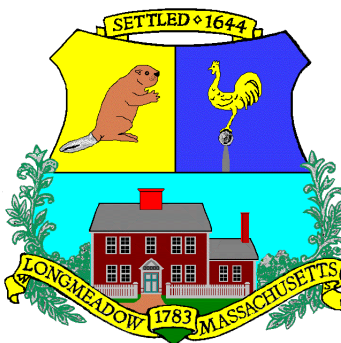


Town of Longmeadow



**MGL 149, INVITATION FOR WRITTEN RESPONSES (IFWR)
FOR
AUTOMATED LOGIC CONTROLS UPGRADE
AT
GLENBROOK MIDDLE SCHOOL.**

July 16, 2020

CONTACT INFORMATION

CONTACT INFORMATION

QUESTIONS:

Town of Longmeadow

Purchasing Department

Attn: Chad Thompson, Procurement Manager

735 Longmeadow Street, Suite 101

Longmeadow, MA 01106

Phone: 413-565-4185

Fax: 413-565-4370

cthompson@longmeadow.org

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**INVITATION FOR WRITTEN RESPONSE (IFWR)
AUTOMATED LOGIC CONTROLS UPGRADE AT GLENBROOK MIDDLE SCHOOL**

The Town of Longmeadow is soliciting written responses for the upgrade of a pre-existing Automated Logic energy management system and equipment. The upgrades will be proprietary to Automated Logic equipment at Glenbrook Middle School.

Written Responses shall be labeled 'IFWR- Automated Logic Controls Upgrade at Glenbrook Middle School' and will be received at the Purchasing Department until the written response deadline of Thursday, July 30, 2020 at 2:00pm. **EMAIL written responses to Procurement Manager, Chad Thompson at cthompson@longmeadow.org. The office is currently closed to the public so do email your written response. There will be no public bid opening as it is not required based on the project estimate.**

Written response documents, including plans and specifications, shall be furnished as described in the Information for Bid and are available from the Town of Longmeadow Purchasing Department. Phone number (413) 565-4185, cthompson@longmeadow.org . Bid documents may also be downloaded through the Purchasing Department page of the town website: www.longmeadow.org , select 'Government' from the header, then the link for 'Purchasing' department, then 'Bids & RFPs', then link 'Bid & RFP Finder' to access bid documents. Bidders are encouraged to register with the Longmeadow Purchasing Department. Those that do not register will be responsible to monitor the website for updates and issued addenda. Failure to acknowledge the receipt of issued addenda may result in a bid rejection.

No bid deposit is required with a proposal submission. All written responses are subject to the provisions of M.G.L. Chapter 149. All bidders shall comply with minimum wage rates as set forth under the provisions of M.G.L., Chapter 149, Sections 26 to 27H inclusive & agree to provide statements of compliance as required. A 50% Payment Bond will only be required if the contract is over \$25,000.

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

INSTRUCTIONS TO RESPONDENTS

ARTICLE 1 - RESPONDENT'S REPRESENTATION

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

ARTICLE 2 - OSHA CERTIFICATION

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

ARTICLE 3 - REQUESTS FOR INTERPRETATION

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

ARTICLE 4 - PREPARATION AND SUBMISSION OF WRITTEN RESPONSES

- 4.1 Written Responses should be submitted on the "Form for Written Responses" as appropriate, furnished at no cost by the Owner.
- 4.2 All entries on the Form for Written Responses shall be TYPE WRITTEN or in INK.
- 4.3 Where so indicated on the Form for Written Responses sums shall be expressed in both words and figures. Where there is a discrepancy between the Written Response sum expressed in words and the Written Response sum expressed in figures, the words shall control.
- 4.4 The Written Response shall be submitted by email only to cthompson@longmeadow.org.
- 4.5 Date and time for receipt of Written Responses set forth in the Public Notification.
- 4.6 Timely delivery of a Written Response shall be the full responsibility of the Respondents.

ARTICLE 5- WITHDRAWAL OF WRITTEN RESPONSES

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

ARTICLE 6 - CONTRACT AWARD

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

ARTICLE 7 - FORMS REQUIRED AT CONTRACT APPROVAL

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

END OF SECTION

**FORM FOR WRITTEN RESPONSES
QUOTE SUBMISSION
GLENBROOK MIDDLE SCHOOL
AUTOMATED LOGIC CONTROLS
UPGRADE**

SUBMITTED BY: _____

TO THE AWARDING AUTHORITY:

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

Lump Sum Price for the Scope of Work for the automated logic controls upgrade:

\$ _____ Lump Sum

(Lump Sum Written in Words)

1. The undersigned hereby certifies that they are able to furnish labor that can work in harmony with all the other elements of labor employed or to be employed on the Work and that they will comply fully with all laws and regulations applicable to awards made subject to MGL. c.149 §§44A-J.
2. The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair, and made without collusion or fraud with any other person and that the undersigned is not debarred from doing public construction work in the Commonwealth under the provisions of M.G.L. c.29, §29F, M.G.L. c. 152, §25C, or any other applicable debarment provisions of any other chapter of the General Laws or any other rule or regulation promulgated thereunder. As used in this certification the word "person" shall mean natural person, joint venture, partnership, corporation, or other business or legal entity.
3. Pursuant to M.G.L. c.62(c), §49(a), the individual signing this document on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.
4. Pursuant to M.G.L. c.151A, §19A, the undersigned certifies under the penalties of perjury that, to the best of their knowledge and belief, said individual/corporation/company is in compliance with all laws of the Commonwealth relating to contributions and payments in lieu of contributions.

