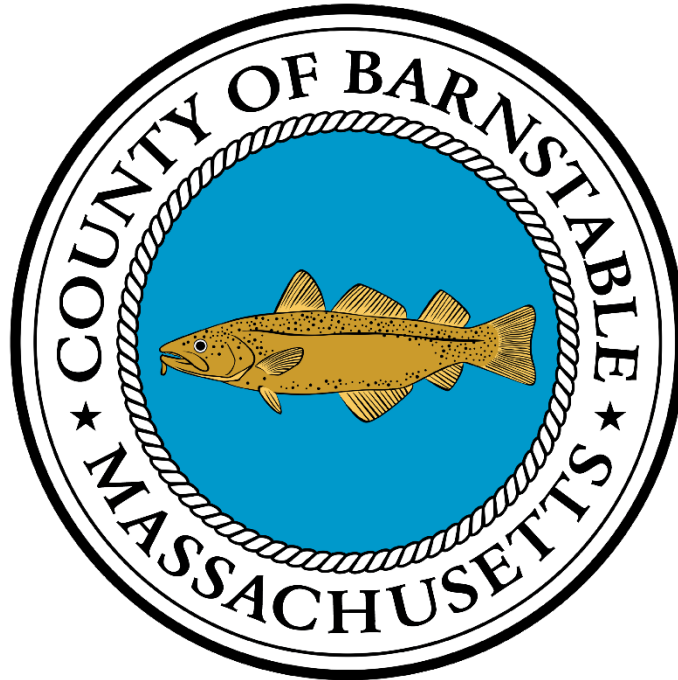


Barnstable County Purchasing Department



INVITATION FOR BID

Town of Falmouth for Roadway Construction Item –
Bituminous Concrete excavation by Cold Planner IFB #: 7894A

Date: February 26, 2020

Table of Contents

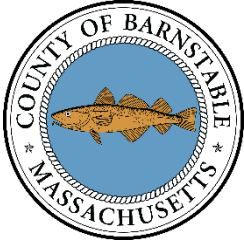
ADVERTISEMENT

INSTRUCTION TO BIDDERS

1. Defined Terms
2. Scope of Work
3. Examination of Contract Documents and Site(s)
4. Term of the Agreement
5. Sub-Contractors
6. Fair Employment Practices
7. Substitute Material and Equipment
8. Pre-Bid Meeting
9. Bid Response Instructions
10. Required Bid Response Date
11. Bid Security
12. Bid Signature
13. Official Date and Time
14. Time for Bid Acceptance
15. Modification or Withdrawal of Bids, Mistakes, and Minor Informalities
16. Bid Prices to Remain Firm
17. Unforeseen Office Closure
18. Questions and County POC
19. Changes & Addenda
20. Contractual Terms
21. References to General Laws
22. Cost of Preparation
23. County Tax Exemption
24. Political Activity Prohibited, Anti-Boycott Warranty
25. Contractor Compliance
26. Public Record Request
27. Selection and Notice
28. Submittals

Attachments

1. Attachment A: General Conditions
2. Attachment B: Special Provisions
3. Attachment C: Estimated Quantities
4. Attachment D: Bid Form
5. Attachment E: Certificate of Non-Collusion/ State Tax Compliance
6. Attachment F: Contract for Services
7. Attachment G: Prevailing Wage Rates



COUNTY OF BARNSTABLE
PURCHASING
DEPARTMENT OF FINANCE

Jennifer Frates
Chief Procurement Officer
Phone: (508) 375-6637
Fax: (508) 362-4136
Jennifer.frates@barnstablecounty.org

Advertisement

Barnstable County invites sealed bids on behalf of the Town of Falmouth for **Roadway Construction Item - Bituminous Concrete excavation by Cold Planner** per Bid No.7894A.

Bid specifications may be obtained as of **Wednesday, February 26, 2020**, on the Purchasing website at:
<http://purchasing.barnstablecounty.org>

Bids will be received at the Superior Court House, Office of the County Commissioners, Purchasing Department, 3195 Main Street, P.O. Box 427, Barnstable, MA 02630, on or before **Thursday, March 11, 2020 @ 11:00AM**.

Sealed envelopes containing bids shall be clearly marked "**BID NO. 7894A Roadway Construction Item – Town of Falmouth**"

NOTE: One original copy of each bid shall be submitted. NO faxed or emailed proposals will be accepted.

The County of Barnstable reserves the right to accept or reject any or all bids, to waive any informality contained therein, and to award the contract as decided to be in the best interest of the County.

All submissions for this project are subject to the provisions of Massachusetts General Laws, Chapter 30, 39M. Prevailing wages apply. MA Highway Prequalification is required for some items.

Barnstable County reserves the right to extend the contract for one (1) additional 12 month options. Valuation for purposes of MassDOT Prequalification is based on first year times two (2) to arrive at an estimated total prequal contract value. Contractors who are not prequalified to provide the services listed for the total Prequal. contract value, but meet the single year waiver threshold, without documented poor performance issues, and want to bid, should submit a waiver request at least 2 weeks prior to the bid opening to allow for time to appeal in the event that a waiver is not granted. The estimated value provided in this Invitation to Bid is for one year. Vendors are expected to be able to provide their services over two (2) years at two (2) times the initial estimated value.

The County of Barnstable fully complies with federal, state, and local laws and directives governing equal opportunity, affirmative action and non-discrimination in all county activities and actively solicits bids/proposals from MBE/WBE businesses in accordance with County policy.

Jennifer Frates
Chief Procurement Officer

SUPERIOR COURTHOUSE, 3195 MAIN STREET, P.O. BOX 427, BARNSTABLE, MASSACHUSETTS 02630

Instruction to Bidders
Roadway Construction Items
IFB #: 7894

Barnstable County is soliciting bids from qualified contractors to provide the Town of Falmouth for Roadway Construction Item - Bituminous Concrete excavation by Cold Planner per Bid No.7894A..

1. Defined Terms

The term "County" means the County of Barnstable, MA through the County Commissioners.

The term "Successful Bidder" means the lowest, qualified, responsible, and responsive Bidder to whom the County (on the basis of the County's and Towns' evaluation as hereinafter provided) makes an award.

The term "Owner" means the Town of Falmouth

2. Scope of Work

Bidders are to submit responses based upon the specifications as outlined within Attachment A, "General Conditions", Attachment B, "Special Provisions", Attachment C, "Estimated Quantities" and the within Attachment D, "Bid Form". All pricing should be inclusive all cost associated with providing services as specified.

3. Examination of Contract Documents and Site(s)

Before submitting a Bid, each Bidder must (a) examine the Contract Documents thoroughly, (b) visit the Town(s) to familiarize himself with local conditions that may in any manner affect cost, progress or performance of the Work, (c) familiarize himself with federal, state and local laws, by laws, rules and regulations that may in any manner affect cost, progress or performance of the Work; and (d) study and carefully correlate Bidder's observations with the Contract Documents.

The submission of a Bid will constitute an incontrovertible representation by the Bidder that he has complied with every requirement of this Article and that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work.

4. Term of Agreement

The Term of the Agreement will be from April 1, 2020 through March 31, 2021. The County, at its sole discretion, shall have the right to extend the contract for one (1) additional (1) year term for a total potential contract term of two (2) years.

5. Sub Contractors

If the General Conditions require the identity of certain Subcontractors and other persons and organizations to be submitted in advance of the Notice of Award, the apparent Successful Bidder, and any other Bidder so requested, will within seven days after the day of the Bid opening submit a list of all Subcontractors and other persons and organizations (including those who are to furnish the principal items of material and equipment) proposed for those portions of the Work as to which such identification is so required. Such list shall be accompanied by an experience statement with pertinent information as to similar projects and other evidence of qualification for each

such Subcontractor, person and organization if requested. If, after due investigation, reasonable objection exists to any proposed Subcontractor, other person or organization, the apparent Successful Bidder will be requested to submit an acceptable substitute without an increase in Bid price.

If the apparent Successful Bidder declines to make any such substitution, the Contract shall not be awarded to such Bidder. Any Subcontractor, other person or organization so listed and for whom the County has no written objection is submitted prior to the giving of the Notice of Award will be deemed acceptable.

No Contractor shall be required to employ any Subcontractor, other person or organization against whom he has reasonable objection.

6. Fair Employment Practices.

During the performance of this project, the Bidder and all of his Subcontractors, for himself, his assignees, and successors in interest, agree as follows: The Bidder, in the performance of all work during, after and prior to completion of work under this Agreement, will not discriminate on grounds of race, color, religious creed, national origin, age or sex in employment practices, in the selection or retention of subcontractors, or in the procurement of materials and rentals of equipment. (Fair Employment Practices law of the Commonwealth M.G.L. Chapter 151B.) The Bidder by signing this Agreement agrees to abide by the above paragraph to the best of his/her ability.

7. Substitute Material and Equipment.

The Contract, if awarded, will be on the basis of material and equipment described/ specified in the Contract Specifications. Whenever it is indicated in the Contract Specifications that a substitute or "approved equivalent" item of material or equipment may be furnished or used by Contractor if acceptable, application for such acceptance will not be considered by the County until after the "effective date of the Agreement".

8. Pre-Bid Meeting

A pre-bid meeting has not been scheduled for this bid.

