

ADDENDUM No.1

for

INVITATION FOR BID (IFB)

Highway Line Painting

TOWN OF LONGMEADOW

MASSACHUSETTS

August 31, 2021

This document serves as Addendum No.1 for the Invitation for Bid (IFB) for Highway Line Painting. This Addendum forms part of the IFB and modifies the original document. **Acknowledge the receipt of all addenda numbers issued on the BID SUBMISSION FORM.** Failure to do so may subject the bidder to disqualification.

The following changes and/or additions are to be made to the original Invitation for Bid dated August 26, 2021:

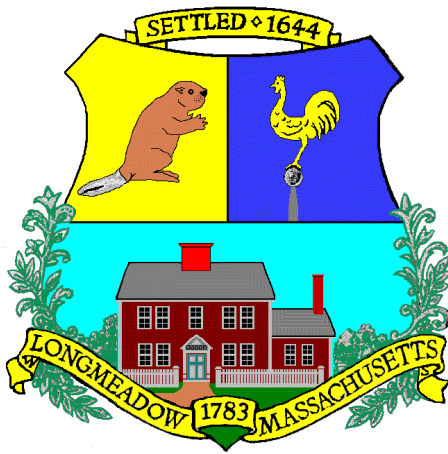
Revisions to bid submission requirements based on the project estimated cost as required by M.G.L. 30, 39M:

The project estimate is \$13,900. As noted in the legal notice *in italic text* on page 5, the following revisions apply to this bid:

- 1) Bid submission forms may be emailed to cthompson@longmeadow.org, or they may be delivered to Chad Thompson at the Longmeadow Purchasing department. The delivery of sealed bids is not a requirement based on the project estimate.
- 2) Based on the project estimate a 5% bid deposit is not required with a bid submission.
- 3) Based on the project estimate a 50% payment bond is not required with a contract award.

INVITATION FOR BID (IFB)

HIGHWAY LINE PAINTING



TOWN OF LONGMEADOW
MASSACHUSETTS

August 26, 2021

**INVITATION FOR BID (IFB)
HIGHWAY LINE PAINTING**

Town of Longmeadow, Massachusetts

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Bid Submission Forms

Plan Set- Town of Longmeadow Engineering Department:

Sheet 1 of 2: Yellow Painted Lines

Sheet 2 of 2: White Painted Lines

INVITATION FOR BID (IFB)

HIGHWAY LINE PAINTING

The Town of Longmeadow invites sealed bids for highway line painting. Sealed bids should be delivered to the following address: Town of Longmeadow, Purchasing Department, Attn: Chad Thompson-Procurement Manager, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106. Sealed bids will be accepted until the bid deadline of **2:00pm on Thursday, September 9, 2021**. Late bids will be rejected. *Bids may be emailed or delivered (per Addendum No.1), if delivered* submit a sealed bids should be labeled on the outer envelope 'IFB: Highway Line Painting', followed with complete contact information of the bidder. *Based on the project estimate bids may also be emailed to cthompson@longmeadow.org (per Addendum No.1)*. Bid received will be publicly opened and recorded remotely only through www.zoom.com beginning at 2:30pm on the day of the bid deadline. The video access for the live remote zoom meeting is:

<https://us02web.zoom.us/j/82362801735?pwd=bzdvSFRRU0FLb2J5ZU0Q3o5YnFLdz09>

To access the zoom meeting by phone call: 312-626-6799, Meeting ID 823 6280 1735 , Passcode: 097111 .

All bids for this contract are subject to the provisions of Massachusetts General Laws Chapter 30, Section 39M as amended. Bid documents may be examined and/or obtained at the Longmeadow Purchasing Department between the hours of 8:00 a.m. and 4:30 p.m., Monday through Thursday, and Friday 8:00 a.m. to noon, excluding legal holiday. Contact information: Phone: 413-565-4185, cthompson@longmeadow.org. Bid documents may also be accessed online through the Purchasing Department page of the Town website www.longmeadow.org by selecting the link 'Bids & RFPs', then select 'Bid & RFP Finder to access documents. Bidders are encouraged to register with the Purchasing Department, those that do not register with the Purchasing Department will be responsible for monitoring the website for updates and addenda. Failure to acknowledge the receipt of addenda may result in a bid rejection.

~~*All bidders shall furnish with their bid a bid guaranty in the form of a bid bond, certified check, treasurer's check, or cashier's check issued by a responsible bank or trust company, in the amount of 5% of the total amount of the bid made payable to the Town of Longmeadow, Massachusetts. No bid deposit is required per Addendum No.1.*~~

~~*A fifty percent (50%) Payment Bond will be required of the successful bidder. Per Addendum No.1 no payment bond is required with a contract award. No bid may be withdrawn within sixty (60) days after the date of the opening of bids.*~~

Not state funded. Minimum wage rates as determined by the Commissioner of Department of Workforce Development under the provision of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H, as amended, apply to this project.

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

**INVITATION FOR BID (IFB)
HIGHWAY LINE PAINTING**

INSTRUCTIONS TO BIDDERS:

ARTICLE 1- Objective

1.1 The Town of Longmeadow, MA, is soliciting sealed bids for a contractor to furnish equipment and labor associated with highway line painting. The services provided is intended to supplement and compliment the efforts of the Town to maintain the serviceability of its storm drainage system. The project estimate is \$13,900.00

ARTICLE 2- Bid Documents

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

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

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

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

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

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

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

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

ARTICLE 3- Questions & Request for Interpretation:

3.1 All questions should be submitted in writing to Chad Thompson-Procurement Manager in the Purchasing Department by fax: 413-565-4185 or by email: cthompson@longmeadow.org . All

clarification or responses to questions that result in a change to the specifications will be issued through written addendum. Verbal interpretations will not be considered as binding.

3.2 All questions, if any must be received by the Procurement Manager no later than 96 hours (4 days) prior to the bid deadline. Questions received after the deadline for questions will not be answered. Bidders should not contact other Town employees regarding this bid.

ARTICLE 4- Submission of Bids:

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

4.2 Bid responses may be emailed to cthompson@longmeadow.org, or if the responder chooses to delivery a bid, it should be delivered in a sealed envelope labeled '**IFB: Highway Line Painting**' on the exterior of the envelope along with the complete contact information of the bidder (Organization name, contact name, complete address, and phone number).

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

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

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

4.6 Withdrawal of Bid: Any bid may be withdrawn prior to the time designated for receipt of bids. Provide written notification to the Longmeadow Purchasing Department. No bid may be withdrawn within sixty (60) days, Saturdays, Sundays and legal holidays excluded, after the opening of the bids.

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

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

ARTICLE 5- Contract Award

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

5.2 The Town reserves the right to request and check references of the low bidders to determine if they are responsive and responsible. All bidders must submit a list of references of clients who they have performed work of similar Scope of Work. The Minimum Requirements of the bidder is that they have: 1) been in the business of highway line painting for at minimum two (2) completed year, and 2) have experience with a completed highway line painting project of similar scale or larger. Bids received that do not meet the Minimum Requirements will result in a bid rejection and will not be considered for contract award. The Town is to have express permission to contact these people, either by phone, written correspondence or in person, as to past performance. Any negative references received will be grounds for rejection of the bid by the Town.