Date: _____

Name of Respondent

By: _____
Signature + Title of person signing Written Response

Business Address

City, State & Zip Code

Phone

Email

FORM FOR WRITTEN RESPONSE QUOTE SUBMISSION

SUBMITTED BY: _____

BIDDER'S QUALIFICATIONS AND REFERENCES FORM

All questions must be answered, and the data given must be clear and comprehensive. Please type or print legibly. If necessary, add additional sheet for starred items. This information will be utilized by the Town for purposes of determining bidder responsiveness and eligibility with regard to the requirements and specifications of the Contract. The contractor shall have comparable experience to determine they are qualified to perform the project Scope of Work.

1. BIDDER/FIRM NAME: _____

2. WHEN ORGANIZED: _____

3. INCORPORATED?

_____ YES

_____ NO DATE AND STATE OF INCORPORATION: _____

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

MBE? _____ YES _____ NO

WBE? _____ YES _____ NO

MWBE? _____ YES _____ NO

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

_____ YES

_____ NO

IF YES, WHERE AND WHY?

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

IF YES, PROVIDE DETAILS.

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

FORM FOR WRITTEN RESPONSE QUOTE SUBMISSION

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

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

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

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

DATE: _____
BIDDER: _____
SIGNATURE: _____

(End – Bid Submission Form)

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

The following provisions shall constitute an Agreement between the Town of Longmeadow, acting by and through its Town Manager and/or Select Board, hereinafter referred to as “Town”, and VENDOR with an address of TBD hereinafter referred to as “Contractor”, effective as of the _____ day of August, 2020. In consideration of the mutual covenants contained herein, the parties agree as follows:

ARTICLE 1: SCOPE OF WORK:

The Contractor shall perform all work in accordance with the specifications contained in Attachment A Town of Longmeadow, Massachusetts, Invitation for Written Response, Scope of Services, (IFWR) FOR Automated Logic Controls Upgrade at Glenbrook Middle School dated July 16, 2020.

ARTICLE 2: TIME OF PERFORMANCE:

The contractor shall provide all supplies and services required within 30 calendar days of the Notice to Proceed date. If completion is not achieved by said date, the Contractor shall be liable to the Town for liquidated damages in the amount of \$100.00 per calendar day.

3: COMPENSATION:

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

ARTICLE 4: CONTRACT DOCUMENTS:

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

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

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

ARTICLE 5: CONTRACT TERMINATION:

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

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

ARTICLE 6: INDEMNIFICATION:

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

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

ARTICLE 7: AVAILABILITY OF FUNDS:

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

ARTICLE 8: APPLICABLE LAW:

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

ARTICLE 9: ASSIGNMENT:

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

ARTICLE 10: AMENDMENTS:

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

ARTICLE 11: INSURANCE:

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

General Liability

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

Automobile Liability

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

Workers' Compensation Insurance

Coverage for all employees in accordance with Massachusetts General Laws

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

ARTICLE 12: PREVAILING WAGE RATES

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

ARTICLE 13: SAFETY AND PROTECTION

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

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

ARTICLE 14: ENGINEER / ARCHITECT

The Project has a designated engineer: Yes ___ or; No X. If yes, the designated engineer is _____. who is hereinafter called ENGINEER. ENGINEER will act as the Town's representative, assuming all duties and responsibilities, rights and authority assigned to ENGINEER in the Contract Documents in connection with the completion of the Work in accordance with the Contract Documents.

ARTICLE 15: PROGRESS PAYMENTS

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

ARTICLE 16: CONTRACTOR'S REPRESENTATIONS

CONTRACTOR makes the following representations:

- A. CONTRACTOR has examined and carefully studied the Contract Documents and the other related data identified in the Bidding Documents.
- B. CONTRACTOR has visited the site and become familiar with and is satisfied as to the general, local, and Site conditions that may affect cost, progress, and performance of the Work.
- C. CONTRACTOR is familiar with and is satisfied as to all federal, state, and local Laws and Regulations that may affect cost, progress, and performance of the Work.

CONTRACTOR has obtained and carefully studied (or assumes responsibility for having done so) all additional or supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and Underground Facilities) at or contiguous to the Site which may affect cost, progress, or performance of the Work or which relate to any aspect of the means, methods, techniques, sequences, and procedures of construction to be employed by CONTRACTOR, including applying the specific means, methods, techniques, sequences, and procedures of construction, if any, expressly required by the Contract Documents to be employed by CONTRACTOR, and safety precautions and programs incident thereto.

CONTRACTOR does not consider that any further examinations, investigations, explorations, tests, studies, or data are necessary for the performance of the Work at the Contract Price, within the Contract Times, and in accordance with the other terms and conditions of the Contract Documents.

CONTRACTOR is aware of the general nature of Work to be performed by Town and others at the Site that relates to the Work as indicated in the Contract Documents.

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

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

The Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performance and furnishing of the Work.