9. Bid Response Instructions

All bids must be delivered to:

Barnstable County Purchasing Department
Superior Courthouse
3195 Main Street
PO Box 427
Barnstable, MA 02630

10. Required Bid Response Date

Bidders who wish to be considered for this project should submit their proposals per the instructions above to the County prior to the date and time specified below.

Proposals are due on or before **11:00AM on Wednesday, March 11, 2020**. No late proposals will be accepted.

Responses will be opened publicly and read aloud. An abstract of the bidders who submitted documents will be made available after the opening of bids on the purchasing website: <https://purchasing.barnstablecounty.org>

11. Bid Security

Bid Security shall be made payable to the County, in an amount of five percent (5%) of the Bidder's maximum Bid price and in the form of a certified or bank check or a Bid Bond.

The Bid Security of the Successful Bidder will be retained until such Bidder has executed the Agreement and furnished the required Contract Security (Performance and Payment Bonds, when required) and Insurance Binders, where upon it will be returned; if the Successful Bidder fails to execute and deliver the Agreement and furnish the required documents within five (5) working days of the Notice of Award, the County may annul the Notice of Award and the Bid Security of that Bidder will be forfeited. The Bid Security of any Bidder whom the County believes to have a reasonable chance of receiving the award may be retained by the County until the earlier of the seventh (7th) day after the "effective date of the Agreement" (which term is defined in the General Conditions) by the County to Contractor and the required Contract Security is furnished or the sixty first (61st) day after the Bid opening. Bid Security of other Bidders will be returned within seven (7) days of the Bid opening.

12. Bid Signature

A bid must be signed as follows: 1) if the bidder is an individual, by her/him personally; 2) if the bidder is a partnership, by the name of the partnership, followed by the signature of each general partner; and 3) if the bidder is a corporation, by the authorized officer, whose signature must be attested to by the clerk/secretary of the corporation, and with the corporate seal affixed.

13. Official Date & Time

A bid will not be considered delivered unless the bid has been received by the Purchasing Department by the required response date and time referenced above.

14. Time for Bid Acceptance

The contract will be awarded within 30 days after the bid opening. The time for award may be extended for up to 45 additional days by mutual agreement between Barnstable County and the apparent lowest responsive and responsible bidder (or, for a contract requiring payment, the apparent highest responsive and responsible bidder.)

15. Modification or Withdrawal of Bids, Mistakes, and Minor Informalities

A bidder may correct, modify, or withdraw a bid by written notice received by the County prior to the time and date set for the bid opening. Bid modifications must be submitted in a sealed envelope clearly labeled "Modification No. ___" to the address listed in part one of this section. Each modification must be numbered in sequence, and must reference the original IFB.

After the bid opening, a bidder may not change any provision of the bid in a manner prejudicial to the interests of the County for fair competition. Minor informalities will be waived or the bidder will be allowed to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, the mistake will be corrected to reflect the intended correct bid, and the bidder will be notified in writing; the bidder may not withdraw the bid. A bidder may withdraw a bid if a mistake is clearly evident on the face of the bid document, but the intended correct bid is not similarly evident.

If this bid is received electronically, bidders are solely responsible for obtaining and completing required attachments that are identified in this bid and for checking for any addenda or modifications that are subsequently made to this bid or attachments. Barnstable County accepts no liability and will provide no accommodation to bidders who fail to check for amended bids and submit inadequate or incorrect responses.

Bidders may not alter (manually or electronically) the bid language or any bid documents. Unauthorized modifications to the body of the bid, specifications, terms or conditions, or which change the intent of this bid are prohibited and may disqualify a response.

16. Bid Prices to Remain Firm

All bid prices submitted in response to this bid must remain firm for 60 days following the bid opening.

17. Unforeseen Office Closure

If, at the time of the scheduled bid opening, Superior Courthouse is closed due to uncontrolled events such as fire, snow, ice, wind, or building evacuation, the bid opening will be postponed until 2:00 p.m. on the next normal business day. Bids will be accepted until that date and time.

18. Questions and County POC

Any clarification of requirements or requests for additional information by proposers must be made in writing via email and submitted no later than **March 4, 2020 @ 4:00 pm** E.S.T. to purchasing@barnstablecounty.org. Answers to all questions will be made in writing and posted online as an addendum to the **Bid No. 7894A: Roadway Construction Item – Town of Falmouth** on the Purchasing website: <https://purchasing.barnstablecounty.org/>. Only questions answered by formal written Addenda will be binding. Oral and other interpretations or clarifications will be without legal effect.

19. Changes & Addenda

For any bid or RFP document and any addenda that are received electronically, it is the responsibility of every bidder who receives this bid or RFP and all associated documents to check this website for any addenda. Barnstable County accepts no liability to provide accommodation to bidders who submit a response based upon information obtained from its website. Bidders may not alter (manually or electronically) the bid language or any bid documents.

20. Contractual Terms

Contractual terms and conditions will consist of the standard terms and conditions clauses contained within the Contract for Services (Attachment F) within this IFB. Any term not objected to will be deemed to have been accepted by the proposer. Exceptions to the terms and conditions may result in the respondent's offer being deemed as non responsive.

When the County gives a Notice of Award to the Successful Bidder, the Contractor shall furnish all required documents (e.g. Bonds, Insurance Binders) within ten (10) business days to the County. Thereafter once the Contractor receives the completed contract electronically, the Contractor shall sign the agreement within five (5) business days electronically and the County will then countersign.

21. Reference to General Laws

Whenever in the proposal, contract, plans, drawings or specifications, reference is made to General Laws it shall be construed to include all amendments thereto effective as of the date of issue of invitation to proposal on the proposed work.

All bids shall be submitted in accordance with all requirements of all laws and regulations governing the performance of work on the Project or Services. Bidder warrants and represents that it has read and is familiar with all such requirements.

22. Cost of Preparation

The cost of preparation and delivery of the proposals will be borne solely by the Vendor.

23. County Tax Exemption

Any material furnished to Barnstable County is to be exempt from Massachusetts Sales Tax (Massachusetts Sales Tax Exemption No. E-04-6001419).

24. Political Activity Prohibited, Anti-Boycott Warranty

The Contractor may not use any Contract funds and none of the services to be provided by the Contractor may be used for any partisan political activity or to further the election or defeat of any candidate for public office. During the term of this Contract, neither the Contractor nor any controlled group, within the meaning of s.993 (a) (3) of the Internal Revenue Code, as amended, shall participate in or cooperate with any international boycott, as defined in s.999 (b) (3) and (4) of the Internal Revenue Code of 1954, as amended; nor shall either engage in conduct declared to be unlawful by M.G.L. c.151Es.2.

25. Contractor Compliance

The successful Contractor must comply with provisions of The Copeland Anti-Kickback Act (18 USC 874) as supplemented in Department of Labor 29 CFR Part 3, the Davis-Bacon Act (40 USC 276a et.seq.), Sections 103 and 107 of the contract Work Hours and Safety Standard Act (50 USC 327-330) as supplemented by Department of Labor Regulation 29 CFR Part 5, and the Clean Air Act of 1970 (42 USC 1857, et.seq.) to the extent that they are applicable.

26. Public Record Request

All proposals received are subject to Massachusetts General Laws Chapter 4, Section 7, Section 26 and Chapter 66, Section 10 regarding public access to such documents. Statements or endorsements inconsistent with those statutes will be disregarded.

27. Selection and Notice

The County may consider informal any bid not prepared and submitted in accordance with the provisions hereof. The County reserves the right to reject any and all Bids, to waive any and all informalities and to negotiate contract terms with the Successful Bidder, and the right to disregard all nonconforming, non-responsive or conditional Bids. Discrepancies between words and figures will be resolved in favor of words. Discrepancies between the indicated sum of a column of figures and the correct sum thereof will be resolved in favor of the correct sum.

In evaluating Bids, the qualifications of the Bidders, whether or not the Bids comply with the prescribed requirements and prices if requested in the Bid forms shall be considered. The Contract shall be awarded to the lowest, qualified, responsive and responsible Bidder.

The qualifications and experience of Subcontractors and other persons and organizations (including those who are to furnish the principal items of material or equipment) proposed for those portions of the Work as to which the identity of Subcontractors and other persons and organizations must be submitted as provided in the Supplementary Conditions may be considered. Operating costs, maintenance considerations, performance data and guarantees of materials and equipment may also be considered.

Investigations may be conducted as deemed necessary (including but not limited to requesting a list of all projects completed by a Bidder) to assist in the evaluation of any Bid and to satisfactorily establish the responsibility, qualifications and financial ability of the Bidders, proposed Subcontractors and other persons and organizations to do the Work in accordance with the Contract Documents within the prescribed time.

The right is reserved to reject the Bid of any Bidder who does not satisfactorily pass any such evaluation.

If the Contract is to be awarded, it will be awarded to the lowest, qualified, responsive and responsible Bidder whose evaluation indicates that the award will be in the best interests of the Project.

If the Contract is to be awarded, the County will give the Successful Bidder a Notice of Award within sixty (60) days after the day of the Bid opening.

28. Submittals

All Bids must be submitted on the Bid forms bound herein.

The Bid unit price of each item bid on the form must be stated in words and numerals; in case of a conflict, words will take precedence.

Bids by corporations must be executed in the corporate name by the president or a vice-president (or other corporate officer accompanied by evidence of authority to sign) and the corporate seal must be affixed and attested by the secretary or an assistant secretary. The corporate address and state of incorporation shall be shown below the signature.

