

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98	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 LABORERS - ZONE 3 (BUILDING & SITE)	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) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	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 BOILERMAKERS LOCAL 29	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) BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	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
ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
LABORERS - FOUNDATION AND MARINE	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	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION AND MARINE	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	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION AND MARINE	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	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
LABORERS - ZONE 3 (BUILDING & SITE) 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
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	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
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN						
All Aspects of New Wood Frame Work						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

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

DEMO: ADZEMAN LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) 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

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 ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2020	\$54.85	\$15.73	\$18.41	\$0.00	\$88.99
	01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2020

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 ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) 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
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER 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
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

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 OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.09	\$11.94	\$14.35	\$0.00	\$61.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98	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) GLAZIERS LOCAL 1333	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 OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	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) SHEETMETAL WORKERS LOCAL 63	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) 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"						
HVAC MECHANIC 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"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	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) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2019	\$38.75	\$12.80	\$16.40	\$0.00	\$67.95

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

Effective Date - 09/01/2019

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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	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 <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 <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	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) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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 LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 3 (BUILDING & SITE)	06/01/2020	\$31.60	\$8.60	\$15.09	\$0.00	\$55.29
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.50	\$8.10	\$14.78	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (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
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.50	\$8.10	\$14.78	\$0.00	\$54.38
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 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
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	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	02/01/2020	\$35.17	\$10.75	\$19.37	\$0.00	\$65.29
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	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)	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2019

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

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$31.75	\$8.10	\$14.78	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
OILER OPERATING ENGINEERS LOCAL 98	12/01/2019	\$30.56	\$11.94	\$14.35	\$0.00	\$56.85
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	12/01/2019	\$28.58	\$11.94	\$14.35	\$0.00	\$54.87
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) 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

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

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.)	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
PLUMBERS & PIPEFITTERS LOCAL 104	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)	06/01/2020	\$31.75	\$8.60	\$13.03	\$0.00	\$53.38
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	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 LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.50	\$8.10	\$14.78	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	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) OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton)	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY 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"						
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofing) ROOFERS LOCAL 248	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 ROOFERS LOCAL 248	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
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For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SCRAPER OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$31.64	\$11.94	\$14.35	\$0.00	\$57.93
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

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	06/28/2020	\$44.01	\$11.25	\$12.82	\$0.00	\$68.08
ELECTRICIANS LOCAL 7	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.

SUBSECTION C-2

WEEKLY PAYROLL RECORDS & STATEMENT OF COMPLIANCE

**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:

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

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

SECTION D
BOND DESCRIPTIONS

SUBSECTION D-1
BID BOND DESCRIPTION

**TOWN OF LONGMEADOW
DEPARTMENT OF PUBLIC WORKS**

BID BOND DESCRIPTION

This Bid Bond (Proposal Guaranty) shall conform to the conditions and stipulations described in Articles 7 and 16 of the General Conditions of the Specifications plus the following: it shall be in the amount of five percent (5%) of the bidder's proposed bid amount, shall accompany the bidder's proposal, and shall be in a form satisfactory to the Town of Longmeadow. This bond shall be furnished by a surety company incorporated pursuant to Chapter 175, Section 105 of the General Laws of Massachusetts or authorized to do business in the Commonwealth of Massachusetts under Chapter 175, Section 106 of said General Laws, and which is satisfactory to the Town of Longmeadow. Otherwise, this bond may be provided in the form of United States currency; or a certified, treasurer's or cashier's check made payable to the Town of Longmeadow and drawn on a responsible and reputable bank or trust company which is satisfactory to the Town of Longmeadow.