TERMS AND CONDITIONS OF THE CONTRACT FOR CONSTRUCTION

1.0 GENERAL PROVISIONS

1.1 THE CONTRACT DOCUMENTS

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

1.2 THE WORK

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

2.0 OWNER

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

2.1 BIDDER

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

3.0 PROJECT FUNDING

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

4.0 CONTRACTOR

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

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

4.3 SALES TAX EXEMPTION AND OTHER TAXES

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

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

4.4 PERMITS, FEES, AND NOTICES

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

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

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

4.5 SAFETY REQUIREMENTS

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

4.6 PREVAILING WAGE RATES AND LABOR REGULATIONS

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

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

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

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

4.6.5 WAGE RATE REPORTING

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

4.6.6 APPRENTICE REQUIREMENTS

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

4.6.7 EMPLOYEE OSHA SAFETY TRAINING

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

5.0 CONTRACT ADMINISTRATION

5.1 PRECONSTRUCTION CONFERENCE

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

5.2 REJECTION OF DEFECTIVE MATERIALS AND WORK

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

6.0 CHANGES

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

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

7.0 PAYMENTS

7.1 CONTRACT SUM

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

7.2 APPLICATIONS FOR PAYMENT

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

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

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

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

7.3 FINAL PAYMENT

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

8.0 GUARANTY AND WARRANTY

8.1 WARRANTY

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

8.2 GENERAL GUARANTY

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

9.0 INSURANCE REQUIREMENTS

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

9.1 WORKER'S COMPENSATION

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

9.2 CONTRACTOR'S COMMERCIAL GENERAL LIABILITY

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

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

9.3 VEHICLE LIABILITY

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

9.4 OWNER AS ADDITIONAL INSURED

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

9.5 CERTIFICATES OF INSURANCE, POLICIES

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

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

9.5.3 The Certificate Holder shall be the Town of Longmeadow

9.6 CANCELLATION

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

10.0 INDEMNIFICATION

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

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

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

11.0 MISCELLANEOUS REQUIREMENTS

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

11.2 CONFLICT OF INTEREST

The Contractor covenants, that:

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

12.0 TERMINATION

12.1 TERMINATION FOR CAUSE

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

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

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

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

12.2 TERMINATION - NO FAULT

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

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

END OF GENERAL CONDITIONS

PREVAILING WAGE RATE SHEETS



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

KARYN E. POLITO
Lt. Governor

Awarding Authority: Town of Longmeadow
Contract Number: **City/Town:** LONGMEADOW
Description of Work: GLENBROOK MIDDLE SCHOOL ENERGY MANAGEMENT SYSTEM EQUIPMENT UPGRADE, ELECTRICAL
Job Location: GLENBROOK MIDDLE SCHOOL, 110 CAMBRIDGE ST

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 criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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>	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>	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 & SITE)</i>	12/02/2019	\$32.25	\$8.10	\$14.78	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$32.25	\$8.60	\$13.03	\$0.00	\$53.88
	12/01/2020	\$33.06	\$8.60	\$13.03	\$0.00	\$54.69
	06/01/2021	\$33.90	\$8.60	\$13.03	\$0.00	\$55.53
	12/01/2021	\$34.73	\$8.60	\$13.03	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	06/01/2020	\$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 & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
	12/01/2020	\$32.56	\$8.60	\$13.03	\$0.00	\$54.19
	06/01/2021	\$33.40	\$8.60	\$13.03	\$0.00	\$55.03
	12/01/2021	\$34.23	\$8.60	\$13.03	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$32.25	\$8.10	\$14.78	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$32.25	\$8.60	\$13.03	\$0.00	\$53.88
	12/01/2020	\$33.06	\$8.60	\$13.03	\$0.00	\$54.69
	06/01/2021	\$33.90	\$8.60	\$13.03	\$0.00	\$55.53
	12/01/2021	\$34.73	\$8.60	\$13.03	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

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) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	02/01/2020	\$42.81	\$10.75	\$19.96	\$0.00	\$73.52
	08/01/2020	\$44.16	\$10.75	\$20.11	\$0.00	\$75.02
	02/01/2021	\$44.71	\$10.75	\$20.11	\$0.00	\$75.57
	08/01/2021	\$46.11	\$10.75	\$20.27	\$0.00	\$77.13
	02/01/2022	\$46.64	\$10.75	\$20.27	\$0.00	\$77.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.41	\$10.75	\$19.96	\$0.00	\$52.12
2	60	\$25.69	\$10.75	\$19.96	\$0.00	\$56.40
3	70	\$29.97	\$10.75	\$19.96	\$0.00	\$60.68
4	80	\$34.25	\$10.75	\$19.96	\$0.00	\$64.96
5	90	\$38.53	\$10.75	\$19.96	\$0.00	\$69.24

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.08	\$10.75	\$20.11	\$0.00	\$52.94
2	60	\$26.50	\$10.75	\$20.11	\$0.00	\$57.36
3	70	\$30.91	\$10.75	\$20.11	\$0.00	\$61.77
4	80	\$35.33	\$10.75	\$20.11	\$0.00	\$66.19
5	90	\$39.74	\$10.75	\$20.11	\$0.00	\$70.60

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
<i>ENGINEERS LOCAL 98</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
	12/01/2020	\$41.28	\$8.60	\$17.24	\$0.00	\$67.12
	06/01/2021	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
	12/01/2021	\$43.31	\$8.60	\$17.24	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	03/01/2020	\$38.04	\$7.84	\$16.87	\$0.00	\$62.75
<i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i>	09/01/2020	\$38.54	\$7.84	\$16.87	\$0.00	\$63.25
	03/01/2021	\$39.04	\$7.84	\$16.87	\$0.00	\$63.75
	09/01/2021	\$39.54	\$7.84	\$16.87	\$0.00	\$64.25
	03/01/2022	\$40.04	\$7.84	\$16.87	\$0.00	\$64.75
	09/01/2022	\$40.54	\$7.84	\$16.87	\$0.00	\$65.25
	03/01/2023	\$41.04	\$7.84	\$16.87	\$0.00	\$65.75

Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.02	\$7.84	\$1.32	\$0.00	\$28.18
2	60	\$22.82	\$7.84	\$1.32	\$0.00	\$31.98
3	70	\$26.63	\$7.84	\$12.91	\$0.00	\$47.38
4	75	\$28.53	\$7.84	\$12.91	\$0.00	\$49.28
5	80	\$30.43	\$7.84	\$14.23	\$0.00	\$52.50
6	80	\$30.43	\$7.84	\$14.23	\$0.00	\$52.50
7	90	\$34.24	\$7.84	\$15.55	\$0.00	\$57.63
8	90	\$34.24	\$7.84	\$15.55	\$0.00	\$57.63

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.27	\$7.84	\$1.32	\$0.00	\$28.43
2	60	\$23.12	\$7.84	\$1.32	\$0.00	\$32.28
3	70	\$26.98	\$7.84	\$12.91	\$0.00	\$47.73
4	75	\$28.91	\$7.84	\$12.91	\$0.00	\$49.66
5	80	\$30.83	\$7.84	\$14.23	\$0.00	\$52.90
6	80	\$30.83	\$7.84	\$14.23	\$0.00	\$52.90
7	90	\$34.69	\$7.84	\$15.55	\$0.00	\$58.08
8	90	\$34.69	\$7.84	\$15.55	\$0.00	\$58.08

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$26.28/ 3&4 \$31.36/ 5&6 \$48.70/ 7&8 \$53.82

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42
<i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i>						

All Aspects of New Wood Frame Work

Apprentice - CARPENTER (Wood Frame) - 336 Hampden Hampshire

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 \$17.64/ 3&4 \$24.74/ 5&6 \$31.37/ 7&8 \$33.72

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	01/01/2020	\$41.94	\$12.70	\$17.64	\$0.62	\$72.90
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Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

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 LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
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For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2019	\$38.90	\$11.94	\$14.35	\$0.00	\$65.19
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 3	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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>	06/28/2020	\$44.01	\$11.25	\$12.82	\$0.00	\$68.08
	01/03/2021	\$44.61	\$11.50	\$12.99	\$0.00	\$69.10
	06/27/2021	\$45.21	\$11.75	\$13.26	\$0.00	\$70.22
	01/02/2022	\$45.81	\$12.00	\$13.42	\$0.00	\$71.23
	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Apprentice - ELECTRICIAN - Local 7

Effective Date - 06/28/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.60	\$6.15	\$0.53	\$0.00	\$24.28
2	45	\$19.80	\$6.15	\$0.59	\$0.00	\$26.54
3	50	\$22.01	\$11.25	\$6.96	\$0.00	\$40.22
4	55	\$24.21	\$11.25	\$7.03	\$0.00	\$42.49
5	65	\$28.61	\$11.25	\$8.72	\$0.00	\$48.58
6	70	\$30.81	\$11.25	\$9.82	\$0.00	\$51.88

Effective Date - 01/03/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.84	\$6.90	\$0.54	\$0.00	\$25.28
2	45	\$20.07	\$6.90	\$0.60	\$0.00	\$27.57
3	50	\$22.31	\$11.50	\$7.02	\$0.00	\$40.83
4	55	\$24.54	\$11.50	\$7.09	\$0.00	\$43.13
5	65	\$29.00	\$11.50	\$8.81	\$0.00	\$49.31
6	70	\$31.23	\$11.50	\$9.94	\$0.00	\$52.67

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>	01/01/2020	\$54.85	\$15.73	\$18.41	\$0.00	\$88.99
	01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2020

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

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.35	\$15.88	\$0.00	\$0.00	\$44.23
2	55	\$31.18	\$15.88	\$19.31	\$0.00	\$66.37
3	65	\$36.85	\$15.88	\$19.31	\$0.00	\$72.04
4	70	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
5	80	\$45.35	\$15.88	\$19.31	\$0.00	\$80.54

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
	12/01/2020	\$32.56	\$8.60	\$13.03	\$0.00	\$54.19
	06/01/2021	\$33.40	\$8.60	\$13.03	\$0.00	\$55.03
	12/01/2021	\$34.23	\$8.60	\$13.03	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	06/28/2020	\$44.01	\$11.25	\$12.82	\$0.00	\$68.08
	01/03/2021	\$44.61	\$11.50	\$12.99	\$0.00	\$69.10
	06/27/2021	\$45.21	\$11.75	\$13.26	\$0.00	\$70.22
	01/02/2022	\$45.81	\$12.00	\$13.42	\$0.00	\$71.23
	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- ELECTRICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	06/28/2020	\$44.01	\$11.25	\$12.82	\$0.00	\$68.08
<i>LOCAL 7</i>	01/03/2021	\$44.61	\$11.50	\$12.99	\$0.00	\$69.10
	06/27/2021	\$45.21	\$11.75	\$13.26	\$0.00	\$70.22
	01/02/2022	\$45.81	\$12.00	\$13.42	\$0.00	\$71.23
	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
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Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.92	\$11.94	\$14.35	\$0.00	\$47.21
2	70	\$24.41	\$11.94	\$14.35	\$0.00	\$50.70
3	80	\$27.90	\$11.94	\$14.35	\$0.00	\$54.19
4	90	\$31.38	\$11.94	\$14.35	\$0.00	\$57.67

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$23.50	\$8.60	\$13.03	\$0.00	\$45.13
	12/01/2020	\$24.50	\$8.60	\$13.03	\$0.00	\$46.13
	06/01/2021	\$24.50	\$8.60	\$13.03	\$0.00	\$46.13
	12/01/2021	\$24.50	\$8.60	\$13.03	\$0.00	\$46.13