Bids by partnerships must be executed in the partnership name and signed by a partner, whose title must appear under the signature and the official address of the partnership must be shown below the signature.

All names must be typed or printed below the signature.

The Bid shall contain an acknowledgment of receipt of all Addenda (the numbers of which shall be filled in on the Bid Form).

The address to which communications regarding the Bid are to be directed must be shown.

Cover letter clearly addressing any exceptions taken to the terms and conditions contained within this IFB.

- a. Completed Bid Response Sheet (Attachment D) **REQUIRED**
- b. Non-Collusion/Tax Compliance (Attachment E) **REQUIRED**
- c. Bid Deposit – 5% of bid price in the form of a certified, treasurer’s, or cashier’s check payable to Barnstable County; or a bid bond from a licensed surety registered to do business in the Commonwealth of Massachusetts. **REQUIRED**

One original copy of the bid should be submitted. Bids must be sealed and marked as follows: ***“IFB #7894A Roadway Construction Item – Town of Falmouth”***.

END OF IFB

Attachment A
General Conditions

Table of Contents

<u>ARTICLE 1 - CONTRACT DOCUMENTS, INTENT, AMENDING, AND REUSE</u>	<u>12</u>
<u>ARTICLE 2 - CONTRACTOR'S LIABILITY INSURANCE</u>	<u>12</u>
<u>ARTICLE 3 - CONTRACTOR'S RESPONSIBILITIES</u>	<u>13</u>
<u>ARTICLE 4 - UNIT PRICE WORK</u>	<u>16</u>
<u>ARTICLE 5 - WARRANTY AND GUARANTEE; TESTS AND INSPECTION; CORRECTION, REMOVAL OR ACCEPTANCE OF DEFECTIVE WORK</u>	<u>16</u>
<u>ARTICLE 6 - PERFORMANCE AND OTHER BONDS</u>	<u>17</u>
<u>ARTICLE 7 - EFFECTIVE DATE</u>	<u>18</u>
<u>ARTICLE 8 - CHANGES IN THE WORK</u>	<u>18</u>
<u>ARTICLE 9 - WAGE RATES</u>	<u>18</u>
<u>ARTICLE 10 – ENGINEER</u>	<u>18</u>
<u>ARTICLE 11 - TERMINATION OF CONTRACT</u>	<u>19</u>
<u>ARTICLE 12 – MISCELLANEOUS</u>	<u>19</u>

ARTICLE 1 - CONTRACT DOCUMENTS, INTENT, AMENDING, AND REUSE

Intent:

1.1 The Contract Documents comprise the entire Agreement between the County and CONTRACTOR concerning the Work. The Contract Documents are complementary: what is called for by one is as binding as if called for by all. The Contract Documents will be construed in accordance with the law of the place of the Project.

1.2 It is the intent of the Contract Documents to describe a functionally complete Project or Service (or part thereof) to be constructed in accordance with the Contract Documents. Any Work, materials or equipment that may reasonably be inferred from the Contract Documents as being required to produce the intended result will be supplied whether or not specifically called for. When words which have a well-known technical or trade meaning are used to describe Work, materials or equipment such words shall be interpreted in accordance with that meaning. Reference to standard specifications, manuals or codes of any technical society, organization or association, or to the Laws or Regulations of any governmental authority, whether such reference be specific or by implication, shall mean the latest standard specification, manual, code or Laws or Regulations in effect at the time of opening of Bids (or, on the Effective Date of the Agreement if there were no Bids), except as may be otherwise specifically stated. However, no provision of any referenced standard specification, manual or code (whether or not specifically incorporated by reference in the Contract Documents) shall be effective to change the duties and responsibilities of the County, the Towns or CONTRACTOR, or any of their agents or employees from those set forth in the Contract Documents, nor the Notice to Proceed.

ARTICLE 2 CONTRACTOR'S LIABILITY INSURANCE

2.1 CONTRACTOR shall purchase and maintain such comprehensive general liability and other insurance as is appropriate for the Work being performed and furnished and as will provide protection from claims set forth below which may arise out of or result from CONTRACTOR'S performance and furnishing of the Work and CONTRACTOR'S other obligations under the Contract Documents, whether it is to be performed or furnished by CONTRACTOR, by any Subcontractor, by anyone directly or indirectly employed by any of them to perform or furnish any of the Work, or by anyone for whose acts any of them may be liable:

2.1.1 Claims under workers' or workmen's compensation, disability benefits and other similar employee benefit acts;

2.1.2 Claims for damages because of bodily injury, occupational sickness or disease, or death of CONTRACTOR'S employees;

2.1.3 Claims for damages because of bodily injury, sickness or disease, or death of any person other than CONTRACTOR'S employees;

2.1.4 Claims for damages insured by personal injury liability coverage which are sustained (a) by any person as a result of an offense directly or indirectly related to the employment of such person by CONTRACTOR, or (b) by any other person for any other reason;

2.1.5 Claims for damages, other than to the Work itself, because of injury to or destruction of tangible property wherever located, including loss of use resulting therefrom;

2.1.6 Claims arising out of operation of Laws or Regulations for damages because of bodily injury or death of any person or for damage to property; and

2.1.7 Claims for damages because of bodily injury or death of any person or property damage arising out of the ownership, maintenance or use of any motor vehicle.

The insurance required above shall include the specific coverages and be written for not less than the limits of liability and coverages provided as follows:

1. Workmen's Compensation: In accordance with the Workmen's Compensation Laws that are applicable to the employees engaged in the Work. The limit of Employer's Liability Insurance shall be not less than \$500,000 each accident.
2. Public Liability Insurance for Personal Injury:
 - a. Individual limit of \$1,000,000 each person.
 - b. Total limit of \$ 3,000,000 for each accident.
3. Property Damage Insurance:
 - a. Each claim \$ 1,000,000.
 - b. Aggregate \$ 3,000,000.
4. If the CONTRACTOR sublets any portion of his work, then he shall also provide:
 - a. Contractor's Protective Liability Insurance:
 - (1) Individual limit for personal injury of \$1,000,000.
 - (2) Total limit for personal injury for one accident of \$3,000,000.
 - b. Contractor's Protective Property Damage Insurance with a limit of \$1,000,000/\$3,000,000.

Any Subcontractor under contract with CONTRACTOR to perform Work on the Project shall hold the County, the Towns and agents harmless, and purchase and maintain such comprehensive general liability and other insurance as will provide protection from claims set forth herein.

The County and the Towns shall be specifically named as additional insureds on all required insurance policies of the CONTRACTOR and any Subcontractors.

In addition, CONTRACTOR shall maintain such completed operations insurance for at least one year after final payment and furnish the County with evidence of continuation of such insurance at final payment.

ARTICLE 3 - CONTRACTOR'S RESPONSIBILITIES

Supervision and Superintendence:

3.1 CONTRACTOR shall supervise and direct the Work competently and efficiently, devoting such attention thereto and applying such skills and expertise as may be necessary to perform the Work in accordance with the Contract Documents. CONTRACTOR shall be solely responsible for the means, methods, techniques, sequences and procedures of construction, but CONTRACTOR shall not be responsible for the negligence of others in the design or selection of a specific means, method, technique, sequence or procedure of construction which is indicated in and required by the Contract Documents. CONTRACTOR shall be responsible to see that the finished Work complies accurately with the Contract Documents.

Labor, Materials and Equipment

3.2 CONTRACTOR shall provide competent, suitably qualified personnel to survey and lay out the Work and perform construction as required by the Contract Documents. CONTRACTOR shall at all times maintain good discipline and order at the site. Except in connection with the safety or protection of persons or the Work or property at the site or adjacent thereto, and except as otherwise indicated in the Contract Documents, all Work at the site shall be performed during regular working hours, and CONTRACTOR will not permit overtime work or the performance of Work on Saturday, Sunday or any legal holiday without a Town's written consent.

3.3 All materials and equipment shall be of good quality and new, except as otherwise provided in the Contract Documents. If required by the County or a Town, CONTRACTOR shall furnish satisfactory evidence (including reports of required tests) as to the kind and quality of materials and equipment. All materials and equipment shall be applied, installed, connected, erected, used, cleaned and conditioned in accordance with the instructions of the applicable Supplier.

Laws and Regulations

3.4 CONTRACTOR shall give all notices and comply with all Laws and Regulations applicable to furnishing and performance of the Work. Except where otherwise expressly required by applicable Laws and Regulations, the County or Towns shall not be responsible for monitoring CONTRACTOR'S compliance with any Laws or Regulations.

Taxes

3.5 State taxes will be excluded from all General and Sub-bids. The Towns shall provide their exemption certificate number(s) to the CONTRACTOR. CONTRACTOR shall pay all taxes required to be paid by CONTRACTOR in accordance with the Laws and Regulations of the place of the Project which are applicable during the performance of the Work.