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

5.4 Subsequent to the award and within five (5) days, Saturday, Sundays and legal holidays excluded, after the prescribed forms are presented for signature the successful bidder shall execute and deliver to the Town a completed original contract with original signatures in the form included in the contract documents. In the event that the Contractor delays the return a completed contract, the Town will supply the contract with a notification to return the contract within two days. Then if the Contractor fails to return the completed Contract to the Town, the Town reserves the right at its own discretion to withdraw the contract award offer and instead award the contract to the next “lowest responsive and eligible bidder”.

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

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

specifications.

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

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

ARTICLE 6: Terms and Conditions

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

6.2 Equality of Materials: All proprietary specifications, or proprietary names used for items listed in the specifications, are shown for purposes of description only and are not intended, nor should they be interpreted, to be an endorsement of any particular proprietary item. The words “or equal” are understood to follow all names of proprietary products, trade names, catalog numbers and detailed descriptions and shall be interpreted to mean any material, article, assembly, or system, which in the opinion of the Town is at least equal in quality, durability, appearance, strength and design to the equipment specified and will perform at least equally the functions imposed by the general design. The words “or equal” shall not be construed to permit substantial departure from the requirements of the specifications. The provisions of Massachusetts’s General laws shall govern.

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

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

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

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

spent on such services.

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

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

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

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

6.5 Bid and Contract Pricing:

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

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

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

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

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

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

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

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

ARTICLE 7: Specifications and Scope of Work

1. Specifications for materials and services shall conform to Section 860 for the MassDOT Standard Specifications for Highways and Bridges (1988).
2. Materials shall meet the appropriate requirements specified in the following subsections of Division III Materials:

General requirements for paints & protective coatings	M7.00.00
White thermoplastic traffic line	M7.01.03
Yellow thermoplastic traffic line	M7.01.04
White high heat rapid drying traffic marking material	M7.01.08
Yellow high heat rapid drying traffic marking material	M7.01.09
Fast drying white traffic paint	M7.01.10
Fast drying yellow traffic paint	M7.01.11
Waterborne Fast drying white traffic paint	M7.01.24

3. Markings shall be applied only in seasonable weather in accordance with good painting practices. The surface shall be dry and free of sand, grease, oil, and other foreign substances prior to application. The contractor shall prepare the surface to accept the application as part of the bid price, with no additional compensation.
4. All warning signs and traffic devices as required shall be in accordance with MassDOT specifications and the MUTCD manual. Awarded vendor MUST have proper warning signage on both sides of the work area.
5. The lines shall be applied with airless spray equipment so as to have the paint at a temperature of 120-130 degrees F at the spray nozzle. The chlorinated low VOC traffic paint, to be used for crosswalks and sidebars, parking lines, and symbols and legends, must be a fast drying alkyd, modified with chlorinated rubber, as well as a VOC compliant traffic paint for use on bituminous and Portland cement concrete pavements.
6. Prevailing wage rates set by the Mass Dept. of Labor & Industries apply to this bid.
7. As an optional addition to this bid, a price is sought for the painting of crosswalks, stop bars, parking lines, and symbols and legends.

8. Each section of the bid - waterborne, thermo plastic markings, in addition to the crosswalks, stop bars and parking lines sections - may be awarded to different contractors.
9. Crosswalk lines and stop bars will be understood to mean white or yellow non-reflective fast drying paint, OR, chlorinated low VOC compliant traffic paint as specified.
10. Parking lines will be understood to mean white or yellow non-reflective fast drying paint, OR, chlorinated low VOC compliant traffic paint as specified. Prices submitted will be priced per linear foot.
11. The town of Longmeadow will be responsible for police detail costs if needed.

ATTACHMENT A
PREVAILING WAGE RATES



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Town of Longmeadow
Contract Number: **City/Town:** LONGMEADOW
Description of Work: Painting of highway lines and markings
Job Location: Lognmeadow, Various

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>	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2021	\$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>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$33.00	\$8.60	\$15.99	\$0.00	\$57.59
	12/01/2021	\$33.83	\$8.60	\$15.99	\$0.00	\$58.42
	06/01/2022	\$34.45	\$8.60	\$15.99	\$0.00	\$59.04
	12/01/2022	\$35.08	\$8.60	\$15.99	\$0.00	\$59.67
	06/01/2023	\$35.70	\$8.60	\$15.99	\$0.00	\$60.29
	12/01/2023	\$36.33	\$8.60	\$15.99	\$0.00	\$60.92
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$33.00	\$8.60	\$13.93	\$0.00	\$55.53
	12/01/2021	\$33.83	\$8.60	\$13.93	\$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>	12/01/2020	\$34.29	\$12.80	\$8.95	\$0.00	\$56.04
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$32.50	\$8.60	\$13.93	\$0.00	\$55.03
	12/01/2021	\$33.33	\$8.60	\$13.93	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$37.04	\$12.47	\$14.50	\$0.00	\$64.01
	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$37.04	\$12.47	\$14.50	\$0.00	\$64.01
	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$36.51	\$12.47	\$14.50	\$0.00	\$63.48
	12/01/2021	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$33.00	\$8.60	\$15.99	\$0.00	\$57.59
	12/01/2021	\$33.83	\$8.60	\$15.99	\$0.00	\$58.42
	06/01/2022	\$34.45	\$8.60	\$15.99	\$0.00	\$59.04
	12/01/2022	\$35.08	\$8.60	\$15.99	\$0.00	\$59.67
	06/01/2023	\$35.70	\$8.60	\$15.99	\$0.00	\$60.29
	12/01/2023	\$36.33	\$8.60	\$15.99	\$0.00	\$60.92
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$33.00	\$8.60	\$13.93	\$0.00	\$55.53
	12/01/2021	\$33.83	\$8.60	\$13.93	\$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>	08/01/2021	\$45.56	\$11.39	\$20.18	\$0.00	\$77.13
	02/01/2022	\$46.09	\$11.39	\$20.18	\$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 - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$11.39	\$20.18	\$0.00	\$54.35
2	60	\$27.34	\$11.39	\$20.18	\$0.00	\$58.91
3	70	\$31.89	\$11.39	\$20.18	\$0.00	\$63.46
4	80	\$36.45	\$11.39	\$20.18	\$0.00	\$68.02
5	90	\$41.00	\$11.39	\$20.18	\$0.00	\$72.57

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.05	\$11.39	\$20.18	\$0.00	\$54.62
2	60	\$27.65	\$11.39	\$20.18	\$0.00	\$59.22
3	70	\$32.26	\$11.39	\$20.18	\$0.00	\$63.83
4	80	\$36.87	\$11.39	\$20.18	\$0.00	\$68.44
5	90	\$41.48	\$11.39	\$20.18	\$0.00	\$73.05

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	06/01/2021	\$37.04	\$12.47	\$14.50	\$0.00	\$64.01
ENGINEERS LOCAL 98	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2021	\$41.82	\$8.60	\$17.72	\$0.00	\$68.14
	12/01/2021	\$42.83	\$8.60	\$17.72	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	03/01/2021	\$38.48	\$7.84	\$17.27	\$0.00	\$63.59
<i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i>	09/01/2021	\$38.98	\$7.84	\$17.27	\$0.00	\$64.09
	03/01/2022	\$39.48	\$7.84	\$17.27	\$0.00	\$64.59
	09/01/2022	\$39.98	\$7.84	\$17.27	\$0.00	\$65.09
	03/01/2023	\$40.48	\$7.84	\$17.27	\$0.00	\$65.59

Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.24	\$7.84	\$1.40	\$0.00	\$28.48
2	60	\$23.09	\$7.84	\$1.40	\$0.00	\$32.33
3	70	\$26.94	\$7.84	\$13.07	\$0.00	\$47.85
4	75	\$28.86	\$7.84	\$13.07	\$0.00	\$49.77
5	80	\$30.78	\$7.84	\$14.47	\$0.00	\$53.09
6	80	\$30.78	\$7.84	\$14.47	\$0.00	\$53.09
7	90	\$34.63	\$7.84	\$15.87	\$0.00	\$58.34
8	90	\$34.63	\$7.84	\$15.87	\$0.00	\$58.34

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.49	\$7.84	\$1.40	\$0.00	\$28.73
2	60	\$23.39	\$7.84	\$1.40	\$0.00	\$32.63
3	70	\$27.29	\$7.84	\$13.07	\$0.00	\$48.20
4	75	\$29.24	\$7.84	\$13.07	\$0.00	\$50.15
5	80	\$31.18	\$7.84	\$14.47	\$0.00	\$53.49
6	80	\$31.18	\$7.84	\$14.47	\$0.00	\$53.49
7	90	\$35.08	\$7.84	\$15.87	\$0.00	\$58.79
8	90	\$35.08	\$7.84	\$15.87	\$0.00	\$58.79

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$26.54/ 3&4 \$31.76/ 5&6 \$49.23/ 7&8 \$54.48

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2021	\$23.16	\$7.21	\$4.80	\$0.00	\$35.17
<i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
2	60	\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
3	65	\$15.05	\$7.21	\$0.00	\$0.00	\$22.26
4	70	\$16.21	\$7.21	\$0.00	\$0.00	\$23.42
5	75	\$17.37	\$7.21	\$3.80	\$0.00	\$28.38
6	80	\$18.53	\$7.21	\$3.80	\$0.00	\$29.54
7	85	\$19.69	\$7.21	\$3.80	\$0.00	\$30.70
8	90	\$20.84	\$7.21	\$3.80	\$0.00	\$31.85

Effective Date - 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.63/ 3&4 \$19.95/ 5&6 \$27.22/ 7&8 \$29.54

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$36.51	\$12.47	\$14.50	\$0.00	\$63.48
	12/01/2021	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$40.54	\$12.47	\$14.50	\$0.00	\$67.51
	12/01/2021	\$41.37	\$12.47	\$14.50	\$0.00	\$68.34
	06/01/2022	\$42.24	\$12.47	\$14.50	\$0.00	\$69.21
	12/01/2022	\$43.12	\$12.47	\$14.50	\$0.00	\$70.09
	06/01/2023	\$44.07	\$12.47	\$14.50	\$0.00	\$71.04
	12/01/2023	\$45.02	\$12.47	\$14.50	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

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 <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$40.82	\$8.60	\$17.57	\$0.00	\$66.99
	12/01/2021	\$41.83	\$8.60	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	12/01/2023	\$46.08	\$8.60	\$17.57	\$0.00	\$72.25

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$41.82	\$8.60	\$17.57	\$0.00	\$67.99
	12/01/2021	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.83	\$8.60	\$17.57	\$0.00	\$72.00
	12/01/2023	\$47.08	\$8.60	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$41.57	\$8.60	\$17.57	\$0.00	\$67.74
	12/01/2021	\$42.58	\$8.60	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.58	\$8.60	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.58	\$8.60	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.58	\$8.60	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.83	\$8.60	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$41.82	\$8.60	\$17.57	\$0.00	\$67.99
	12/01/2021	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.83	\$8.60	\$17.57	\$0.00	\$72.00
	12/01/2023	\$47.08	\$8.60	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$41.57	\$8.60	\$17.57	\$0.00	\$67.74
	12/01/2021	\$42.58	\$8.60	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.58	\$8.60	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.58	\$8.60	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.58	\$8.60	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.83	\$8.60	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$40.82	\$8.60	\$17.57	\$0.00	\$66.99
	12/01/2021	\$41.83	\$8.60	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	12/01/2023	\$46.08	\$8.60	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	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 - 06/27/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.08	\$6.45	\$0.54	\$0.00	\$25.07
2	45	\$20.34	\$6.45	\$0.61	\$0.00	\$27.40
3	50	\$22.61	\$11.75	\$7.08	\$0.00	\$41.44
4	55	\$24.87	\$11.75	\$7.15	\$0.00	\$43.77
5	65	\$29.39	\$11.75	\$8.93	\$0.00	\$50.07
6	70	\$31.65	\$11.75	\$10.10	\$0.00	\$53.50

Effective Date - 01/02/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.32	\$6.60	\$0.54	\$0.00	\$25.46
2	45	\$20.61	\$6.60	\$0.61	\$0.00	\$27.82
3	50	\$22.91	\$12.00	\$7.13	\$0.00	\$42.04
4	55	\$25.20	\$12.00	\$7.20	\$0.00	\$44.40
5	65	\$29.78	\$12.00	\$9.01	\$0.00	\$50.79
6	70	\$32.07	\$12.00	\$10.20	\$0.00	\$54.27

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>	01/01/2021	\$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 - 01/01/2021

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

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.31	\$16.03	\$0.00	\$0.00	\$45.34
2	55	\$32.24	\$16.03	\$20.21	\$0.00	\$68.48
3	65	\$38.10	\$16.03	\$20.21	\$0.00	\$74.34
4	70	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
5	80	\$46.90	\$16.03	\$20.21	\$0.00	\$83.14

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>	01/01/2021	\$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>	06/01/2021	\$32.50	\$8.60	\$13.93	\$0.00	\$55.03
	12/01/2021	\$33.33	\$8.60	\$13.93	\$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
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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
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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
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FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	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"

FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 7</i> / COMMISSIONING <i>ELECTRICIANS</i>	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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$36.51	\$12.47	\$14.50	\$0.00	\$63.48
	12/01/2021	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.91	\$12.47	\$14.50	\$0.00	\$48.88
2	70	\$25.56	\$12.47	\$14.50	\$0.00	\$52.53
3	80	\$29.21	\$12.47	\$14.50	\$0.00	\$56.18
4	90	\$32.86	\$12.47	\$14.50	\$0.00	\$59.83

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.40	\$12.47	\$14.50	\$0.00	\$49.37
2	70	\$26.14	\$12.47	\$14.50	\$0.00	\$53.11
3	80	\$29.87	\$12.47	\$14.50	\$0.00	\$56.84
4	90	\$33.61	\$12.47	\$14.50	\$0.00	\$60.58

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>	06/01/2021	\$24.50	\$8.60	\$13.93	\$0.00	\$47.03
	12/01/2021	\$24.50	\$8.60	\$13.93	\$0.00	\$47.03
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	09/01/2020	\$37.88	\$7.84	\$17.27	\$0.00	\$62.99