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.09	\$11.94	\$14.35	\$0.00	\$61.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$31.64	\$11.94	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Apprentice - GLAZIER - Local 1333

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 <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	06/28/2020	\$44.01	\$11.25	\$12.82	\$0.00	\$68.08
	01/03/2021	\$44.61	\$11.50	\$12.99	\$0.00	\$69.10
	06/27/2021	\$45.21	\$11.75	\$13.26	\$0.00	\$70.22
	01/02/2022	\$45.81	\$12.00	\$13.42	\$0.00	\$71.23
	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$32.25	\$8.60	\$13.03	\$0.00	\$53.88
	12/01/2020	\$33.06	\$8.60	\$13.03	\$0.00	\$54.69
	06/01/2021	\$33.90	\$8.60	\$13.03	\$0.00	\$55.53
	12/01/2021	\$34.73	\$8.60	\$13.03	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2019	\$38.75	\$12.80	\$16.40	\$0.00	\$67.95
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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>	03/16/2020	\$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 - 03/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.57	\$8.00	\$20.75	\$0.00	\$50.32
2	70	\$25.17	\$8.00	\$20.75	\$0.00	\$53.92
3	75	\$26.96	\$8.00	\$20.75	\$0.00	\$55.71
4	80	\$28.76	\$8.00	\$20.75	\$0.00	\$57.51
5	85	\$30.56	\$8.00	\$20.75	\$0.00	\$59.31
6	90	\$32.36	\$8.00	\$20.75	\$0.00	\$61.11

Effective Date - 09/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.11	\$8.00	\$20.75	\$0.00	\$50.86
2	70	\$25.80	\$8.00	\$20.75	\$0.00	\$54.55
3	75	\$27.64	\$8.00	\$20.75	\$0.00	\$56.39
4	80	\$29.48	\$8.00	\$20.75	\$0.00	\$58.23
5	85	\$31.32	\$8.00	\$20.75	\$0.00	\$60.07
6	90	\$33.17	\$8.00	\$20.75	\$0.00	\$61.92

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
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For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
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Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/02/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$8.10	\$14.78	\$0.00	\$41.78
2	70	\$22.05	\$8.10	\$14.78	\$0.00	\$44.93
3	80	\$25.20	\$8.10	\$14.78	\$0.00	\$48.08
4	90	\$28.35	\$8.10	\$14.78	\$0.00	\$51.23

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2020	\$31.50	\$8.60	\$13.03	\$0.00	\$53.13
	12/01/2020	\$32.31	\$8.60	\$13.03	\$0.00	\$53.94
	06/01/2021	\$33.15	\$8.60	\$13.03	\$0.00	\$54.78
	12/01/2021	\$33.98	\$8.60	\$13.03	\$0.00	\$55.61

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$8.60	\$13.03	\$0.00	\$40.53
2	70	\$22.05	\$8.60	\$13.03	\$0.00	\$43.68
3	80	\$25.20	\$8.60	\$13.03	\$0.00	\$46.83
4	90	\$28.35	\$8.60	\$13.03	\$0.00	\$49.98

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.39	\$8.60	\$13.03	\$0.00	\$41.02
2	70	\$22.62	\$8.60	\$13.03	\$0.00	\$44.25
3	80	\$25.85	\$8.60	\$13.03	\$0.00	\$47.48
4	90	\$29.08	\$8.60	\$13.03	\$0.00	\$50.71

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
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For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
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For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2020	\$31.60	\$8.60	\$15.09	\$0.00	\$55.29
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For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$32.50	\$8.10	\$14.78	\$0.00	\$55.38
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For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
	12/01/2020	\$32.56	\$8.60	\$13.03	\$0.00	\$54.19
	06/01/2021	\$33.40	\$8.60	\$13.03	\$0.00	\$55.03
	12/01/2021	\$34.23	\$8.60	\$13.03	\$0.00	\$55.86

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

LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
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For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
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This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
	12/01/2020	\$32.56	\$8.60	\$13.03	\$0.00	\$54.19
	06/01/2021	\$33.40	\$8.60	\$13.03	\$0.00	\$55.03
	12/01/2021	\$34.23	\$8.60	\$13.03	\$0.00	\$55.86

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

MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	02/01/2020	\$35.17	\$10.75	\$19.37	\$0.00	\$65.29
	08/01/2020	\$36.17	\$10.75	\$19.49	\$0.00	\$66.41
	02/01/2021	\$36.67	\$10.75	\$19.49	\$0.00	\$66.91
	08/01/2021	\$37.67	\$10.75	\$19.62	\$0.00	\$68.04
	02/01/2022	\$38.12	\$10.75	\$19.62	\$0.00	\$68.49

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

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.59	\$10.75	\$19.37	\$0.00	\$47.71
2	60	\$21.10	\$10.75	\$19.37	\$0.00	\$51.22
3	70	\$24.62	\$10.75	\$19.37	\$0.00	\$54.74
4	80	\$28.14	\$10.75	\$19.37	\$0.00	\$58.26
5	90	\$31.65	\$10.75	\$19.37	\$0.00	\$61.77

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.09	\$10.75	\$19.49	\$0.00	\$48.33
2	60	\$21.70	\$10.75	\$19.49	\$0.00	\$51.94
3	70	\$25.32	\$10.75	\$19.49	\$0.00	\$55.56
4	80	\$28.94	\$10.75	\$19.49	\$0.00	\$59.18
5	90	\$32.55	\$10.75	\$19.49	\$0.00	\$62.79