Use of Premises

3.6 CONTRACTOR shall confine construction equipment, the storage of materials and equipment and the operations of workers to the Project site and land and areas identified in and permitted by the Contract Documents and other land and areas permitted by Laws and Regulations, rights-of-way, permits and easements, and shall not unreasonably encumber the premises with construction equipment or other materials or equipment. CONTRACTOR shall assume full responsibility for any damage to any such land or area, or to the owner or occupant thereof or of any land or areas contiguous thereto, resulting from the performance of the Work. Should any claim be made against the County or any Town by any such owner or occupant because of the performance of the Work, CONTRACTOR shall promptly attempt to settle with such other party by agreement or otherwise resolve the claim by arbitration or at law. CONTRACTOR shall, to the fullest extent permitted by Laws and Regulations, indemnify and hold the County and all Towns harmless from and against all claims, damages, losses and expenses (including, but not limited to, fees of engineers, architects, attorneys and other professionals and court and arbitration costs) arising directly, indirectly or consequentially out of any action, legal or equitable, brought by any such other party against the County and all Towns to the extent based on a claim arising out of CONTRACTOR'S performance of the Work.

Safety and Protection

3.7 CONTRACTOR shall be responsible for initiating, maintaining and supervising all safety precautions and programs in connection with the Work (examples: OSHA Regulations regarding Excavation safety: 29 CFR Part 1926 and Confined Space Procedures: 29 CFR 1910.146). CONTRACTOR shall take all necessary precautions for the safety of, and shall provide the necessary protection to prevent damage, injury or loss to:

3.7.1 all employees on the Work and other persons and organizations who may be effected thereby:

3.7.2 all the Work and materials and equipment to be incorporated there-in, whether in storage on or off the site; and

3.7.3 other property at the site or adjacent thereto, including trees, shrubs, lawns, walks, pavements, roadways, structures, utilities and Underground Facilities not designated for removal, relocation or replacement in the course of construction.

CONTRACTOR shall comply with all applicable Laws, regulations and Guidelines of any public body (examples: OSHA, DIGSAFE, MHD Work Zone Safety Guidelines) having jurisdiction for the safety of persons or property or to protect them from damage, injury or loss; and shall erect and maintain all necessary safeguards for such safety and protection. CONTRACTOR shall notify owners of adjacent property and of Underground Facilities and utility owners when prosecution of the Work may affect them, and shall cooperate with them in the protection, removal, relocation and replacement of their property. All damage, injury or loss to any property referred to in paragraph 3.7.1 or 3.7.2 caused, directly or indirectly, in whole or in part, by CONTRACTOR, any sub-contractor, supplier or any other person or organization directly or indirectly employed by any of them to perform or furnish any of the Work or anyone for whose acts any of them may be liable, shall be remedied by CONTRACTOR (except damage or loss attributable to the fault of Drawings or Specifications or to the acts or omissions of the County, any Towns or anyone employed by any of them or anyone for whose acts either of them may be liable, and not attributable, directly or indirectly, in whole or in part, to the fault or negligence of CONTRACTOR). CONTRACTOR'S duties and responsibilities for the safety and protection of the Work shall continue until such time as all the Work is completed.

Indemnification

3.8 To the fullest extent permitted by Laws and Regulations CONTRACTOR shall indemnify and hold harmless the County, the Towns and their consultants, agents and employees from and against all claims, damages, losses and expenses, direct, indirect or consequential (including but no limited to fees and charges of engineers, architects, attorneys and other professionals and court and arbitration costs) arising out of or resulting from the performance of the Work.

Separate Contracts

3.9 The County and the Towns have the right to let other contracts in connection with the Work and the CONTRACTOR shall properly cooperate with any such other contractors.

Invoicing

3.10 Each Town shall be solely responsible for payment of invoices due Contractor for quantities ordered and received by that Town only.

3.10.1 "As per MGL, Chapter 7, section 22, each political subdivision participating in this bid is solely responsible for any payment due vendor for its share of such purchase. Barnstable County, as lead purchasing agent shall not be liable for payment or for any claim based upon a breach of warranty or defects in the design, manufacture or installation of material, supplies or equipment purchase pursuant to this bid."

ARTICLE 4 - UNIT PRICE WORK

4.1 Initially, the Contract Price will be deemed to include for Unit Price Work an amount equal to the established unit price for each separately identified item of Unit Price Work times the estimated quantity of each item as indicated in the Agreement. The estimated quantities of items of Unit Price Work are not guaranteed and are solely for the purpose of comparison of Bids and determining an initial Contract Price. Determinations of the actual quantities and classification of Unit Price Work performed by CONTRACTOR will be made by each Town.

4.2 Each unit price will be deemed to include an amount considered by CONTRACTOR to be adequate to cover CONTRACTOR'S overhead and profit for each separately identified item.

4.3 When the accepted quantities of Work vary from the estimated quantities, the CONTRACTOR shall accept as payment in full, so far as contract items are concerned, payment at the original Contract unit prices for the accepted quantities of Work done. No allowance will be made for any increased expenses, loss of expected reimbursement or loss of anticipated profits suffered or claimed by the Contractor, resulting either directly or indirectly from such increased or decreased quantities.

4.4 The CONTRACTOR shall make monthly estimates of the materials complete in place for the amount of Work performed in accordance with the Contract. The estimates will be itemized for review and approval by each Town. Each estimate will show the total value of the Work done to date, the total money due the CONTRACTOR since the previous estimate and the money paid the CONTRACTOR to date. This estimate will be considered approximate only and shall be subject to correction. Five (5%) percent of all payments due the CONTRACTOR for Work done and materials furnished will be withheld until final completion of the Work. The acceptance by the CONTRACTOR of the final payment, including the retainage of five (5%) percent, shall operate as a release to the specific Town of all claims and all liabilities to the CONTRACTOR for all Work done or materials furnished in connection with the Contract. Final payment shall be as provided in G.L. Ch.30, Section 39G. The payment to the CONTRACTOR of said final payment does not, however, release them or their sureties from any obligation under this contract.

4.5 It shall be the responsibility of the CONTRACTOR to inform each Town when the sum of all orders for units of work is within 90% of the total Contract price for that Town. The CONTRACTOR'S total billing can not exceed the total Contract price without prior written approval by each Town.

4.6 All monies not paid when due hereunder shall bear interest at the maximum rate allowed by law at the place of the Project.

ARTICLE 5 - WARRANTY AND GUARANTEE; TESTS AND INSPECTION; CORRECTION, REMOVAL OR ACCEPTANCE OF DEFECTIVE WORK

Warranty and Guarantee

5.1 CONTRACTOR warrants and guarantees to the County and the Towns that all Work will be in accordance with the Contract Documents and will not be DEFECTIVE. Prompt notice of all defects shall be given to CONTRACTOR. All DEFECTIVE Work, whether or not in place, may be rejected, corrected or accepted as provided in this Article.

Access to Work

5.2 The County's or Town's representatives, testing agencies and governmental agencies with jurisdictional interests will have access to the Work at reasonable times for their observation, inspecting and testing. CONTRACTOR shall provide proper and safe conditions for such access.

Tests and Inspections

5.3 CONTRACTOR shall give each Town timely notice of readiness of the Work for all required inspections, tests or approvals. CONTRACTOR shall furnish written information to each Town stating the original sources of all materials manufactured away from the actual site of the Work. In order to insure a proper time sequence for required inspection and approval, this information shall be furnished at least two weeks in advance of the incorporation in the Work of any such materials.

5.4 If any Work (including the work of others) that is to be inspected, tested or approved is covered without written concurrence of a specific Town, it must, if requested by that Town, be uncovered for observation. Such uncovering shall be at CONTRACTOR'S expense unless CONTRACTOR has given that Town timely notice of CONTRACTOR'S intention to cover the same and that Town has not acted with reasonable promptness in response to such notice.

5.5 Neither observations by the County or a Town, nor inspection, tests or approvals by others shall relieve CONTRACTOR from CONTRACTOR'S obligations to perform the Work in accordance with the Contract Documents.

Two Year Correction Period

5.6 If within two (2) years after the date of Completion or such longer period of time as may be prescribed by Laws or Regulations or by the terms of any applicable special guarantee required by the Contract Documents or by any specific provision of the Contract Documents, any Work is found to be DEFECTIVE, CONTRACTOR shall promptly, without cost to the Town and in accordance with Town's written instructions, either correct such DEFECTIVE Work, or, if it has been rejected by the Town, remove it from the site and replace it with NONDEFECTIVE Work. If CONTRACTOR does not promptly comply with the terms of such instructions, or in an emergency where delay would cause serious risk of loss or damage, the Town may have the DEFECTIVE Work corrected or the rejected Work removed and replaced, and all direct, indirect and consequential costs of such removal and replacement (including but not limited to fees and charges of engineers, architects, attorneys and other professionals) will be paid by CONTRACTOR. In special circumstances where a particular item of equipment is placed in continuous service before Completion of all the Work, the correction period for that item may start to run from an earlier date if so provided in the Specifications or by Written Amendment.

ARTICLE 6 - PERFORMANCE AND OTHER BONDS

6.1 CONTRACTOR shall furnish Performance and Maintenance, and Labor and Materials Bonds, each in an amount 100% of the Contract Price as security for the faithful performance and payment of all CONTRACTOR'S obligations under the Contract Documents. These Bonds shall remain in effect at least until two (2) years after the date when final payment becomes due, except as otherwise provided by Law or Regulation or by the Contract Documents. CONTRACTOR shall also furnish such other Bonds as are required by the Supplementary Conditions. All Bonds shall be in the forms prescribed by Law or Regulation or by the Contract Documents and be executed by such sureties as are named in the current list of "Companies Holding Certificates of Authority as Acceptable Sureties on Federal Bonds and as Acceptable Reinsuring Companies" as published in Circular 570 (amended) by the Audit Staff Bureau of Accounts, U.S. Treasury Department. All Bonds signed by an agent must be accompanied by a certified copy of the authority to act.