The Bid Bond (Proposal Guaranty) shall be sealed with the bid submission and recorded at the opening, where it shall be recorded and the bidder given a receipt for such. *Any bidder who fails to provide the Guaranty as described above shall not be eligible for the contract award.*

SUBSECTION D-2
PAYMENT BOND DESCRIPTION

**TOWN OF LONGMEADOW
DEPARTMENT OF PUBLIC WORKS**

PAYMENT BOND DESCRIPTION

This Payment Bond shall conform to the conditions and stipulations described in Article 17 of the General Conditions of the Specifications plus the following: it shall be in the amount of one hundred percent (100%) of the proposed bid amount and shall be in a form satisfactory to the Town of Longmeadow. This bond shall be furnished by a surety company incorporated pursuant to Chapter 175, Section 105 of the General Laws of Massachusetts or authorized to do business in the Commonwealth of Massachusetts under Chapter 175, Section 106 of said General Laws, and which is satisfactory to the Town of Longmeadow. Otherwise, this bond may be provided in the form of United States currency; or a certified, treasurer's or cashier's check made payable to the Town of Longmeadow and drawn on a responsible and reputable bank or trust company which is satisfactory to the Town of Longmeadow.

SUBSECTION D-3
PERFORMANCE BOND DESCRIPTION

TOWN OF LONGMEADOW
DEPARTMENT OF PUBLIC WORKS

PERFORMANCE BOND DESCRIPTION

This Performance Bond shall conform to the conditions and stipulations described in Article 17 of the General Conditions of the Specifications plus the following: it shall be in the amount of 100 percent (100%) of the proposed bid amount and shall be in a form satisfactory to the Town of Longmeadow. This bond shall be furnished by a surety company incorporated pursuant to Chapter 175, Section 105 of the General Laws of Massachusetts or authorized to do business in the Commonwealth of Massachusetts under Chapter 175, Section 106 of said General Laws, and which is satisfactory to the Town of Longmeadow. Otherwise, this bond may be provided in the form of United States currency; or a certified, treasurer's or cashier's check made payable to the Town of Longmeadow and drawn on a responsible and reputable bank or trust company which is satisfactory to the Town of Longmeadow.

SECTION E
BID SUBMISSION FORMS AND CONTRACT FORMS

SUBSECTION E-1
BID SUBMISSION FORMS

BID SUBMISSION FORMS
WOLF SWAMP PARK ATHLETIC FIELD RENOVATIONS
TOWN OF LONGMEADOW, MASSACHUSETTS

The undersigned, as Bidder, declares that the only person or parties, as principals, interested in this Proposal, are named below; that he/she has carefully examined the location of the proposed work, has taken into consideration all of the difficulties likely to be met within the doing of the work, that he/she also has carefully examined the annexed form of the contract and the plans therein referred to; and he/she proposes that he/she will Contract with the Town of Longmeadow, Massachusetts, in the form of the Contract annexed, to provide all the labor, machinery, tools, apparatus, and other means of construction and to do all of the work and furnish all the materials specified in the Contract in the manner and time therein prescribed and in accordance with the requirements of the Engineer as herein set forth, and that he/she will take in full payment therefore the following sums to wit: (The item numbers listed on the attached Bid Proposal Worksheet refer to items from the Commonwealth of Massachusetts, MassHighway, Standard Specifications for Highways and Bridges)

Time for Completion:

If this Proposal shall be accepted by the Town of Longmeadow, Massachusetts, the undersigned bidder agrees to meet the requirements regarding the beginning of the work and he/she further agrees that all work must be completed by **October 23, 2020** the Substantial Completion Date.

The undersigned certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this clause, the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

DATE _____

SIGNATURE OF BIDDER: _____

NAME OF BIDDER (print): _____

BUSINESS ADDRESS: _____

PHONE: _____

FAX: _____

EMAIL: _____

BID SUBMISSION FORMS
WOLF SWAMP PARK ATHLETIC FIELD RENOVATIONS
TOWN OF LONGMEADOW, MASSACHUSETTS

FEDERAL ID/OR SOCIAL SECURITY: _____

In compliance with Article 5, Paragraph C of the General Conditions of the Specifications, the bidder, if this bid is submitted by firm, partnership, or corporation, shall list required information below:

Name: _____

Address of Home Office: _____

BID SUBMISSION FORMS
WOLF SWAMP PARK ATHLETIC FIELD RENOVATIONS

BASE BID

Lump Sum total full scope of work for the supply and installation of Wolf Swamp Park Athletic Field Renovations.