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) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2020	\$34.88	\$8.25	\$18.50	\$0.00	\$61.63
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2021	\$35.43	\$8.25	\$18.85	\$0.00	\$62.53

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.44	\$8.25	\$0.00	\$0.00	\$25.69
2	55	\$19.18	\$8.25	\$3.91	\$0.00	\$31.34
3	60	\$20.93	\$8.25	\$4.26	\$0.00	\$33.44
4	65	\$22.67	\$8.25	\$4.62	\$0.00	\$35.54
5	70	\$24.42	\$8.25	\$16.37	\$0.00	\$49.04
6	75	\$26.16	\$8.25	\$16.73	\$0.00	\$51.14
7	80	\$27.90	\$8.25	\$17.08	\$0.00	\$53.23
8	90	\$31.39	\$8.25	\$17.79	\$0.00	\$57.43

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.72	\$8.25	\$0.00	\$0.00	\$25.97
2	55	\$19.49	\$8.25	\$4.02	\$0.00	\$31.76
3	60	\$21.26	\$8.25	\$4.38	\$0.00	\$33.89
4	65	\$23.03	\$8.25	\$4.75	\$0.00	\$36.03
5	70	\$24.80	\$8.25	\$16.66	\$0.00	\$49.71
6	75	\$26.57	\$8.25	\$17.03	\$0.00	\$51.85
7	80	\$28.34	\$8.25	\$17.39	\$0.00	\$53.98
8	90	\$31.89	\$8.25	\$18.12	\$0.00	\$58.26

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2020	\$32.20	\$8.25	\$18.50	\$0.00	\$58.95
PAINTERS LOCAL 35 - ZONE 3	01/01/2021	\$32.75	\$8.25	\$18.85	\$0.00	\$59.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.10	\$8.25	\$0.00	\$0.00	\$24.35
2	55	\$17.71	\$8.25	\$3.91	\$0.00	\$29.87
3	60	\$19.32	\$8.25	\$4.26	\$0.00	\$31.83
4	65	\$20.93	\$8.25	\$4.62	\$0.00	\$33.80
5	70	\$22.54	\$8.25	\$16.37	\$0.00	\$47.16
6	75	\$24.15	\$8.25	\$16.73	\$0.00	\$49.13
7	80	\$25.76	\$8.25	\$17.08	\$0.00	\$51.09
8	90	\$28.98	\$8.25	\$17.79	\$0.00	\$55.02

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.38	\$8.25	\$0.00	\$0.00	\$24.63
2	55	\$18.01	\$8.25	\$4.02	\$0.00	\$30.28
3	60	\$19.65	\$8.25	\$4.38	\$0.00	\$32.28
4	65	\$21.29	\$8.25	\$4.75	\$0.00	\$34.29
5	70	\$22.93	\$8.25	\$16.66	\$0.00	\$47.84
6	75	\$24.56	\$8.25	\$17.03	\$0.00	\$49.84
7	80	\$26.20	\$8.25	\$17.39	\$0.00	\$51.84
8	90	\$29.48	\$8.25	\$18.12	\$0.00	\$55.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	07/01/2020	\$33.48	\$8.25	\$18.50	\$0.00	\$60.23
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2021	\$34.03	\$8.25	\$18.85	\$0.00	\$61.13

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.74	\$8.25	\$0.00	\$0.00	\$24.99
2	55	\$18.41	\$8.25	\$3.91	\$0.00	\$30.57
3	60	\$20.09	\$8.25	\$4.26	\$0.00	\$32.60
4	65	\$21.76	\$8.25	\$4.62	\$0.00	\$34.63
5	70	\$23.44	\$8.25	\$16.37	\$0.00	\$48.06
6	75	\$25.11	\$8.25	\$16.73	\$0.00	\$50.09
7	80	\$26.78	\$8.25	\$17.08	\$0.00	\$52.11
8	90	\$30.13	\$8.25	\$17.79	\$0.00	\$56.17

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.02	\$8.25	\$0.00	\$0.00	\$25.27
2	55	\$18.72	\$8.25	\$4.02	\$0.00	\$30.99
3	60	\$20.42	\$8.25	\$4.38	\$0.00	\$33.05
4	65	\$22.12	\$8.25	\$4.75	\$0.00	\$35.12
5	70	\$23.82	\$8.25	\$16.66	\$0.00	\$48.73
6	75	\$25.52	\$8.25	\$17.03	\$0.00	\$50.80
7	80	\$27.22	\$8.25	\$17.39	\$0.00	\$52.86
8	90	\$30.63	\$8.25	\$18.12	\$0.00	\$57.00

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2020	\$30.80	\$8.25	\$18.50	\$0.00	\$57.55
PAINTERS LOCAL 35 - ZONE 3	01/01/2021	\$31.35	\$8.25	\$18.85	\$0.00	\$58.45

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.40	\$8.25	\$0.00	\$0.00	\$23.65
2	55	\$16.94	\$8.25	\$3.91	\$0.00	\$29.10
3	60	\$18.48	\$8.25	\$4.26	\$0.00	\$30.99
4	65	\$20.02	\$8.25	\$4.62	\$0.00	\$32.89
5	70	\$21.56	\$8.25	\$16.37	\$0.00	\$46.18
6	75	\$23.10	\$8.25	\$16.73	\$0.00	\$48.08
7	80	\$24.64	\$8.25	\$17.08	\$0.00	\$49.97
8	90	\$27.72	\$8.25	\$17.79	\$0.00	\$53.76