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.94	\$7.84	\$1.40	\$0.00	\$28.18
2	55	\$20.83	\$7.84	\$1.40	\$0.00	\$30.07
3	60	\$22.73	\$7.84	\$13.07	\$0.00	\$43.64
4	65	\$24.62	\$7.84	\$13.07	\$0.00	\$45.53
5	70	\$26.52	\$7.84	\$14.47	\$0.00	\$48.83
6	75	\$28.41	\$7.84	\$14.47	\$0.00	\$50.72
7	80	\$30.30	\$7.84	\$15.87	\$0.00	\$54.01
8	85	\$32.20	\$7.84	\$15.87	\$0.00	\$55.91

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$26.29/ 3&4 \$31.43/ 5&6 \$48.83/ 7&8 \$54.01

Apprentice to Journeyworker Ratio:1:1

FORK LIFT <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$36.73	\$12.47	\$14.50	\$0.00	\$63.70
	12/01/2021	\$37.56	\$12.47	\$14.50	\$0.00	\$64.53
	06/01/2022	\$38.43	\$12.47	\$14.50	\$0.00	\$65.40
	12/01/2022	\$39.31	\$12.47	\$14.50	\$0.00	\$66.28
	06/01/2023	\$40.26	\$12.47	\$14.50	\$0.00	\$67.23
	12/01/2023	\$41.21	\$12.47	\$14.50	\$0.00	\$68.18

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$33.28	\$12.47	\$14.50	\$0.00	\$60.25
	12/01/2021	\$34.11	\$12.47	\$14.50	\$0.00	\$61.08
	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73

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
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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>	06/01/2021	\$37.04	\$12.47	\$14.50	\$0.00	\$64.01
	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2021	\$38.29	\$10.64	\$17.33	\$1.99	\$68.25
	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	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>	07/01/2021	\$38.29	\$10.64	\$17.33	\$1.99	\$68.25
	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2021	\$43.21	\$9.30	\$16.60	\$0.00	\$69.11
	09/17/2021	\$43.46	\$9.55	\$17.10	\$0.00	\$70.11
	03/17/2022	\$44.71	\$9.55	\$17.10	\$0.00	\$71.36
	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2021	\$43.21	\$9.30	\$16.60	\$0.00	\$69.11
	09/17/2021	\$43.46	\$9.55	\$17.10	\$0.00	\$70.11
	03/17/2022	\$44.71	\$9.55	\$17.10	\$0.00	\$71.36
	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

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

HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$33.00	\$8.60	\$13.93	\$0.00	\$55.53
	12/01/2021	\$33.83	\$8.60	\$13.93	\$0.00	\$56.36

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

INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2020	\$39.20	\$13.80	\$17.14	\$0.00	\$70.14
	09/01/2021	\$41.60	\$13.80	\$17.14	\$0.00	\$72.54
	09/01/2022	\$44.05	\$13.80	\$17.14	\$0.00	\$74.99

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

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.60	\$13.80	\$12.42	\$0.00	\$45.82
2	60	\$23.52	\$13.80	\$13.36	\$0.00	\$50.68
3	70	\$27.44	\$13.80	\$14.31	\$0.00	\$55.55
4	80	\$31.36	\$13.80	\$15.25	\$0.00	\$60.41

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.80	\$13.80	\$12.42	\$0.00	\$47.02
2	60	\$24.96	\$13.80	\$13.36	\$0.00	\$52.12
3	70	\$29.12	\$13.80	\$14.31	\$0.00	\$57.23
4	80	\$33.28	\$13.80	\$15.25	\$0.00	\$62.33

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	03/16/2021	\$36.67	\$8.10	\$21.65	\$0.00	\$66.42
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.00	\$8.10	\$21.65	\$0.00	\$51.75
2	70	\$25.67	\$8.10	\$21.65	\$0.00	\$55.42
3	75	\$27.50	\$8.10	\$21.65	\$0.00	\$57.25
4	80	\$29.34	\$8.10	\$21.65	\$0.00	\$59.09
5	85	\$31.17	\$8.10	\$21.65	\$0.00	\$60.92
6	90	\$33.00	\$8.10	\$21.65	\$0.00	\$62.75

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 3 (BUILDING & SITE)	06/01/2021	\$32.25	\$8.60	\$15.99	\$0.00	\$56.84
	12/01/2021	\$33.08	\$8.60	\$15.99	\$0.00	\$57.67
	06/01/2022	\$33.70	\$8.60	\$15.99	\$0.00	\$58.29
	12/01/2022	\$34.33	\$8.60	\$15.99	\$0.00	\$58.92
	06/01/2023	\$34.95	\$8.60	\$15.99	\$0.00	\$59.54
	12/01/2023	\$35.58	\$8.60	\$15.99	\$0.00	\$60.17

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.35	\$8.60	\$15.99	\$0.00	\$43.94
2	70	\$22.58	\$8.60	\$15.99	\$0.00	\$47.17
3	80	\$25.80	\$8.60	\$15.99	\$0.00	\$50.39
4	90	\$29.03	\$8.60	\$15.99	\$0.00	\$53.62

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.85	\$8.60	\$15.99	\$0.00	\$44.44
2	70	\$23.16	\$8.60	\$15.99	\$0.00	\$47.75
3	80	\$26.46	\$8.60	\$15.99	\$0.00	\$51.05
4	90	\$29.77	\$8.60	\$15.99	\$0.00	\$54.36

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2021	\$32.25	\$8.60	\$13.93	\$0.00	\$54.78
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2021	\$33.08	\$8.60	\$13.93	\$0.00	\$55.61

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.35	\$8.60	\$13.93	\$0.00	\$41.88
2	70	\$22.58	\$8.60	\$13.93	\$0.00	\$45.11
3	80	\$25.80	\$8.60	\$13.93	\$0.00	\$48.33
4	90	\$29.03	\$8.60	\$13.93	\$0.00	\$51.56

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.85	\$8.60	\$13.93	\$0.00	\$42.38
2	70	\$23.16	\$8.60	\$13.93	\$0.00	\$45.69
3	80	\$26.46	\$8.60	\$13.93	\$0.00	\$48.99
4	90	\$29.77	\$8.60	\$13.93	\$0.00	\$52.30