FULL SCOPE OF WORK BASE BID LUMP SUM: _____ **Dollars**
(Numeric Lump Sum)

(Base Bid Lump Sum, Written in Words)

BID ALTERNATE NO.1 – LUMP SUM DEDUCTION

Alternate No.1 – Remove Players Benches from the Project:

Lump Sum DEDUCT

Alternate No.1 description: The entirety of work associated with furnishing and installing the players benches is removed from the scope of the Project.

BID ALTERNATE NO.1 LUMP SUM DEDUCT: _____ **Dollars**
(Numeric Lump Sum Deduct, Bid Alternate No.1)

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

BID ALTERNATE NO.2 – LUMP SUM DEDUCTION

Alternate No.2 – Remove Fertigation System from the Project:

Lump sum DEDUCT

Alternate No.2 description: The entirety of work associated with furnishing and installing the Fertigation System as shown on the plans as detailed and specified is removed from the scope of the Project.

BID ALTERNATE NO.2 LUMP SUM DEDUCT: _____ **Dollars**
(Numeric Lump Sum Deduct, Bid Alternate No.2)

Dollars
(Bid Alternate No.2 Lump Sum Deduct, Written in Words)

BID ALTERNATE NO.3 – LUMP SUM DEDUCTION

Alternate No.3 – Remove the Well Pump from the Project

Lump sum DEDUCT

Alternate No.3 description: The entirety of work associated with furnishing and installing the pump for the already dug well, as shown on the plans as detailed and specified is removed from the scope of the Project.

BID ALTERNATE NO.3 LUMP SUM DEDUCT: _____ **Dollars**

(Numeric Lump Sum Deduct, Bid Alternate No.3)

_____ **Dollars**

(Bid Alternate No.3 Lump Sum Deduct, Written in Words)

BID ALTERNATE NO.4 – LUMP SUM DEDUCTION

Alternate No.4 – Remove Town Water Supply from the Project:

Lump sum DEDUCT

Alternate No.4 description: The entirety of work associated with furnishing and installing the Town Water Supply which begins at the connection to a Town supplied Stub and includes everything up to the Cistern, as shown on the plans as detailed and specified is removed from the scope of the Project. The cistern and associated equipment with pumping the Cistern and beyond remain in the scope.

BID ALTERNATE NO.4 LUMP SUM DEDUCT: _____ **Dollars**

(Numeric Lump Sum Deduct, Bid Alternate No.4)

_____ **Dollars**

(Bid Alternate No.4 Lump Sum Deduct, Written in Words)

TOWN OF LONGMEADOW, MASSACHUSETTS

THIS BID INCLUDES Addenda numbered : _____, _____, _____, _____, _____

BID SUBMISSION FORMS
WOLF SWAMP PARK ATHLETIC FIELD RENOVATIONS
TOWN OF LONGMEADOW, MASSACHUSETTS

CERTIFICATE OF NON-COLLUSION

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

Signature of Person Signing Bid

Name of Signer Printed

Name of Business

Date

**WOLF SWAMP PARK ALTHELTIC FIELD
SITE VISIT FORM**

The said undersigned certifies under penalties of perjury that the said undersigned has walked the project worksite prior to submitting a bid and has familiarized themselves with the project site current conditions for renovation:

YES _____, NO _____

A response of 'YES' confirming project site visitation is mandatory for bid consideration. A response of 'NO' will result in a bid rejection.

DATE: _____

Signature of Person Signing Bid

Name of Signer Printed

Name of Business

BIDDER'S QUALIFICATIONS AND REFERENCES FORM

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

1.FIRM NAME: _____

2.WHEN ORGANIZED: _____

3. INCORPORATED?

_____ YES

_____ NO DATE AND STATE OF INCORPORATION: _____

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

MBE? _____ YES _____ NO

WBE? _____ YES _____ NO or

MWBE? _____ YES _____ NO

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

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

_____ YES

_____ NO

IF YES, WHERE AND WHY?

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

IF YES, PROVIDE DETAILS.

8.

