce Development under the provisions of Massachusetts General Laws, Chapter 149, Section 26 to 27H, as amended,

apply to this project. It is the responsibility of the Contractor to provide the Town with certified payrolls and to comply with all requirements of the above-cited statutes. The schedules of prevailing wage rates are included in the Contract Documents.

### **ARTICLE 13: SAFETY AND PROTECTION**

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

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

### **ARTICLE 14: ENGINEER / ARCHITECT**

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

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

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

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

CONTRACTOR makes the following representations:

- A. CONTRACTOR has examined and carefully studied the Contract Documents and the other related data identified in the Bidding Documents.
- B. CONTRACTOR has visited the site and become familiar with and is satisfied as to the general, local, and site conditions that may affect cost, progress, and performance of the Work.
- C. CONTRACTOR is familiar with and is satisfied as to all federal, state, and local Laws and Regulations that may affect cost, progress, and performance of the Work.
- D. CONTRACTOR has obtained and carefully studied (or assumes responsibility for having done so) all additional or supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and underground facilities) at or contiguous to the Site which may affect cost, progress, or performance of the Work or which relate to any aspect of the means, methods, techniques, sequences, and procedures of construction to be employed by CONTRACTOR, including applying the specific means, methods, techniques, sequences, and



procedures of construction, if any, expressly required by the Contract Documents to be employed by CONTRACTOR, and safety precautions and programs incident thereto.

- E. CONTRACTOR does not consider that any further examinations, investigations, explorations, tests, studies, or data are necessary for the performance of the Work at the Contract Price, within the Contract Times, and in accordance with the other terms and conditions of the Contract Documents.
- F. CONTRACTOR is aware of the general nature of Work to be performed by Town and others at the Site that relates to the Work as indicated in the Contract Documents.
- G. CONTRACTOR has correlated the information known to CONTRACTOR, information and observations obtained from visits to the Site, reports and drawings identified in the Contract Documents, and all additional examinations, investigations, explorations, tests, studies, and data with the Contract Documents.
- H. CONTRACTOR has given Town written notice of all conflicts, errors, ambiguities, or discrepancies that CONTRACTOR has discovered in the Contract Documents, and the written resolution thereof by Town is acceptable to CONTRACTOR.
- I. The Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performance and furnishing of the Work.

**ATTACHMENT C:**

**PLANS**

TOWN OF LONGMEADOW, MASSACHUSETTS,  
GUARDRAIL REPLACEMENT,  
AUGUST 2019  
(COMPLETE SET 6 SHEETS)

**BID SUBMISSION FORM**

**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

**BIDDER'S NAME:** \_\_\_\_\_

THIS BID IS SUBMITTED TO:

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

- 1.1 The undersigned Bidder proposes and agrees, if this Bid is accepted, to enter into an Agreement with OWNER in the form included in the Bidding Documents to perform all Work as specified or indicated in the Bidding Documents for the prices and within the times indicated in this Bid and in accordance with the other terms and conditions of the Bidding Documents.
- 2.1 Bidder accepts all of the terms and conditions of the Advertisement for Bids and Instructions to Bidders, including without limitation, those dealing with the disposition of Bid security. The Bid will remain subject to acceptance for 60 days after the Bid opening, or for such longer period of time that Bidder may agree to in writing upon request of OWNER.
- 3.1 In submitting this Bid, Bidder represents, as set forth in the Agreement, that:

Bidder has examined and carefully studied the Bidding Documents, the other related data identified in the Bidding Documents and the Addenda.

Bidder 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.

Bidder 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 including Prevailing Wage.

Bidder has carefully studied all: reports of explorations and tests of subsurface conditions at or contiguous to the Site and all drawings of physical conditions in or relating to existing surface or subsurface structures at or contiguous to the Site.

**BID SUBMISSION FORM**

**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

**BIDDER'S NAME:** \_\_\_\_\_

Bidder 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 Utilities) 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 Bidder, including applying the specific means, methods, techniques, sequences, and procedures of construction expressly required by the Bidding Documents to be employed by Bidder, and safety precautions and programs incident thereto.

Bidder does not consider that any further examinations, investigations, explorations, tests, studies, or data are necessary for the determination of this Bid for performance of the Work at the price(s) bid and within the times and in accordance with the other terms and conditions of the Bidding Documents.

Bidder is aware of the general nature of work to be performed by OWNER and others at the Site that relates to the Work as indicated in the Bidding Documents.

Bidder has correlated the information known to Bidder, information and observations obtained from visits to the Site, reports and drawings identified in the Bidding Documents, and all additional examinations, investigations, explorations, tests, studies, and data with the Bidding Documents.

Bidder has given OWNER written notice of all conflicts, errors, ambiguities, or discrepancies that Bidder has discovered in the Bidding Documents, and the written resolution thereof by OWNER is acceptable to Bidder.

The Bidding Documents are generally sufficient to indicate and convey understanding of all terms and conditions for the performance of the Work for which this Bid is submitted.

Bidder will complete the Work in accordance with the Contract Documents for the following price(s) which is inclusive of the furnishing all plant, labor at Prevailing Wage Rates, equipment, and materials necessary to perform all Scope of Work and Specifications.