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.25	\$8.60	\$15.99	\$0.00	\$56.84
	12/01/2021	\$33.08	\$8.60	\$15.99	\$0.00	\$57.67
	06/01/2022	\$33.70	\$8.60	\$15.99	\$0.00	\$58.29
	12/01/2022	\$34.33	\$8.60	\$15.99	\$0.00	\$58.92
	06/01/2023	\$34.95	\$8.60	\$15.99	\$0.00	\$59.54
	12/01/2023	\$35.58	\$8.60	\$15.99	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.35	\$8.60	\$15.99	\$0.00	\$56.94
	12/01/2021	\$33.18	\$8.60	\$15.99	\$0.00	\$57.77
	06/01/2022	\$33.80	\$8.60	\$15.99	\$0.00	\$58.39
	12/01/2022	\$34.43	\$8.60	\$15.99	\$0.00	\$59.02
	06/01/2023	\$35.05	\$8.60	\$15.99	\$0.00	\$59.64
	12/01/2023	\$35.68	\$8.60	\$15.99	\$0.00	\$60.27
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$33.25	\$8.60	\$15.99	\$0.00	\$57.84
	12/01/2021	\$34.08	\$8.60	\$15.99	\$0.00	\$58.67
	06/01/2022	\$34.70	\$8.60	\$15.99	\$0.00	\$59.29
	12/01/2022	\$35.33	\$8.60	\$15.99	\$0.00	\$59.92
	06/01/2023	\$35.95	\$8.60	\$15.99	\$0.00	\$60.54
	12/01/2023	\$36.58	\$8.60	\$15.99	\$0.00	\$61.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$32.50	\$8.60	\$13.93	\$0.00	\$55.03
	12/01/2021	\$33.33	\$8.60	\$13.93	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.25	\$8.60	\$15.99	\$0.00	\$56.84
	12/01/2021	\$33.08	\$8.60	\$15.99	\$0.00	\$57.67
	06/01/2022	\$33.70	\$8.60	\$15.99	\$0.00	\$58.29
	12/01/2022	\$34.33	\$8.60	\$15.99	\$0.00	\$58.92
	06/01/2023	\$34.95	\$8.60	\$15.99	\$0.00	\$59.54
	12/01/2023	\$35.58	\$8.60	\$15.99	\$0.00	\$60.17
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.25	\$8.60	\$15.99	\$0.00	\$56.84
	12/01/2021	\$33.08	\$8.60	\$15.99	\$0.00	\$57.67
	06/01/2022	\$33.70	\$8.60	\$15.99	\$0.00	\$58.29
	12/01/2022	\$34.33	\$8.60	\$15.99	\$0.00	\$58.92
	06/01/2023	\$34.95	\$8.60	\$15.99	\$0.00	\$59.54
	12/01/2023	\$35.58	\$8.60	\$15.99	\$0.00	\$60.17
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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$32.50	\$8.60	\$13.93	\$0.00	\$55.03
	12/01/2021	\$33.33	\$8.60	\$13.93	\$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>	08/01/2021	\$37.17	\$11.39	\$19.48	\$0.00	\$68.04
	02/01/2022	\$37.62	\$11.39	\$19.48	\$0.00	\$68.49

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

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.59	\$11.39	\$19.48	\$0.00	\$49.46
2	60	\$22.30	\$11.39	\$19.48	\$0.00	\$53.17
3	70	\$26.02	\$11.39	\$19.48	\$0.00	\$56.89
4	80	\$29.74	\$11.39	\$19.48	\$0.00	\$60.61
5	90	\$33.45	\$11.39	\$19.48	\$0.00	\$64.32

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.81	\$11.39	\$19.48	\$0.00	\$49.68
2	60	\$22.57	\$11.39	\$19.48	\$0.00	\$53.44
3	70	\$26.33	\$11.39	\$19.48	\$0.00	\$57.20
4	80	\$30.10	\$11.39	\$19.48	\$0.00	\$60.97
5	90	\$33.86	\$11.39	\$19.48	\$0.00	\$64.73

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>	06/01/2021	\$37.04	\$12.47	\$14.50	\$0.00	\$64.01
	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$36.51	\$12.47	\$14.50	\$0.00	\$63.48
	12/01/2021	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	03/01/2021	\$37.66	\$8.58	\$21.57	\$0.00	\$67.81
	01/03/2022	\$38.91	\$8.58	\$21.57	\$0.00	\$69.06
	01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.71	\$8.58	\$5.72	\$0.00	\$35.01
2	65	\$24.48	\$8.58	\$17.93	\$0.00	\$50.99
3	75	\$28.25	\$8.58	\$18.98	\$0.00	\$55.81
4	85	\$32.01	\$8.58	\$20.01	\$0.00	\$60.60

Effective Date - 01/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.40	\$8.58	\$5.72	\$0.00	\$35.70
2	65	\$25.29	\$8.58	\$17.93	\$0.00	\$51.80
3	75	\$29.18	\$8.58	\$18.98	\$0.00	\$56.74
4	85	\$33.07	\$8.58	\$20.01	\$0.00	\$61.66

Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42

For apprentice rates see "Apprentice- LABORER"

OILER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$32.20	\$12.47	\$14.50	\$0.00	\$59.17
	12/01/2021	\$33.03	\$12.47	\$14.50	\$0.00	\$60.00
	06/01/2022	\$33.90	\$12.47	\$14.50	\$0.00	\$60.87
	12/01/2022	\$34.78	\$12.47	\$14.50	\$0.00	\$61.75
	06/01/2023	\$35.73	\$12.47	\$14.50	\$0.00	\$62.70
	12/01/2023	\$36.68	\$12.47	\$14.50	\$0.00	\$63.65

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$30.22	\$12.47	\$14.50	\$0.00	\$57.19
	12/01/2021	\$31.05	\$12.47	\$14.50	\$0.00	\$58.02
	06/01/2022	\$31.92	\$12.47	\$14.50	\$0.00	\$58.89
	12/01/2022	\$32.80	\$12.47	\$14.50	\$0.00	\$59.77
	06/01/2023	\$33.75	\$12.47	\$14.50	\$0.00	\$60.72
	12/01/2023	\$34.70	\$12.47	\$14.50	\$0.00	\$61.67

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Painter (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06
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Apprentice - PAINTER Local 35 - BRIDGES/TANKS

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) *	01/01/2021	\$35.43	\$8.25	\$18.85	\$0.00	\$62.53
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* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Painter (Spray or Sandblast, Repaint) <i>Painters Local 35 - Zone 3</i>	01/01/2021	\$32.75	\$8.25	\$18.85	\$0.00	\$59.85

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

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) *	01/01/2021	\$34.03	\$8.25	\$18.85	\$0.00	\$61.13
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* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*Painters Local 35 - Zone 3*

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

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)	01/01/2021	\$31.35	\$8.25	\$18.85	\$0.00	\$58.45
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Painters Local 35 - Zone 3

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

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)	06/01/2021	\$32.25	\$8.60	\$13.93	\$0.00	\$54.78
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2021	\$33.08	\$8.60	\$13.93	\$0.00	\$55.61

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

PANEL & PICKUP TRUCKS DRIVER	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
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PILE DRIVER LOCAL 56 (ZONE 3)

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
PILE DRIVER LOCAL 56 (ZONE 3)						

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2020

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\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68

Apprentice to Journeyworker Ratio:1:5

PIPELAYER	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	06/01/2021	\$32.50	\$8.60	\$13.93	\$0.00	\$55.03
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2021	\$33.33	\$8.60	\$13.93	\$0.00	\$55.86

Classification

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2021	\$43.21	\$9.30	\$16.60	\$0.00	\$69.11
	09/17/2021	\$43.46	\$9.55	\$17.10	\$0.00	\$70.11
	03/17/2022	\$44.71	\$9.55	\$17.10	\$0.00	\$71.36
	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

Apprentice - PLUMBER/PIPEFITTER - Local 104**Effective Date -** 03/17/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.44	\$9.30	\$9.85	\$0.00	\$38.59
2	50	\$21.61	\$9.30	\$9.85	\$0.00	\$40.76
3	55	\$23.77	\$9.30	\$9.85	\$0.00	\$42.92
4	60	\$25.93	\$9.30	\$9.85	\$0.00	\$45.08
5	65	\$28.09	\$9.30	\$9.85	\$0.00	\$47.24
6	70	\$30.25	\$9.30	\$9.85	\$0.00	\$49.40
7	75	\$32.41	\$9.30	\$9.85	\$0.00	\$51.56
8	80	\$34.57	\$9.30	\$9.85	\$0.00	\$53.72
9	80	\$34.57	\$9.30	\$16.60	\$0.00	\$60.47
10	80	\$34.57	\$9.30	\$16.60	\$0.00	\$60.47