6.2 If the surety on any Bond furnished by CONTRACTOR is declared bankrupt or becomes insolvent or its right to do business is terminated in any state where any part of the Project is located or it ceases to meet the requirements of paragraph 6.1, CONTRACTOR shall within five (5) days thereafter substitute another Bond and Surety, both of which must be acceptable to the County.

ARTICLE 7 - EFFECTIVE DATE

The Effective Date of the Agreement shall be the date that the County determines that the Contract is complete, signs the Agreement and forwards a Notice to Proceed to CONTRACTOR.

ARTICLE 8 - CHANGES IN THE WORK

8.1 The County or any Town, without invalidating the Contract may order Changes in the Work consisting of additions, deletions, or modifications, the Contract Sum and the Contract Time being adjusted accordingly. All such changes in the Work shall be authorized by written Change Order signed by the County, Town or the Engineer as their duly authorized agent.

8.2 The Contract Sum and the Contract Time may be changed only by Change Order.

8.3 The cost or credit to the Town from a Change in the Work shall be determined by mutual agreement.

ARTICLE 9 - WAGE RATES

9.1 Full compliance with applicable federal, state and local wage laws is required on all Work done for any Town.

9.2 The County and Towns shall not be held liable should the CONTRACTOR fail to compensate any person(s) in accordance with the prevailing (minimum) wage rates included herein. The CONTRACTOR claims full responsibility to compensate the person(s) associated with the project accordingly and will assume any liability on behalf of the County and Towns, should a person(s) associated with the project file a claim pursuant to MGL Chapter 149.

9.3 The "work classifications" provided by the CONTRACTOR on the required "Weekly Payroll Report Form" shall exactly match the classifications provided in the "Minimum Wage Rates". Should the CONTRACTOR use an unlisted classification, it shall be the CONTRACTOR's responsibility to contact the Department of Labor and Industries in order to determine a matching classification or obtain minimum wage rate for the new classification.

ARTICLE 10 - ENGINEER

10.1 The Engineer (as designated by each Town) will provide general administration of the Contract and will be the Town's representative during the construction period.

10.2 The Engineer shall at all times have access to the Work wherever it is in preparation and progress.

10.3 The Engineer will make periodic visits to the site to become generally familiar with the progress and quality of the Work in accordance with the Contract Documents. On the basis of on-site observations by the Engineer, he will keep the Town informed of the progress of the Work, and will endeavor to guard the Town against defects and deficiencies in the Work of the CONTRACTOR. The Engineer will not be required to make exhaustive or continuous on-site inspections to check the quality or quantity of the Work. The Engineer will not be responsible for

construction means, methods, techniques, sequences or procedures, or for safety precautions and programs in connection with the Work, and he will not be responsible for the CONTRACTOR'S failure to carry out the Work in accordance with the Contract Documents.

10.4 Based on such observations and the CONTRACTOR'S Application for Payment, the Engineer will determine the amounts owed to the CONTRACTOR.

10.5 The Engineer will be, in the first instance, the interpreter of the requirements of the Contract Documents.

10.6 The Engineer will have authority to reject Work which does not conform to the Contract Documents.

ARTICLE 11 - TERMINATION OF CONTRACT

The County and the Towns reserve the right to terminate this Contract or Services whenever it deems that the CONTRACTOR is in violation of laws, regulations and/or provisions of this Contract. Termination of a Contract or Services by any Town shall not invalidate or alter the terms of a similar Contract or Services with any other Town.

ARTICLE 12 – MISCELLANEOUS

12.1 No assignment by a party hereto of any rights under or interests in the Contract Documents will be binding on another party hereto without the written consent of the party sought to be bound; and, specifically, but without limitation, moneys that may become due and monies that are due may not be assigned without such consent (except to the extent that the effect of this restriction may be limited by law), and unless specifically stated to the contrary in any written consent to an assignment, no assignment will release or discharge the assignor from any duty or responsibility under the Contract Documents.

12.2 The County and CONTRACTOR each binds himself, his partners, successors, assigns and legal representatives in respect to all covenants, agreements and obligations contained in the Contract Documents.

12.3 This CONTRACT shall be deemed to include all terms and requirements imposed by laws related to the performance of the Work on the Project or Services.

12.4 This is not an exclusive contract to provide services or materials to the County and Towns. The County and Towns reserve the right to contract for similar services or materials.

ATTACHMENT B

Special Provisions

Table of Contents

<u>SCOPE OF WORK</u>	<u>21</u>
<u>WORK SCHEDULE</u>	<u>21</u>
<u>OSHA REQUIREMENT</u>	<u>21</u>
<u>PROGRESS OF WORK</u>	<u>21</u>
<u>CONTRACT DOCUMENTS IN THE FIELD</u>	<u>22</u>
<u>POLICE SERVICES</u>	<u>22</u>
<u>PUBLIC SAFETY AND CONVENIENCE</u>	<u>22</u>
<u>CLEANUP</u>	<u>22</u>
<u>EMERGENCY CONTACTS</u>	<u>23</u>
<u>DIGSAFE</u>	<u>23</u>
<u>PROTECTION OF UTILITIES AND PROPERTY</u>	<u>23</u>
<u>PROVISIONS FOR TRAVEL AND PROSECUTION OF THE WORK</u>	<u>24</u>
<u>WORK DONE BY OTHERS</u>	<u>24</u>
<u>DISPOSAL OF SURPLUS MATERIALS</u>	<u>24</u>
<u>COMPACTION</u>	<u>24</u>
<u>PROPERTY BOUNDS</u>	<u>24</u>
<u>WEIGHING</u>	<u>25</u>
<u>Item No. 7: BITUMINOUS CONCRETE EXCAVATION BY COLD PLANER</u>	<u>25</u>

SCOPE OF WORK

The Work under this Contract consists of providing various materials as described herein to the Town of Falmouth.

All Work done under this Contract shall be in conformance with the 1988 Massachusetts Highway Department (MassDOT) Standard Specifications for Highways and Bridges, the Supplemental Specifications, the 2005 Standard Special Provisions, the 2010 Construction Standard Details, and the 2009 Manual on Uniform Traffic Control Devices, all as amended, and these Special Provisions. The General Conditions and Special Provisions shall take precedence over the General Requirements of the Standard Specifications.

As noted on the Bid Form liquid asphalt, diesel fuel, gasoline, Portland cement, and steel price adjustments will be allowed for a limited number of items.

FOR ESTIMATED QUANTITIES SEE ATTACHMENT C

WORK SCHEDULE

The Contractor shall commence Work within ten (10) working days of receiving a Notice to Proceed from a Town. If the Contractor cannot begin work within the ten (10) working days, that Town may order such services from such contractors as are available, and the Contractor shall reimburse that Town for all expenses incurred above the Contract Price. When needing work completed for those items that will be awarded to the two (2) lowest bidders, each Town shall first forward by e-mail or fax a Notice to Proceed to the lower of the two lowest bidders. If the lowest bidder does not schedule the work requested within forty-eight (48) hours of receiving the Notice to Proceed and/or cannot begin (and remain at) work within ten (10) working days, then the Town shall have the right to forward a Notice to Proceed to the second low bidder.

Work is restricted to a normal eight-hour day, five-day week, with Contractor and all subcontractors working on the same shift.

No Work shall be done on this Contract on Saturdays, Sundays or holidays or on the day before or the day after a long weekend which involves a holiday without prior approval by the specific Town.

OSHA REQUIREMENT

Any employee found on the worksite without documentation of the successful completion of a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration shall be subject to immediate removal. OSHA certifications must be submitted with the certified payrolls for all workers during the first week they work on a project.

PROGRESS OF WORK

The Contractor shall promptly start and continue actual construction work under this Contract with the necessary equipment to properly execute and complete this Contract in the specified time. No cessation of Contractor's operations will be allowed without the approval of the Engineer. The rate of progress shall be satisfactory to that Town and the Engineer. The Contractor shall furnish to the Engineer a schedule for the Work prior to the start of construction.

CONTRACT DOCUMENTS IN THE FIELD

The Contractor shall keep a copy of the Contract Documents at the work site at all times while work is being performed and said copy is to be available to those in charge of work.

POLICE SERVICES

Each Town shall provide all Town police services at no cost to the Contractor to direct traffic when such protection is required by that Town's Police Department. The Contractor shall be solely responsible for contacting and scheduling police services with the Police Department. If the Contractor must cancel police services, he must do so within the time limits set by the Police Department. If the Contractor does not cancel police services within the time limits, then Contractor shall be responsible to promptly pay the minimum required amount.

PUBLIC SAFETY AND CONVENIENCE

The Contractor shall be required without additional compensation to provide safe and convenient access to all abutters during the prosecution of the Work.

No excavation shall be left open during non-working hours.

MSDS sheets and information shall be available on site and copies submitted to a Town as requested.

NECESSARY ACCESS FOR FIRE APPARATUS AND OTHER EMERGENCY VEHICLES SHALL BE MAINTAINED AT ALL TIMES. THE CONTRACTOR SHALL COORDINATE WITH THE POLICE AND FIRE DEPARTMENTS AT ALL TIMES REGARDING ACCESS.