**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

**BIDDER'S NAME:** \_\_\_\_\_

ITEM NO.	EST. QUANT.	ITEM DESCRIPTION	UNIT PRICE (WRITTEN IN FIGURES & WORDS)	TOTAL AMOUNT (‘EST. QUNTY’ X ‘UNIT PRICE’= TOTAL AMOUNT)
1	876 L.F.	Timber Guardrail w/Steel Backing & Wood Posts (8"x8" posts) and (4"x10" rail)	\$_____ PER L.F. <hr/> WORDS PER L.F.	\$ _____
2	468 L.F.	Timber Guardrail (Without Steel Backing)	\$_____ PER L.F. <hr/> WORDS PER L.F.	\$ _____
3	520 L.F.	Remove guardrail (All Types Including Posts)	\$_____ PER L.F. <hr/> WORDS PER L.F.	\$ _____

**BID TOTAL:** \$\_\_\_\_\_ (Sum of the ‘Total Amounts’)

The bidder acknowledges the receipt of the following bid addendum: \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_

- 5.1 Pursuant to M.G.L.c.62C, s49A, bidder hereby certifies under the penalties of perjury, to the best of Bidder’s knowledge and belief, that Bidder has filed all State tax returns and paid all State taxes required by law.
- 5.2 The Work under this Contract shall be subject to the provisions of Chapter 30, Section 39M of the Massachusetts General Laws.
- 5.3 The time period for holding bids, where Federal approval is not required is 60 days, Saturdays, Sundays and legal holidays excluded, after the opening of bids and where Federal approval is required, the time period for holding bids is 30 days, Saturdays, Sundays and holidays excluded after Federal approval.

**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

**BIDDER'S NAME:** \_\_\_\_\_

- 5.4 Bidder certifies under penalties of perjury that this Bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used herein the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.
- 5.5 Bidder further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of Section Twenty-Nine F of Chapter Twenty-Nine, or any other applicable debarment provisions of any other Chapter of the General Laws or any rule or regulation promulgated thereunder.
- 5.6 The following documents are attached to and made a conditions of this Bid:

J. Bid security in the amount of \_\_\_\_\_ dollars (\$\_\_\_\_\_), consisting of a bid bond or certified check, in the amount of five percent of the total amount of bid.

K. Certified copy of Resolution of Board of Directors (if Corporation)

Date \_\_\_\_\_

\_\_\_\_\_  
(Print Name of Firm Submitting a General Bid)

\_\_\_\_\_  
(Signature of Authorized Representative)

\_\_\_\_\_  
(Print Name of Person Signing Bid and Title)

\_\_\_\_\_  
(Business Address)

\_\_\_\_\_  
(City, State and Zip Code)

Phone #: \_\_\_\_\_

Fax #: \_\_\_\_\_

E-Mail: \_\_\_\_\_

\_\_\_\_\_  
Social Security or Federal ID

**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

**BIDDER'S NAME:** \_\_\_\_\_

The BIDDER shall complete the section that is comparative to the business type of the Bidder:

**An Individual**

By \_\_\_\_\_  
(Individual's Signature)

\_\_\_\_\_  
(Printed or Typed Name of Individual)

Doing Business as \_\_\_\_\_

License or Registration Number: \_\_\_\_\_

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

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

Phone #: \_\_\_\_\_

Fax #: \_\_\_\_\_

**A Partnership**

By \_\_\_\_\_  
(Firm's Name)

By \_\_\_\_\_  
(Partner's Signature)

\_\_\_\_\_  
(Printed or Typed Name and Title of Partner)

License or Registration Number: \_\_\_\_\_

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

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

Phone #: \_\_\_\_\_

Fax #: \_\_\_\_\_

**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

**BIDDER'S NAME:** \_\_\_\_\_

**A Corporation**

By \_\_\_\_\_  
(Corporation's Name)

\_\_\_\_\_  
(State of Incorporation)

By \_\_\_\_\_  
(Signature of Officer Authorized to Sign)

\_\_\_\_\_  
(Printed or Typed Name and Title of Officer Authorized to Sign)  
(CORPORATE SEAL)

Attest \_\_\_\_\_  
(Secretary)

License or Registration Number: \_\_\_\_\_

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

\_\_\_\_\_

Phone #: \_\_\_\_\_

Fax #: \_\_\_\_\_

**A Joint Venture**

By \_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Printed or Typed Name)

\_\_\_\_\_  
(Address)

Phone #: \_\_\_\_\_

Fax #: \_\_\_\_\_

By \_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Printed or Typed Name)

\_\_\_\_\_  
(Address)

Phone #: \_\_\_\_\_

Fax #: \_\_\_\_\_

(Each joint venture must sign. The manner of signing for each individual, partnership and corporation that is a party to the joint venture should be in the manner indicated above.)



**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

**BIDDER'S NAME:** \_\_\_\_\_

**CERTIFICATE OF NON-COLLUSION**

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

\_\_\_\_\_  
(Signature of person signing bid or proposal)

\_\_\_\_\_  
(Name of Business)

\_\_\_\_\_  
(Date)

**CERTIFICATE OF TAX COMPLIANCE:**

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

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

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

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

**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

**BIDDER'S NAME:** \_\_\_\_\_

**BIDDER'S QUALIFICATIONS AND REFERENCES FORM**

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

1.BIDDER/FIRM NAME: \_\_\_\_\_

2.WHEN ORGANIZED: \_\_\_\_\_

3. INCORPORATED?

\_\_\_\_\_ YES

\_\_\_\_\_ NO DATE AND STATE OF INCORPORATION:\_\_\_\_\_

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

MBE? \_\_\_\_\_ YES \_\_\_\_\_ NO

WBE? \_\_\_\_\_ YES \_\_\_\_\_ NO

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

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

\_\_\_\_\_ YES

\_\_\_\_\_ NO

IF YES, WHERE AND WHY?

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

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

IF YES, PROVIDE DETAILS.

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

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

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

**INVITATION FOR BID  
GUARDRAIL REPLACEMENT  
TOWN OF LONGMEADOW, MASSACHUSETTS**

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

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

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

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

DATE: \_\_\_\_\_  
BIDDER: \_\_\_\_\_  
SIGNATURE: \_\_\_\_\_