Effective Date - 09/17/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.56	\$9.55	\$10.10	\$0.00	\$39.21
2	50	\$21.73	\$9.55	\$10.10	\$0.00	\$41.38
3	55	\$23.90	\$9.55	\$10.10	\$0.00	\$43.55
4	60	\$26.08	\$9.55	\$10.10	\$0.00	\$45.73
5	65	\$28.25	\$9.55	\$10.10	\$0.00	\$47.90
6	70	\$30.42	\$9.55	\$10.10	\$0.00	\$50.07
7	75	\$32.60	\$9.55	\$10.10	\$0.00	\$52.25
8	80	\$34.77	\$9.55	\$10.10	\$0.00	\$54.42
9	80	\$34.77	\$9.55	\$17.10	\$0.00	\$61.42
10	80	\$34.77	\$9.55	\$17.10	\$0.00	\$61.42

Notes: **1:1,2:5,3:9,4:12**Apprentice to Journeyworker Ratio:****

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2021	\$43.21	\$9.30	\$16.60	\$0.00	\$69.11
	09/17/2021	\$43.46	\$9.55	\$17.10	\$0.00	\$70.11
	03/17/2022	\$44.71	\$9.55	\$17.10	\$0.00	\$71.36
	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$32.50	\$8.60	\$13.93	\$0.00	\$55.03
	12/01/2021	\$33.33	\$8.60	\$13.93	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/01/2021	\$33.25	\$8.60	\$15.99	\$0.00	\$57.84
	12/01/2021	\$34.08	\$8.60	\$15.99	\$0.00	\$58.67
	06/01/2022	\$34.70	\$8.60	\$15.99	\$0.00	\$59.29
	12/01/2022	\$35.33	\$8.60	\$15.99	\$0.00	\$59.92
	06/01/2023	\$35.95	\$8.60	\$15.99	\$0.00	\$60.54
	12/01/2023	\$36.58	\$8.60	\$15.99	\$0.00	\$61.17
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$33.25	\$8.60	\$13.93	\$0.00	\$55.78
	12/01/2021	\$34.08	\$8.60	\$13.93	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$37.04	\$12.47	\$14.50	\$0.00	\$64.01
	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$36.51	\$12.47	\$14.50	\$0.00	\$63.48
	12/01/2021	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
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>	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$35.90	\$12.47	\$14.50	\$0.00	\$62.87
	12/01/2021	\$36.73	\$12.47	\$14.50	\$0.00	\$63.70
	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2020	\$33.66	\$11.75	\$16.20	\$0.00	\$61.61
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 248</i>	07/16/2020	\$33.16	\$11.75	\$15.70	\$0.00	\$60.61

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.90	\$11.75	\$0.00	\$0.00	\$31.65
2	65	\$21.55	\$11.75	\$15.70	\$0.00	\$49.00
3	70	\$23.21	\$11.75	\$15.70	\$0.00	\$50.66
4	75	\$24.87	\$11.75	\$15.70	\$0.00	\$52.32
5	80	\$26.53	\$11.75	\$15.70	\$0.00	\$53.98
6	85	\$28.19	\$11.75	\$15.70	\$0.00	\$55.64
7	90	\$29.84	\$11.75	\$15.70	\$0.00	\$57.29
8	95	\$31.50	\$11.75	\$15.70	\$0.00	\$58.95

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>	07/16/2020	\$33.66	\$11.75	\$16.20	\$0.00	\$61.61
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$36.51	\$12.47	\$14.50	\$0.00	\$63.48
	12/01/2021	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$35.90	\$12.47	\$14.50	\$0.00	\$62.87
	12/01/2021	\$36.73	\$12.47	\$14.50	\$0.00	\$63.70
	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$33.28	\$12.47	\$14.50	\$0.00	\$60.25
	12/01/2021	\$34.11	\$12.47	\$14.50	\$0.00	\$61.08
	06/01/2022	\$34.98	\$12.47	\$14.50	\$0.00	\$61.95
	12/01/2022	\$35.86	\$12.47	\$14.50	\$0.00	\$62.83
	06/01/2023	\$36.81	\$12.47	\$14.50	\$0.00	\$63.78
	12/01/2023	\$37.76	\$12.47	\$14.50	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2021	\$38.29	\$10.64	\$17.33	\$1.99	\$68.25
	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 07/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.23	\$4.79	\$4.67	\$0.80	\$27.49
2	50	\$19.15	\$5.32	\$5.19	\$0.89	\$30.55
3	55	\$21.06	\$5.85	\$9.33	\$1.09	\$37.33
4	60	\$22.97	\$6.38	\$9.33	\$1.16	\$39.84
5	65	\$24.89	\$6.92	\$9.33	\$1.23	\$42.37
6	70	\$26.80	\$7.45	\$9.33	\$1.31	\$44.89
7	75	\$28.72	\$7.98	\$9.33	\$1.38	\$47.41
8	80	\$30.63	\$8.51	\$16.29	\$1.66	\$57.09
9	85	\$32.55	\$9.04	\$16.29	\$1.74	\$59.62
10	90	\$34.46	\$9.58	\$16.29	\$1.81	\$62.14

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.68	\$4.79	\$4.67	\$0.81	\$27.95
2	50	\$19.65	\$5.32	\$5.19	\$0.90	\$31.06
3	55	\$21.61	\$5.85	\$9.33	\$1.10	\$37.89
4	60	\$23.57	\$6.38	\$9.33	\$1.18	\$40.46
5	65	\$25.54	\$6.92	\$9.33	\$1.25	\$43.04
6	70	\$27.50	\$7.45	\$9.33	\$1.33	\$45.61
7	75	\$29.47	\$7.98	\$9.33	\$1.40	\$48.18
8	80	\$31.43	\$8.51	\$16.29	\$1.69	\$57.92
9	85	\$33.40	\$9.04	\$16.29	\$1.76	\$60.49
10	90	\$35.36	\$9.58	\$16.29	\$1.84	\$63.07

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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>	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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2021	\$43.14	\$10.55	\$16.41	\$0.00	\$70.10

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.41	\$7.75	\$0.00	\$0.00	\$27.16
2	50	\$21.57	\$7.75	\$0.00	\$0.00	\$29.32
3	55	\$23.73	\$10.55	\$8.15	\$0.00	\$42.43
4	60	\$25.88	\$10.55	\$8.15	\$0.00	\$44.58
5	65	\$28.04	\$10.55	\$8.40	\$0.00	\$46.99
6	70	\$30.20	\$10.55	\$8.40	\$0.00	\$49.15
7	75	\$32.36	\$10.55	\$8.40	\$0.00	\$51.31
8	80	\$34.51	\$10.55	\$8.40	\$0.00	\$53.46
9	85	\$36.67	\$10.55	\$8.40	\$0.00	\$55.62
10	90	\$38.83	\$10.55	\$8.40	\$0.00	\$57.78

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	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 - 06/27/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.08	\$6.45	\$0.54	\$0.00	\$25.07
2	45	\$20.34	\$6.45	\$0.61	\$0.00	\$27.40
3	50	\$22.61	\$11.75	\$7.08	\$0.00	\$41.44
4	55	\$24.87	\$11.75	\$7.15	\$0.00	\$43.77
5	65	\$29.39	\$11.75	\$8.93	\$0.00	\$50.07
6	70	\$31.65	\$11.75	\$10.10	\$0.00	\$53.50