For the protection of life and property, all backfill operations shall follow closely behind completed work. The Contractor shall insure that no excavation be left open, unguarded, or water filled during any period of time when work is not actually in progress. It is the purpose and intent that all excavations and backfill, including consolidation operations, and temporary surfacing within an area be accomplished expeditiously before proceeding to other work areas.

Contractor shall comply with all applicable Laws, regulations and Guidelines of any public body (example: OSHA, DIGSAFE, MassDOT Work Zone Safety Guidelines, Police) having jurisdiction for the safety of persons or property or to protect them from damage, injury or loss; and shall erect and maintain all necessary signs/ safeguards for such safety and protection at no extra cost to the Owner. See General Conditions also.

CLEANUP

Cleanup shall be done on a daily basis. At the end of each working period, the Contractor shall completely backfill all holes and trenches, and remove all equipment from the traveled way. The Contractor shall ensure that all safety marking and warning devices are satisfactorily in place prior to leaving any job.

During the course of the Work, the Contractor shall keep the site of his operations in as clean and neat condition as is possible. He shall dispose of all residue resulting from the construction work and, at the conclusion of the work, he shall remove and haul away any surplus excavation, broken pavement, lumber, equipment, temporary structures, and any other refuse remaining from the construction operations, and shall leave the entire site of the work in a neat and orderly condition.

Sweeping and cleaning of surfaces beyond the limits of the Project to clean up material caused by spillage or vehicular tracking during the various phases of the work shall be considered as incidental to the Work being performed under the Contract and there will be no additional compensation.

EMERGENCY CONTACTS

The Contractor shall maintain a 24-hour, 7-day a week telephone service and a local facility to handle emergency requirements such as settled trenches, clogged drains, rain damage, work zone safety issues, etc. A list of personnel (minimum of two) and their telephone numbers shall be submitted to the Engineer, the Highway Superintendent (or his designee), the Public Works Director and to the local Police and Fire Departments. This requirement shall apply during the entire length of the Project or Service for each Town where work is being completed. This list shall be submitted on the Contractor's letterhead and shall state that should an emergency arise during the implementation of this Project or Service, these people are to be contacted. The Contractor shall submit this letter to the Engineer prior to initiating construction. The Highway Superintendent for each Town or his designee has the right to determine whether or not an emergency exists and to require Contractor to promptly resolve the emergency at no cost to that Town. If Contractor can not respond in a timely manner as determined by the Highway Superintendent, the Town has the right to complete the necessary work and to bill Contractor for that work.

DIGSAFE

The Contractor shall notify "Mass. DIG SAFE" and the Local Water Department or District and procure a DIG SAFE number of each location prior to disturbing ground in any way.

"DIG-SAFE" Call Center: Telephone 1-888-344-7233

Commonwealth Electric has a policy regarding the location of electric utilities. Dig-Safe can no longer be relied upon to locate electric utilities that are "privately" owned. This can include electric cables located in Public ways that run from utility poles to buildings. It is therefore incumbent upon Contractor to ascertain if any electric cables are located in any area prior to excavation. This will be done at Contractor's expense.

The Contractor shall make his own investigation to assure that no damage to existing structures, drainage lines, traffic signal conduits, and other utilities will occur as a result of his operations

PROTECTION OF UTILITIES AND PROPERTY

The Contractor, in constructing or installing facilities alongside or near sanitary sewers, storm drains, water or gas pipes, electric or telephone conduits, poles, sidewalks, walls, vaults or other structures shall, at his expense, sustain them securely in place, cooperating with the officers and agents of the various utility companies and municipal departments which control them, so that the services of these structures shall be maintained. The Contractor shall also be responsible for the repair or replacement, at his own expense, of any damage to such structures caused by his acts or neglect, and shall leave them in the same condition as they existed prior to commencement of the Work. In case of damage to utilities, the Contractor shall promptly notify the utility owner and shall, if requested by the Engineer, furnish labor and equipment to work temporarily under the owner's direction in providing access to the utility. Pipes or other structures damaged by the operation of the Contractor may be repaired by the municipality or by utility owner which suffers the loss. The cost of such repairs shall be borne by the Contractor, without compensation therefor.

If, as the Work progresses, it is found that any of the utility structures are so placed as to render it impracticable, in the judgment of the Engineer, to do the Work called for under this Contract, the Contractor shall protect and

maintain the services in such utilities and structures and the Engineer will, as soon thereafter as reasonable, cause the position of the utilities to be changed or take such other actions deemed suitable and proper.

If live service connections are to be interrupted by excavations of any kind, the Contractor shall not break the service until new services are provided. Abandoned services shall be plugged off or otherwise made secure.

Full compensation for furnishing all labor, materials, tools, equipment and incidentals for doing all the work involved in protecting or repairing property as specified in this section, shall be considered included in the prices paid for the various Contract items of Work and no additional compensation will be allowed therefor.

PROVISIONS FOR TRAVEL AND PROSECUTION OF THE WORK

For the items that require traffic control, the Contractor shall supply and use traffic control devices, positioning and methodology, conforming with the Manual on Uniform Traffic Control Devices (MUTCD) and MassDOT Work Zone Safety Guidelines at no additional cost to any Town. Traffic control devices required only during working hour operations shall be removed at the end of each working day. Signs having messages that are irrelevant to normal traffic conditions shall be removed or properly covered at the end of each work period. Signs shall be kept clean at all times and legends shall be distinctive and unmarred.

Particular care should be taken to establish and maintain methods and procedures which will not create unnecessary or unusual hazards to public safety.

WORK DONE BY OTHERS

Relocation and/or resetting to new grades of all private utilities, including utility poles, made necessary by the construction of this Project, will be accomplished by the respective utility companies.

DISPOSAL OF SURPLUS MATERIALS

All materials not required or needed for use on the Project, and not required to be removed and stacked, shall become the property of the CONTRACTOR and shall be removed from the site and legally disposed of. No separate payment will be made for this Work, but all costs in connection therewith shall be included in the prices bid for various Contract items.

COMPACTION

Compaction of filled areas under pavement (no matter what type of fill material) shall be completed in 6" lifts. Compaction of filled areas elsewhere (no matter what type of fill material) shall be completed in 12" lifts. Appropriate compaction equipment shall be used.

PROPERTY BOUNDS

Any bounds or markers flagged by a Town and disturbed by the Contractor shall be replaced utilizing the services of a Registered Land Surveyor. The cost of replacing flagged bounds or markers disturbed by the Contractor's operations shall be at the Contractor's expense.

WEIGHING

All materials requiring payment by weight shall be weighed at a certified scale prior to delivery and the weigh slips shall be delivered to and signed by a Town representative. Each Town may provide use of its scale and require gross weights and vehicle tare weights verified at time of delivery.

NOTE: For all paving, no separate payments will be made to mobilize to different locations.

Item No. 7: BITUMINOUS CONCRETE EXCAVATION BY COLD PLANER

The Work under this item shall conform to the relevant provisions of Section 120 of the Standard Specifications and the following:

The work shall include the cold planing of existing bituminous concrete pavement surface to various depths to shape the pavement cross-section (crown or super elevation), to meet driveways, and/or to produce a uniform surface for the application of the pavement surfacing.

Pavement areas abutting utility structures and other areas which cannot be planed by the principal cold planing machine shall be excavated with smaller mechanical cold planing equipment designed for this purpose or by manual methods at no additional cost to any Town.

The machine shall be capable of being operated at speeds from 10 to 40 feet per minute and designed so that the operator can at all times observe the planing operation without leaving his control area. Pneumatic rubber-tire mounted equipment shall be used only for trimming and edging operations.

The equipment furnished by the Contractor shall be maintained in good repair at all times.

No pavement cuttings shall remain on the project at the end of each work period. The pavement cuttings shall become the property of the Town and the Contractor shall be responsible to remove, haul, and deposit the pavement cuttings at no additional cost to a site as directed by the Town.

The measured quantity will be paid for at the Contract unit price per square yard, which price shall include all labor, materials, equipment, removal, hauling, and incidental costs required to complete the Work.

ATTACHMENT C

ESTIMATED BID QUANTITIES

The Town of Falmouth has provided estimated quantities for this bid item that it presently intends to order. These estimated quantities are for bid purposes only and cannot be guaranteed. If there is no quantity provided for an item, then that specific Town does not intend to use that item.

Item	Description	Unit	<i>Falmouth</i>
7	Bituminous Concrete Excavation by Cold Planer	SY	60,435

ATTACHMENT D

Bid Response Form

BID IDENTIFICATION:

**BID No. 7894A ROADWAY CONSTRUCTION ITEMS -Town of Falmouth
(UNIT PRICE WORK)**

THIS BID IS SUBMITTED TO:

(Name and Address
of Owner)

**Office of the County Commissioners
Superior Court House
P.O. Box 427
Barnstable, Massachusetts 02630**

1. The undersigned BIDDER proposes and agrees, if the Bid is accepted to enter into an Agreement with the County, to complete all Work as specified or indicated in the Contract Documents for the Contract Unit Prices during the contract period of **April 1, 2020 to March 31, 2021 with the option to renew for one additional one year period** and in accordance with the Contract Documents.
2. BIDDER accepts all of the terms and conditions of the Instructions to Bidders. This Bid will remain open for sixty (60) days after the day of Bid opening. BIDDER will sign the Agreement and submit other documents (e.g. Bonds, Insurance Binders) required by the Contract Documents within five (5) working days after the date of the County's Notice of Award.
3. In submitting this Bid, BIDDER represents, as more fully set forth in the Agreement, that:

- 3.1 BIDDER has examined copies of all the Contract Documents and of the following addenda:

Bidder acknowledges addenda numbered _____

(receipt of all of which is hereby acknowledged) and also copies of the Notice to Bidders and the Instructions to Bidders.