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.68	\$8.25	\$0.00	\$0.00	\$23.93
2	55	\$17.24	\$8.25	\$4.02	\$0.00	\$29.51
3	60	\$18.81	\$8.25	\$4.38	\$0.00	\$31.44
4	65	\$20.38	\$8.25	\$4.75	\$0.00	\$33.38
5	70	\$21.95	\$8.25	\$16.66	\$0.00	\$46.86
6	75	\$23.51	\$8.25	\$17.03	\$0.00	\$48.79
7	80	\$25.08	\$8.25	\$17.39	\$0.00	\$50.72
8	90	\$28.22	\$8.25	\$18.12	\$0.00	\$54.59

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2020	\$31.50	\$8.60	\$13.03	\$0.00	\$53.13
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2020	\$32.31	\$8.60	\$13.03	\$0.00	\$53.94
	06/01/2021	\$33.15	\$8.60	\$13.03	\$0.00	\$54.78
	12/01/2021	\$33.98	\$8.60	\$13.03	\$0.00	\$55.61

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

PANEL & PICKUP TRUCKS DRIVER	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
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PILE DRIVER LOCAL 56 (ZONE 3)

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
PILE DRIVER LOCAL 56 (ZONE 3)						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2019

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

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

Apprentice to Journeyworker Ratio:1:5

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
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For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
	12/01/2020	\$32.56	\$8.60	\$13.03	\$0.00	\$54.19
	06/01/2021	\$33.40	\$8.60	\$13.03	\$0.00	\$55.03
	12/01/2021	\$34.23	\$8.60	\$13.03	\$0.00	\$55.86

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

PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.77	\$9.05	\$9.60	\$0.00	\$37.42
2	50	\$20.86	\$9.05	\$9.60	\$0.00	\$39.51
3	55	\$22.94	\$9.05	\$9.60	\$0.00	\$41.59
4	60	\$25.03	\$9.05	\$9.60	\$0.00	\$43.68
5	65	\$27.11	\$9.05	\$9.60	\$0.00	\$45.76
6	70	\$29.20	\$9.05	\$9.60	\$0.00	\$47.85
7	75	\$31.28	\$9.05	\$9.60	\$0.00	\$49.93
8	80	\$33.37	\$9.05	\$9.60	\$0.00	\$52.02
9	80	\$33.37	\$9.05	\$16.35	\$0.00	\$58.77
10	80	\$33.37	\$9.05	\$16.35	\$0.00	\$58.77

Effective Date - 09/17/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.22	\$9.05	\$9.60	\$0.00	\$37.87
2	50	\$21.36	\$9.05	\$9.60	\$0.00	\$40.01
3	55	\$23.49	\$9.05	\$9.60	\$0.00	\$42.14
4	60	\$25.63	\$9.05	\$9.60	\$0.00	\$44.28
5	65	\$27.76	\$9.05	\$9.60	\$0.00	\$46.41
6	70	\$29.90	\$9.05	\$9.60	\$0.00	\$48.55
7	75	\$32.03	\$9.05	\$9.60	\$0.00	\$50.68
8	80	\$34.17	\$9.05	\$9.60	\$0.00	\$52.82
9	80	\$34.17	\$9.05	\$16.35	\$0.00	\$59.57
10	80	\$34.17	\$9.05	\$16.35	\$0.00	\$59.57

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

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
	12/01/2020	\$32.56	\$8.60	\$13.03	\$0.00	\$54.19
	06/01/2021	\$33.40	\$8.60	\$13.03	\$0.00	\$55.03
	12/01/2021	\$34.23	\$8.60	\$13.03	\$0.00	\$55.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$32.50	\$8.10	\$14.78	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$32.50	\$8.60	\$13.03	\$0.00	\$54.13
	12/01/2020	\$33.31	\$8.60	\$13.03	\$0.00	\$54.94
	06/01/2021	\$34.15	\$8.60	\$13.03	\$0.00	\$55.78
	12/01/2021	\$34.98	\$8.60	\$13.03	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofing) <i>ROOFERS LOCAL 248</i>	07/16/2019	\$32.16	\$10.05	\$15.70	\$0.00	\$57.91

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

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$31.64	\$11.94	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

Apprentice - SHEET METAL WORKER - Local 63

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 < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 01/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 7	06/28/2020	\$44.01	\$11.25	\$12.82	\$0.00	\$68.08
	01/03/2021	\$44.61	\$11.50	\$12.99	\$0.00	\$69.10
	06/27/2021	\$45.21	\$11.75	\$13.26	\$0.00	\$70.22
	01/02/2022	\$45.81	\$12.00	\$13.42	\$0.00	\$71.23
	07/03/2022	\$46.41	\$12.25	\$13.69	\$0.00	\$72.35
	01/01/2023	\$47.01	\$12.50	\$13.96	\$0.00	\$73.47

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 06/28/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.60	\$6.15	\$0.53	\$0.00	\$24.28
2	45	\$19.80	\$6.15	\$0.59	\$0.00	\$26.54
3	50	\$22.01	\$11.25	\$6.96	\$0.00	\$40.22
4	55	\$24.21	\$11.25	\$7.03	\$0.00	\$42.49
5	65	\$28.61	\$11.25	\$8.72	\$0.00	\$48.58
6	70	\$30.81	\$11.25	\$9.82	\$0.00	\$51.88

Effective Date - 01/03/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.84	\$6.90	\$0.54	\$0.00	\$25.28
2	45	\$20.07	\$6.90	\$0.60	\$0.00	\$27.57
3	50	\$22.31	\$11.50	\$7.02	\$0.00	\$40.83
4	55	\$24.54	\$11.50	\$7.09	\$0.00	\$43.13
5	65	\$29.00	\$11.50	\$8.78	\$0.00	\$49.28
6	70	\$31.23	\$11.50	\$9.89	\$0.00	\$52.62