Effective Date - 01/02/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.32	\$6.60	\$0.54	\$0.00	\$25.46
2	45	\$20.61	\$6.60	\$0.61	\$0.00	\$27.82
3	50	\$22.91	\$12.00	\$7.13	\$0.00	\$42.04
4	55	\$25.20	\$12.00	\$7.20	\$0.00	\$44.40
5	65	\$29.78	\$12.00	\$9.01	\$0.00	\$50.79
6	70	\$32.07	\$12.00	\$10.20	\$0.00	\$54.27

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2021	\$56.09	\$11.39	\$22.25	\$0.00	\$89.73
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2022	\$56.68	\$11.39	\$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 - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.05	\$11.39	\$22.25	\$0.00	\$61.69
2	60	\$33.65	\$11.39	\$22.25	\$0.00	\$67.29
3	70	\$39.26	\$11.39	\$22.25	\$0.00	\$72.90
4	80	\$44.87	\$11.39	\$22.25	\$0.00	\$78.51
5	90	\$50.48	\$11.39	\$22.25	\$0.00	\$84.12

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.34	\$11.39	\$22.25	\$0.00	\$61.98
2	60	\$34.01	\$11.39	\$22.25	\$0.00	\$67.65
3	70	\$39.68	\$11.39	\$22.25	\$0.00	\$73.32
4	80	\$45.34	\$11.39	\$22.25	\$0.00	\$78.98
5	90	\$51.01	\$11.39	\$22.25	\$0.00	\$84.65

Notes:

Apprentice to Journeyworker Ratio:1:5

TERRAZZO MECHANIC	08/01/2021	\$57.17	\$11.39	\$22.24	\$0.00	\$90.80
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2022	\$57.74	\$11.39	\$22.24	\$0.00	\$91.37

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

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.59	\$11.39	\$22.24	\$0.00	\$62.22
2	60	\$34.30	\$11.39	\$22.24	\$0.00	\$67.93
3	70	\$40.02	\$11.39	\$22.24	\$0.00	\$73.65
4	80	\$45.74	\$11.39	\$22.24	\$0.00	\$79.37
5	90	\$51.45	\$11.39	\$22.24	\$0.00	\$85.08

Effective Date - 02/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.87	\$11.39	\$22.24	\$0.00	\$62.50
2	60	\$34.64	\$11.39	\$22.24	\$0.00	\$68.27
3	70	\$40.42	\$11.39	\$22.24	\$0.00	\$74.05
4	80	\$46.19	\$11.39	\$22.24	\$0.00	\$79.82
5	90	\$51.97	\$11.39	\$22.24	\$0.00	\$85.60

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$42.07	\$8.60	\$17.72	\$0.00	\$68.39
	12/01/2021	\$43.08	\$8.60	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.79	\$8.60	\$17.72	\$0.00	\$67.11
	12/01/2021	\$41.80	\$8.60	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2021	\$35.90	\$12.47	\$14.50	\$0.00	\$62.87
	12/01/2021	\$36.73	\$12.47	\$14.50	\$0.00	\$63.70
	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2021	\$52.90	\$8.60	\$18.17	\$0.00	\$79.67
	12/01/2021	\$53.91	\$8.60	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2021	\$54.90	\$8.60	\$18.17	\$0.00	\$81.67
	12/01/2021	\$55.91	\$8.60	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2021	\$44.97	\$8.60	\$18.17	\$0.00	\$71.74
	12/01/2021	\$45.98	\$8.60	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2021	\$46.97	\$8.60	\$18.17	\$0.00	\$73.74
	12/01/2021	\$47.98	\$8.60	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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>	06/01/2021	\$32.50	\$8.60	\$15.99	\$0.00	\$57.09
	12/01/2021	\$33.33	\$8.60	\$15.99	\$0.00	\$57.92
	06/01/2022	\$33.95	\$8.60	\$15.99	\$0.00	\$58.54
	12/01/2022	\$34.58	\$8.60	\$15.99	\$0.00	\$59.17
	06/01/2023	\$35.20	\$8.60	\$15.99	\$0.00	\$59.79
	12/01/2023	\$35.83	\$8.60	\$15.99	\$0.00	\$60.42
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2021	\$32.50	\$8.60	\$13.93	\$0.00	\$55.03
	12/01/2021	\$33.33	\$8.60	\$13.93	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2021	\$43.21	\$9.30	\$16.60	\$0.00	\$69.11
	09/17/2021	\$43.46	\$9.55	\$17.10	\$0.00	\$70.11
	03/17/2022	\$44.71	\$9.55	\$17.10	\$0.00	\$71.36
	09/17/2022	\$45.71	\$9.55	\$17.10	\$0.00	\$72.36
	03/17/2023	\$46.96	\$9.55	\$17.10	\$0.00	\$73.61
	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

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

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.

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 _____	

ATTACHMENT B

SAMPLE CONTRACT TERMS AND CONDITIONS

AGREEMENT TERMS & CONDITIONS

The following provisions shall constitute an Agreement between the Town of Longmeadow, acting by and through its Town Manager and/or Select Board, hereinafter referred to as “Town”, and CONTRACTOR with an address of ADDRESS hereinafter referred to as “Contractor”, effective as of the XX day of July 2021. In consideration of the mutual covenants contained herein, the parties agree as follows:

ARTICLE 1: SCOPE OF WORK:

The Contractor shall perform all work in accordance with the specifications contained in Attachment A - Scope of Services: Town of Longmeadow, Invitation for Bid, (IFB): Highway Line Painting dated August 28, 2021; and Addendum No.....(if issued)

ARTICLE 2: TIME OF PERFORMANCE:

The contractor shall complete all work and services required on or before October 1, 2021, the Substantial Completion date. The Contractor shall be liable for liquidated damages in the amount of \$100.00 per calendar day for non-completed work after the date of Substantial Completion.

ARTICLE 3: COMPENSATION:

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

ARTICLE 4: CONTRACT DOCUMENTS:

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

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

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

ARTICLE 5: CONTRACT TERMINATION:

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

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

ARTICLE 6: INDEMNIFICATION:

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

indemnification. The Contractor further agrees to reimburse the Town of Longmeadow for damage to its property caused by the contractor, its employees, agents, subcontractors, or materials. Contractor shall be solely responsible for all local taxes or contributions imposed or required under the Social Security, Workers Compensation, and income tax laws.

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

Worker s' Compensation Insurance

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

ARTICLE 12: PREVAILING WAGE RATES

Prevailing Wage Rates as determined by the Commissioner of the Department of Labor and Workforce Development under the provisions of Massachusetts General Laws, Chapter 149, Section 26 to 27H, as amended, apply to this project. It is the responsibility of the Contractor to provide the Town with certified payrolls and to

comply with all requirements of the above-cited statutes. The schedules of prevailing wage rates are included in the Contract Documents.