LIST YOUR VEHICLES/EQUIPMENT AVAILABLE FOR THIS CONTRACT:

9.

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

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

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

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

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

10.

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

DATE: _____

BIDDER: _____

SIGNATURE: _____

PRINTED NAME: _____ TITLE: _____

(End Bid Submission Form)

SUBSECTION E-2
CONTRACT DOCUMENTS

AGREEMENT TERMS AND CONDITIONS

This Agreement, made this XX day of March in the year two thousand and twenty (the Effective Date) between the Town of Longmeadow, acting by and through its Town Manager and/or Select Board, hereinafter, hereinafter called OWNER and VENDOR with an address of TBD hereinafter called CONTRACTOR.

OWNER and CONTRACTOR, in consideration of the mutual covenants hereinafter set forth, agree as follows:

WORK

- 1.1 CONTRACTOR shall complete all Work as specified or indicated in the Contract Documents titled, Invitation for Bid (IFB), Wolf Swamp Park Athletic Field Renovations, Town of Longmeadow, Massachusetts, dated August 3, 2020.

ENGINEER

- 1.2 The Project has been designed by Milone & MacBroom, Inc. who is hereinafter called ENGINEER. ENGINEER will act as OWNER'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.

CONTRACT TIMES

- 1.3 Dates for Substantial Completion and Final Completion
 - A. All work shall be completed by the following Substantial Completion dates. The **Substantial Completion date is October 23, 2020**. Final project completion acceptance will be no later than May 3, 2021.
- 1.4 Liquidated Damages
 - B. CONTRACTOR and OWNER recognize that time is of the essence of this Agreement and that OWNER will suffer financial loss if the Work is not completed within the times specified in paragraph 3.1 above, plus any extensions thereof allowed in accordance with Article 12 of the General Conditions. The parties also recognize the delays, expense, and difficulties involved in proving in a legal or arbitration proceeding the actual loss suffered by OWNER if the Work is not completed on time. Accordingly, instead of requiring any such proof, OWNER and CONTRACTOR agree that as liquidated damages for delay (but not as a penalty), CONTRACTOR shall pay OWNER \$500 for each day that expires after the 'Substantial Completion' date(s) specified in paragraph 1.3.
- 1.2 Contract Term Extension
 - A. The contract may be extended beyond the Substantial Completion date at the sole discretion of the Town for a term not to exceed one year from the Effective Date of this contract.

CONTRACT PRICE

- 1.5 OWNER shall pay CONTRACTOR for completion of the Work in accordance with the Contract Documents based on actual 'Unit Price' for units utilized in the supply and services provided under this contract. The amount in current funds equal to the prices stated in CONTRACTOR'S Bid, attached hereto as an exhibit.
- 1.6 The total construction bid based on Unit Price shall not exceed \$ TBD, the Bid Total. The total amount will be adjusted by measurement of actual installed quantities in strict conformity with the provisions contained herein. The contract shall not exceed the Bid Total without authorization from the Town of Longmeadow by way of completed contract amendment.

PROGRESS PAYMENTS

- 1.7 Applications for Payment shall be processed in accordance with Article 14 of the General Conditions and in accordance with Massachusetts General Law.
- 1.8 OWNER shall make progress payments on account of the Contract Price on the basis of processed Applications for Payment monthly during construction.
- 1.9 OWNER shall retain from progress payments 5 percent of the value of Work completed.

AFFIRMATIVE ACTION

- 1.10 The CONTRACTOR shall not discriminate against or exclude any person from participation herein on the grounds of race, religion, color, sex, age, or national origin; and that it shall take affirmative actions to ensure that applicants are employed, and that employers are treated during their employment, without regard to race, religion, color, sex, age, handicapped status, or national origin.
- 1.11 The CONTRACTOR shall not participate in or cooperate with an international boycott, as defined in Section 999 (b)(3) and (4) of the Internal Revenue Code 1986, as amended, or engage in conduct declared to be unlawful by Section 2 of Chapter 151E of the Massachusetts General Laws.