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2020	\$53.34	\$10.75	\$21.94	\$0.00	\$86.03
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
	02/01/2021	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
	08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73
	02/01/2022	\$57.32	\$10.75	\$22.25	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.67	\$10.75	\$21.94	\$0.00	\$59.36
2	60	\$32.00	\$10.75	\$21.94	\$0.00	\$64.69
3	70	\$37.34	\$10.75	\$21.94	\$0.00	\$70.03
4	80	\$42.67	\$10.75	\$21.94	\$0.00	\$75.36
5	90	\$48.01	\$10.75	\$21.94	\$0.00	\$80.70

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19
2	60	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65
3	70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12
4	80	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59
5	90	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06

Notes:

Apprentice to Journeyworker Ratio:1:5

TERRAZZO MECHANIC	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.21	\$10.75	\$21.93	\$0.00	\$59.89
2	60	\$32.65	\$10.75	\$21.93	\$0.00	\$65.33
3	70	\$38.09	\$10.75	\$21.93	\$0.00	\$70.77
4	80	\$43.54	\$10.75	\$21.93	\$0.00	\$76.22
5	90	\$48.98	\$10.75	\$21.93	\$0.00	\$81.66

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$10.75	\$22.08	\$0.00	\$60.72
2	60	\$33.46	\$10.75	\$22.08	\$0.00	\$66.29
3	70	\$39.04	\$10.75	\$22.08	\$0.00	\$71.87
4	80	\$44.62	\$10.75	\$22.08	\$0.00	\$77.45
5	90	\$50.19	\$10.75	\$22.08	\$0.00	\$83.02

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
	12/01/2020	\$41.53	\$8.60	\$17.24	\$0.00	\$67.37
	06/01/2021	\$42.55	\$8.60	\$17.24	\$0.00	\$68.39
	12/01/2021	\$43.56	\$8.60	\$17.24	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.27	\$8.60	\$17.24	\$0.00	\$65.11
	12/01/2020	\$40.25	\$8.60	\$17.24	\$0.00	\$66.09
	06/01/2021	\$41.27	\$8.60	\$17.24	\$0.00	\$67.11
	12/01/2021	\$42.28	\$8.60	\$17.24	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.26	\$11.94	\$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>	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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
	12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
	06/01/2021	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
	06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
	12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
	12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
	06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
	06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 & SITE)</i>	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
	12/01/2020	\$32.56	\$8.60	\$13.03	\$0.00	\$54.19
	06/01/2021	\$33.40	\$8.60	\$13.03	\$0.00	\$55.03
	12/01/2021	\$34.23	\$8.60	\$13.03	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 09/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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

PREVAILING WAGE REPORT FORM

WEEKLY PAYROLL RECORDS REPORT
& STATEMENT OF COMPLIANCE

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

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

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

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

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

WEEKLY PAY ROLL REPORT FORM

Company Name: _____
 Project Name: _____
 Awarding Auth.: _____
 Work Week Ending: _____

Prime Contractor
 Subcontractor
 List Prime Contractor: _____
 Employer Signature: _____
 Print Name & Title: _____

Final Report

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

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

SCOPE OF WORK

1. Boiler Control

Automated Logic is providing:

1. System Specialist recommissioning of the Boiler Control points.
2. Programming Changes – If Boiler-2 is enabled the 3-way control valve at Boiler-1 is opened. (Note: Customer commented that that when B-1 failed and B-2 was enabled but failed to enable, the pumps were running and over pressurized the B-2 causing the pressure switch to open. This is the reason for the programming change.)

ABK

2. AHU-1 Controls

Automated Logic is providing:

1. Remove Existing Controller & Pneumatics
2. DDC Controller
3. Upgrade existing HWC actuator from pneumatic to electronic actuator
4. Upgrade existing OA actuator from pneumatic to electronic actuator and provide new linkage kit to reconnect to existing OA damper
3. Hardwire pointed noted below

Automated Logic is **not** providing:

1. Replacement of existing outside air damper is not included in this proposal. If replacement is required it will be an additional charge.

<i>Point Type</i>	<i>Point Description</i>	<i>End Device</i>
AI	Outside Air temperature	New Duct mounted temp sensor
AI	Supply Air temperature	New Duct mounted temp sensor
AI	Return Air temperature	New Duct mounted temp sensor
AI	Mixed Air temperature	New Duct mounted temp sensor
DI	Low Temp Sensor	New Duct mounted low temp sensor
DI	Supply Fan Status	New Current Sensor
DO	Supply Fan Enable	Relay at starter circuit
AO	HW Valve Command	New Actuator
AO	OA Damper Command	New Actuator
DI	HWC Pump Status	New Current Sensor
DO	HWC Pump Enable	Relay at starter circuit

3. Space Temperature Monitoring (Typical for 5)

- Library
- Computer RM 31
- Faculty RM 34
- Downstairs Classroom (Place Sensor on pole in hallway)
- RM 22

Automated Logic is providing:

1. DDC ZN551 Controller
2. Spare Temperature Sensor with locking cover
3. Programming/Color Thermographs Floor Plans
4. Setup WebCTRL Alarm notification via email and text alert if zone falls below 50°F (adj.)

<i>Point Type</i>	<i>Point Description</i>	<i>End Device</i>
Rnet	Space Temperature	ALC-ZS2-ALC Standard No Display

(End)