ARTICLE 13: SAFETY AND PROTECTION

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

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

ARTICLE 14: ENGINEER / ARCHITECT

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

ARTICLE 15: PROGRESS PAYMENTS

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

ARTICLE 16: CONTRACTOR'S REPRESENTATIONS

CONTRACTOR makes the following representations:

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

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

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

BID SUBMISSION FORM

**INVITATION FOR BID
HIGHWAY LINE PAINTING
LONGMEADOW, MASSACHUSETTS**

BIDDER'S NAME: _____

THIS BID IS SUBMITTED TO:

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

- 1.1 The undersigned Bidder proposes and agrees, if this Bid is accepted, to enter into an Agreement with OWNER in the form included in the Bidding Documents to perform all Work as specified or indicated in the Bidding Documents for the prices and within the times indicated in this Bid and in accordance with the other terms and conditions of the Bidding Documents.
- 2.1 Bidder accepts all of the terms and conditions of the Advertisement for Bids and Instructions to Bidders, including without limitation, those dealing with the disposition of Bid security. The Bid will remain subject to acceptance for 30 days after the Bid opening, or for such longer period of time that Bidder may agree to in writing upon request of OWNER.
- 3.1 In submitting this Bid, Bidder represents, as set forth in the Agreement, that:

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

Bidder has visited the Site and become familiar with and is satisfied as to the general, local and Site conditions that may affect cost, progress, and performance of the Work.

Bidder is familiar with and is satisfied as to all federal, state and local Laws and Regulations that may affect cost, progress and performance of the Work including Prevailing Wage.

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

BID SUBMISSION FORM

**INVITATION FOR BID
HIGHWAY LINE PAINTING
LONGMEADOW, MASSACHUSETTS**

BIDDER'S NAME: _____

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

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

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

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

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

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

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

**INVITATION FOR BID
HIGHWAY LINE PAINTING
LONGMEADOW, MASSACHUSETTS**

BIDDER'S NAME: _____

BASE BID

Bidder total price for the full scope of work for Highway Line Painting is as follows:

ITEM	UNIT	UNIT PRICE	SUB TOTAL (‘Unit’ x ‘Unit Price’)
Line 1) Re-Spray Linear Foot of 4" Double Yellow Line	68,830'	\$ _____ LF _____ (LF Written in Words)	\$ _____ Total
Line 2) Re-Spray Linear Foot of 4" Single Yellow Line	6,950'	\$ _____ LF _____ (LF Written in Words)	\$ _____ Total
Line 3) Re-Spray Linear Foot of 4" Dashed Yellow Line	3,020'	\$ _____ LF _____ (LF Written in Words)	\$ _____ Total
Line 4) Re-Spray Linear Foot of 4" White Line	80,900'	\$ _____ LF _____ (LF Written in Words)	\$ _____ Total

Line 5) Re-Spray Linear Foot of 4" Dashed White Line	940'	\$ _____ LF _____ (LF Written in Words)	\$ _____ Total
		Total Price (Sub- Total: Lines 1 through Line 5)	\$ _____

TOTAL PRICE: _____

COMPANY: _____

SIGNATURE: _____

Have you supplied the required 5% bid deposit with your bid submission?

YES _____, NO _____

Acknowledgement of Addenda:

The bidder acknowledges the receipt of the following bid addendum: 1 , _____, _____

- 5.1 Pursuant to M.G.L.c.62C, s49A, bidder hereby certifies under the penalties of perjury, to the best of Bidder's knowledge and belief, that Bidder has filed all State tax returns and paid all State taxes required by law.
- 5.2 The Work under this Contract shall be subject to the provisions of Chapter 30, Section 39M of the Massachusetts General Laws.
- 5.3 The time period for holding bids, where Federal approval is not required is 30 days, Saturdays, Sundays and legal holidays excluded, after the opening of bids and where Federal approval is required, the time period for holding bids is 30 days, Saturdays, Sundays and holidays excluded after Federal approval.
- 5.4 Bidder certifies under penalties of perjury that this Bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used herein the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

5.5 Bidder further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of Section Twenty-Nine F of Chapter Twenty-Nine, or any other applicable debarment provisions of any other Chapter of the General Laws or any rule or regulation promulgated thereunder.

5.6 The following documents are attached to and made a conditions of this Bid:

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

5.8 Certified copy of Resolution of Board of Directors (if Corporation)

Date _____

(Print Name of Firm Submitting a General Bid)

(Signature of Authorized Representative)

(Print Name of Person Signing Bid and Title)

(Business Address)

(City, State and Zip Code)

Phone #: _____

Fax #: _____

E-Mail: _____

Social Security or Federal ID

**INVITATION FOR BID
HIGHWAY LINE PAINTING
LONGMEADOW, MASSACHUSETTS**

BIDDER'S NAME: _____

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

An Individual

By _____
(Individual's Signature)

(Printed or Typed Name of Individual)

Doing Business as _____

License or Registration Number: _____

Business Address: _____

Phone #: _____

Fax #: _____

A Partnership

By _____
(Firm's Name)

By _____
(Partner's Signature)

(Printed or Typed Name and Title of Partner)

License or Registration Number: _____

Business Address: _____

Phone #: _____

Fax #: _____

**INVITATION FOR BID
HIGHWAY LINE PAINTING
LONGMEADOW, MASSACHUSETTS**

BIDDER'S NAME: _____

A Corporation

By _____
(Corporation's Name)

(State of Incorporation)

By _____
(Signature of Officer Authorized to Sign)

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

Attest _____
(Secretary)

License or Registration Number: _____

Business Address: _____

Phone #: _____

Fax #: _____

A Joint Venture

By _____
(Signature)

(Printed or Typed Name)

(Address)

Phone #: _____

Fax #: _____

By _____
(Signature)

(Printed or Typed Name)

(Address)

Phone #: _____

Fax #: _____

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

**INVITATION FOR BID
HIGHWAY LINE PAINTING
LONGMEADOW, MASSACHUSETTS**

BIDDER'S NAME: _____

CERTIFICATE OF NON-COLLUSION

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

(Signature of person signing bid or proposal)

(Name of Business)

(Date)

CERTIFICATE OF TAX COMPLIANCE:

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

*Social Security Number or
Federal Identification Number*

*Signature of Individual or
Corporate Name*

*Corporate Officer
(if applicable)*

**INVITATION FOR BID
HIGHWAY LINE PAINTING
LONGMEADOW, MASSACHUSETTS**

BIDDER'S NAME: _____

BIDDER'S QUALIFICATIONS AND REFERENCES FORM

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

1. BIDDER/FIRM NAME: _____

2. WHEN ORGANIZED: _____

3. INCORPORATED?

_____ YES

_____ NO DATE AND STATE OF INCORPORATION: _____

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

MBE? _____ YES _____ NO

WBE? _____ YES _____ NO

MWBE? _____ YES _____ NO

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

_____ YES

_____ NO

IF YES, WHERE AND WHY?

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

IF YES, PROVIDE DETAILS. _____

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

**INVITATION FOR BID
HIGHWAY LINE PAINTING
LONGMEADOW, MASSACHUSETTS**

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

PROJECT NAME: _____

OWNER: _____

CITY/STATE: _____

DOLLAR AMOUNT: \$ _____ DATE COMPLETED: _____

PUBLICLY BID? _____ YES _____ NO

TYPE OF WORK?: _____

CONTACT PERSON: _____ TELEPHONE #: (_____) _____

CONTACT PERSON'S RELATION TO PROJECT?: _____

(i.e., contract manager, purchasing agent, etc.)

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: _____