- 3.2 BIDDER has examined the legal requirements (federal, state and local laws, by-laws, rules and regulations) and the conditions affecting cost, progress of performance of the Work and has made such independent investigations as BIDDER deems necessary.
- 3.3 This Bid is genuine and not made in the interest of or on behalf of any undisclosed person, firm or corporation, and is not submitted in conformity with any agreement or rules of any group, association, organization or corporation; BIDDER has not directly or indirectly induced or solicited any other Bidder to submit a false or sham Bid; BIDDER has not solicited or induced any person, firm or corporation to refrain from bidding; and BIDDER has not sought by collusion to obtain for himself any advantage over any other Bidder or over the County.
4. BIDDER will complete all the Work assigned for the unit price(s) listed in the Bid Form.
5. The following documents are attached to and made a condition of this Bid:
 - 5.1 A tabulation of Subcontractors and other persons or organizations required to be identified in this Bid.

6. Communications concerning this Bid shall be addressed to:

Company Name: _____

Address: _____

Telephone No.: _____

Fax No.: _____

E-mail Address: _____

Bidder's Contact Person: _____

7. Bid comparison will be based on each item unit price provided for each Town. Bidders may bid on any or all items for any or all Towns listed. Bid selection will be by each item by Town and will be based on the lowest, qualified, responsible, and responsive bid for each item for each Town.
8. It is the intent to award a contract to the two (2) lowest, qualified, responsible, and responsive bidders for Item Number: **7**
9. The undersigned 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 in this paragraph, the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.
10. The undersigned also certifies: that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; and, that all employees at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

SUBMITTED on _____, 20____.

An Individual

By _____ (SEAL)
(Individual's Name and Signature)

doing business as _____

Business address: _____

Phone No.: _____

A Partnership

By _____ (SEAL)
(Firm Name)

(General Partner Name and Signature)

Business address: _____

Phone No.: _____

A Corporation

By _____
(Corporation Name)

(State of Incorporation)

By _____
(Name of person authorized to sign and Signature)

(Corporate Seal)

Attest _____
(Secretary)

Business address: _____

Phone No.: _____

A Joint Venture

By _____
(Name and Signature)

(Address)

By _____
(Name and Signature)

(Address)

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

BID FORM
ROADWAY CONSTRUCTION
(UNIT PRICE WORK)

State the unit bid price (written in words and in numerals) for each Town listed. See Attachment "C" for estimated quantities. Bidders may wish to contact each Town to obtain actual quantities purchased during prior years. Bidders may bid on any or all items for any or all Towns. Bid selection will be by each item and will be based on the lowest, qualified, responsible, and responsive bid for each item for each Town.

Two Lowest Bidders: It is the intent to award a contract to the two (2) lowest, qualified, responsible, and responsive bidders for Item Number 7. When needing work completed for each of these items, each Town shall first forward by e-mail or fax a Notice to Proceed to the lower of the two lowest bidders. If the lowest bidder does not schedule the work requested within forty-eight (48) hours of receiving the Notice to Proceed and/or cannot begin (and remain at) work within ten (10) working days, then the Town shall have the right to forward a Notice to Proceed to the second low bidder. Each Town shall follow its own policy in the case of the need to break a tied bid.

MASSDOT Prequalification: The Towns presently intend to use Chapter 90 (State) funds to finance some of the bid items. Therefore, Bidders for Items that have an asterisk (*) beside them on the bid form require awarded vendors to be prequalified through the Massachusetts Department of Transportation (MassDOT). Vendors who are not on the MA Highway list of pre-qualified bidders cannot be awarded bids for these items. Only bidders whose companies name appears on the MassDOT list of certified bidders will be awarded bids for the items identified with an asterisk.

Price Adjustments: Price adjustments for cost fluctuations will be allowed for liquid asphalt, diesel fuel, gasoline, Portland cement, and steel as specified by MASSDOT and the following: Gasoline (variance from base price of 5% or more) adjustment will be allowed for Bid Item Numbers: 7. MASSDOT procedures shall be used to determine the adjustments, except as noted herein. The price adjustments shall be based on the difference between the "base price" and the "order price". The "base price" shall be determined from the most recent MASSDOT published liquid asphalt, diesel fuel, gasoline, Portland cement, or steel price that precedes the bid date. The "order price" shall be the most recent published MASSDOT liquid asphalt, diesel fuel, gasoline, Portland cement, or steel price available on the day that the item is placed. A Town ordering work shall be provided with only one (1) invoice for each project. This invoice shall include the name of the item(s) installed, the quantity installed, the original unit bid price(s), and the price adjustment(s) (including back-up information such as calculations, MASSDOT publication) for each project. A second invoice for the adjustment(s) submitted at a later date shall not be acceptable.

Base Bid Price Gasoline (Gallon): \$2.063

ITEM NO. 7	BIT. CONCRETE EXCAVATION BY COLD PLANER	PER SQ.YD.
Town	Unit Bid Price Written in Words	In Numerals
*Falmouth	_____	\$ _____

ATTACHMENT E
CERTIFICATE of NON-COLLUSION AND TAX COMPLIANCE

Pursuant to Massachusetts General Law, Chapter 7, Section 22 (20), I certify under penalties of perjury that this bid/proposal is in all respects bona fide, fair, and made without collusion or fraud with any person. As used in this certification the word "person" means any natural person, joint venture, partnership, corporation or other business or legal entity.

Pursuant to MGL Chapter 62C, Section 49A, I certify under the penalties of perjury that I, to the best of my knowledge and belief, have complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Company: _____

Address: _____

**Signature of Individual Signing
Bid, or Corporate Officer:** _____

Telephone Number: _____

**Social Security Number
Or Federal Identification Number:** _____

Date: _____

Any person or corporation which fails to execute this document
will be considered a non-responsive bidder
and will be rejected pursuant to MGL Chapter 30, 39M.

ATTACHMENT F

Bid# _____

Contract# _____

**Contract for Services
Terms and Conditions**

**Barnstable County
3195 Main Street
Barnstable, MA 02630**

And

THIS AGREEMENT is made this _____ day of _____, 20____ by and between _____ (hereinafter referred to as Contractor), and Barnstable County (hereinafter referred to as County).

The Contract for Services Terms and Conditions and any agreed upon changes thereto included in any Contract Amendments shall take precedence over any additional or conflicting terms and conditions as may be included in any other document attached hereto.

NOW THEREFORE, the County and the Contractor do mutually agree as follows:

1. **Employment of Contractor.** The Contractor hereby agrees to perform the services hereinafter set forth in the Scope of Services. Contractor hereby agrees to hold the County harmless from any claims regarding worker's compensation benefits, unemployment compensation benefits, retirement benefits, or any other benefit normally attributable to the status of "employee" and Contractor specifically agrees to pay for all damages incurred by the County or Town, including costs, benefits, and reasonable attorney fees in the event the Contractor files such claim.

2. **Scope of Services.** The contractor shall perform the scope of services set forth in _____

3. **Contract Amendments.** The following amendments to the Contract have been executed by duly authorized representatives of the Parties and are attached hereto and incorporated herein:

4. **Time of Performance.**

_____ Start Date

_____ End Date

5. **Responsible County Official:** The County Official and Department exercising managerial and budgetary control for this Contract shall be: _____

6. **Payment:**

A. The County shall compensate the Contractor for the services rendered at the rate of \$ _____ per _____ (e.g., hour, week, semester, project, etc.).

- B. In no event shall the Contractor be reimbursed for time other than that spent providing the described service(s).
- C. Payment will be made upon submittal and approval of the Contractor's Invoice(s) that is (are) received Monthly____, Quarterly____, Other____ (specify)_____.
- D. Reimbursement for Travel and Other Contractor Expenses:

All travel and meals are part of this Contract. No reimbursement will be made.

Contractor will be reimbursed for pre-approved travel in an amount not to exceed \$_____. Copies of receipts must be submitted. Any expense claimed by the Contractor for which there is no supporting documentation shall be disallowed.

Contractor will be reimbursed for OTHER expenses in an amount not to exceed \$_____. OTHER Expenses shall be limited to: _____. Copies of receipts must be submitted. Any expense claimed by the Contractor for which there is no supporting documentation shall be disallowed.

- E. The total of all payments made against this Contract shall not exceed: \$_____

Upon acceptance of the Contractor's invoice, payment will be made within thirty (30) days. If an invoice is not accepted by the County within fifteen (15) days, it shall be returned to the Contractor with a written explanation for the rejection. At the end of each County fiscal year Contractor must submit any outstanding invoices for services performed or delivered during the fiscal year (July 1-June 30) to the County no later than July 31st of the year when the services were performed. Contractors shall submit invoices within sixty (60) days of completing the work.

7. Termination or Suspension of Contract for Cause. If through any sufficient cause, the Contractor or the County shall fail to fulfill or perform its duties and obligations under this Contract, or if either party shall violate or breach any of the provisions of this Contract, either party shall thereupon have the right to terminate or suspend this Contract, by giving written notice to the other party of such termination or suspension and specifying the effective date thereof. Such notice shall be given at least fifteen (15) calendar days before such effective date.