CONTRACTOR'S REPRESENTATIONS

- 1.12 CONTRACTOR makes the following representations:
 - B. CONTRACTOR has examined and carefully studied the Contract Documents and the other related data identified in the Bidding Documents.
 - C. 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.
 - D. 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.
 - A. 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.

- B. 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.
- C. CONTRACTOR is aware of the general nature of Work to be performed by OWNER and others at the Site that relates to the Work as indicated in the Contract Documents.
- D. 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.
- E. CONTRACTOR has given OWNER written notice of all conflicts, errors, ambiguities, or discrepancies that CONTRACTOR has discovered in the Contract Documents, and the written resolution thereof by OWNER is acceptable to CONTRACTOR.
- F. The Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performance and furnishing of the Work.

CONTRACT DOCUMENTS

1.13 Contents

- E. The Contract Documents consist of the following:
 - 1. This Agreement (Section E, inclusive);
 - 2. 100% Payment Bond in the amount of \$_____;
 - 3. 100% Performance Bond in the amount of \$_____;
 - 4. The IFB Document Invitation for Bid- Invitation for Bid (IFB), Wolf Swamp Park Athletic Field Renovations, Town of Longmeadow, Massachusetts, dated August 3, 2020, which consists of the following, referred herein as contract ATTACHMENT A:
 - a. General Conditions;
 - b. Special Provisions;
 - c. State Mandatory Forms;
 - d. Bond Descriptions;
 - e. Bid and Contract Forms;
 - f. Plans, Complete Set 22 Sheets;

- I. Any provision or part of the Contract Documents held to be void or unenforceable under any Law or Regulation shall be deemed stricken, and all remaining provisions shall continue to be valid and binding upon OWNER and CONTRACTOR, who agree that the Contract Documents shall be reformed to replace such stricken provision or part thereof with a valid and enforceable provision that comes as close as possible to expressing the intention of the stricken provision.
- 1.18 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.

1.19

For Change Orders work performed by the CONTRACTOR on this project, payment shall be based on Unit of Measure pricing as documented in the CONTRACTOR'S bid submission form, where items are not addressed on the bid submission form the mark-up shall be 15 percent. Also, the CONTRACTOR's markup for Change Order work by CONTRACTOR's sub-contractor(s) shall be limited to 15 percent.

SECTION F

PLANS & MAPS

TOWN OF LONGMEADOW, MASSACHUSETTS

Plan of

Wolf Swamp Park Athletic Field Renovations

Complete Set 22 Sheets

ITEM No.	NAME	TITLE	PLAN SIZE
1 OF 22		Cover Sheet	24x36
2 OF 22	EX-1	Existing Conditions.....	24x36
3 OF 22	EX-2	Existing Conditions.....	24x36
4 OF 22	MA-1	Site Plan – Materials	24x36
5 OF 22	MA-2	Site Plan – Materials	24x36
6 OF 22	CL-1	Site Plan – Construction Layout.....	24x36
7 OF 22	CL-2	Site Plan – Construction Layout.....	24x36
8 OF 22	GR-1	Site Plan – Grading and Utilities.....	24x36
9 OF 22	GR-2	Site Plan – Grading and Utilities.....	24x36
10 OF 22	SE-1	Site Plan – Sediment and Erosion Control.....	24x36
11 OF 22	SE-2	Site Plan – Sediment and Erosion Control.....	24x36
12 OF 22	SE-3	Sediment and Erosion Control Details	24x36
13 OF 22	SD-1	Site Details	24x36
14 OF 22	SD-2	Site Details	24x36
15 OF 22	SD-3	Site Details	24x36
16 OF 22	SD-4	Site Details	24x36
17 OF 22	IR-1	Irrigation Plan	24x36
18 OF 22	IR-2	Irrigation Plan	24x36
19 OF 22	IR-3	Irrigation Plan – Enlargement.....	24x36
20 OF 22	IR-4	Irrigation Details	24x36
21 OF 22	IR-4	Irrigation Details	24x36
22 OF 22	IR-4	Irrigation Pumping Details	24x36

END OF LIST OF DRAWINGS