8. Termination for Convenience of County. The County shall have the right to discontinue the work of the Contractor and cancel this contract by written notice to the Contractor of such termination and specifying the effective date of such termination. In the event of such termination or suspension of this Contract, the Contractor shall be entitled to just and equitable compensation for satisfactory work completed, for services performed and for reimbursable expenses necessarily incurred in the performance of this Contract up to and including the date of termination or suspension.

9. Amendments. The County may, from time to time, require changes in the Scope of Services to be performed hereunder. Such changes, including any increase or decrease in the amount of the Contractor costs, which are mutually agreed upon by the County and the Contractor, shall be incorporated in written amendments to this Contract.

10. Non-Discrimination in Employment and Affirmative Action. The Contractor shall take affirmative action

to ensure that qualified applicants and employees are treated without regard to age, race, color, religion, sex, marital status, sexual orientation, national origin, disability, or Vietnam Era Veteran status. The Contractor agrees to comply with all applicable Federal and State statutes, rules and regulations prohibiting discrimination in employment including but not limited to: Title VII of the Civil Rights Act of 1964, as amended; Massachusetts General Laws Chapter 151B§(1); the Americans with Disabilities Act of 1990; and all relevant administrative orders and executive orders including Executive Order 11246.

11. **Subcontracting.** None of the services to be provided to the County pursuant to this Contract shall be subcontracted or delegated in whole or in part to any other organization, association, individual, corporation, partnership or other such entity without the prior written approval of the County. No subcontract or delegation shall relieve or discharge the Contractor from any obligation or liability under this Contract except as specifically set forth in the instrument of approval. If this Contract is funded in whole or in part with federal funds, Contractor further agrees to comply with the provisions of the Office of Management and Budget Circular A-110, as amended, with respect to taking affirmative steps to utilize the services of small and minority firms, women's business enterprises and labor surplus area firms. All subcontracts shall be in writing and shall contain provisions which are functionally identical to, and consistent with, the provisions of this Contract. The County shall have the right to obtain a copy of the subcontract upon request.

12. **Interest of Members of County and Others.** No officer, member or employee of the County, and no member of its governing body of the locality or localities in which the Project is situated or being carried out who exercises any functions or responsibility in the review or approval of the undertaking or carrying out of the Project, shall participate in any decision relating to this Contract which affects his personal interest or the interest of any corporation, partnership, or association in which he is directly or indirectly financially interested or has any personal or pecuniary interest, direct or indirect, in this Contract or the proceeds thereof.

13. **Conflict of Interest.** Contractor acknowledges that it may be subject to the Massachusetts Conflict of Interest statute, Mass. Gen. Laws ch. 268A, and to that extent, Contractor agrees to comply with all requirements of the statute in the performance of this Contract.

14. **Assignability.** The Contractor shall not assign any interest in this Contract and shall not transfer any interest in the same (whether by assignment or novation), without the prior written consent of the County thereto; provided, however that claims for money due or to become due the Contractor from the County under this Contract may be assigned to a bank, trust company, or other financial institution without such approval. Notice of any such assignment or transfer shall be furnished promptly to the County.

15. **Recordkeeping, Audit, and Inspection of Records.** The Contractor shall maintain books, records, and other compilations of data pertaining to the requirements of the Contract to the extent and in such detail as shall properly substantiate claims for payment under the Contract. All such records shall be kept for a period of seven (7) years or for such longer period as is specified herein. All retention periods start on the first day after final payment under this Contract. If any litigation, claim, negotiation, audit or other action involving the records is commenced prior to the expiration of the applicable retention period, all records shall be retained until completion of the action and resolution of all issues resulting therefrom, or until the end of the applicable retention period, whichever is later. If this contract is funded in whole or in part with state or federal funds, the state or federal grantor agency, the County or any of its duly authorized representatives or designees, shall have the right at reasonable times and upon reasonable notice, to examine and copy, at reasonable expense, the books, records and other compilations of data of the

Contractor which pertain to the provisions and requirements of this Contract. Such access shall include on-site audits, review and copying of records.

16. **Findings Confidential.** Any reports, information, data, etc., given to or prepared or assembled by the Contractor under this Contract which the County requests to be kept as confidential shall not be made available to any individual or organization by the Contractor without the prior written approval of the County.

17. **Publication, Reproduction and Use of Material.** No material produced in whole or in part under this Contract shall be subject to copyright in the United States or in any other country. The County shall have the unrestricted authority to publish, disclose, distribute, and otherwise use, in whole or in part, any reports, data or other materials prepared under this Contract.

18. **Political Activity Prohibited.** None of the services to be provided by the Contractor shall be used for any partisan political activity or to further the election or defeat of any candidate for public office.

19. **Anti-Boycott Warranty.** During the term of this Contract, neither the Contractor nor any "affiliated company" as hereafter defined, shall participate in or cooperate with an international boycott, as defined in Section 999 (b) (3) and (4) of the Internal Revenue Code of 1954, as amended by the Tax Reform Act of 1986, or engage in conduct declared to be unlawful by Sections 2 and 3 of Chapter 151E, Massachusetts General Laws. As used herein, an "affiliated company" shall be any business entity of which at least 51% of the ownership interested is directly or indirectly owned by the Contractor or by a person or persons or business entity or entities which directly or indirectly own at least 51% of the ownership interests of the Contractor.

20. **Choice of Law.** This Contract shall be construed under and governed by the laws of the Commonwealth of Massachusetts. The Contractor and the agents thereof, agree to bring any federal or state legal proceedings arising under this Contract, in which the County are a party, in a court of competent jurisdiction within the Commonwealth of Massachusetts. This paragraph shall not be construed to limit any rights a party may have to intervene in any action, wherever pending, in which the other is a party. All parties to this contract and covenant agree that any disputes be litigated in the District or Superior courts in Barnstable County.

21. **Force Majeure.** Neither party shall be liable to the other nor be deemed to be in breach of this Contract for failure or delay in rendering performance arising out of causes factually beyond its control and without its fault or negligence. Such causes may include but are not limited to: acts of God or the public enemy, wars, fires, floods, epidemics, strikes, or unusually severe weather. Dates or times of performance shall be extended to the extent of delays excused by this section, provided that the party whose performance is affected notifies the other promptly of the existence and nature of such delay.

22. **Compliance with Laws.** The Contractor shall promptly comply with all applicable laws, rules, regulations, ordinances, orders and requirements of the Commonwealth and any state or federal governmental authority relating to the delivery of the services described in this Contract subject to section 18 above. Unless otherwise provided by law, the Contractor shall promptly pay all fines, penalties and damages that may arise out of or are imposed because of the Contractor's failure to comply with the provisions of this section and, shall indemnify the County against any liability incurred as a result of a violation of this section. If the Contractor receives federal funds pursuant to this Contract, Contractor understands and agrees to comply with all requirements outlined in the Office of Management & Budget Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards (2 CFR Part 200

subpart A-F)

23. **Tax Exempt Status.** The County is exempt from federal excise, state, and local taxes; therefore, sales to the County are exempt from Massachusetts sales and use taxes. If the County should become subject to any such taxes during the term of this Contract, the County shall reimburse the Contractor for any cost or expense incurred. Any other taxes imposed on the Contractor on account of this Contract shall be borne solely by the Contractor.

24. **Headings, Interpretation and Severability.** The headings used herein are for reference and convenience only and shall not be a factor in the interpretation of the Contract. If any provision of this Contract is declared or found to be illegal, unenforceable, or void, then both parties shall be relieved of all obligations under that provision. The remainder of the Contract shall be enforced to the fullest extent permitted by law.

25. **Waiver of Liability.** The Contractor hereby covenants and agrees to waive any and all claims against Barnstable County and release Barnstable County from any liability arising out of the Scope of Services.

IN WITNESS WHEREOF, the County and Contractor have executed this Agreement this _____ day of _____ in the year Two Thousand and _____.

FOR THE COUNTY:

BARNSTABLE COUNTY COMMISSIONERS:

Date

FOR THE CONTRACTOR:

Date



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

KARYN E. POLITO
Lt. Governor

WILLIAM D MCKINNEY
Director

Awarding Authority: Barnstable County
Contract Number: 7894 **City/Town:** BARNSTABLE
Description of Work: Roadway Construction - Providing various construction works to the Towns of Barnstable, Bourne, Brewster, Dennis, Falmouth, Harwich, Orleans, Provincetown, Sandwich, Wellfleet, and Yarmouth.
Job Location: Barnstable County

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	12/01/2019	\$37.00	\$12.50	\$8.85	\$0.00	\$58.35
	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
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 (NEW BEDFORD)</i>	08/01/2019	\$54.40	\$10.75	\$21.30	\$0.00	\$86.45
	02/01/2020	\$54.40	\$10.75	\$21.94	\$0.00	\$87.09
	08/01/2020	\$55.75	\$10.75	\$22.09	\$0.00	\$88.59
	02/01/2021	\$56.39	\$10.75	\$22.09	\$0.00	\$89.23
	08/01/2021	\$57.79	\$10.75	\$22.25	\$0.00	\$90.79
	02/01/2022	\$58.38	\$10.75	\$22.25	\$0.00	\$91.38

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.20	\$10.75	\$21.30	\$0.00	\$59.25
2	60	\$32.64	\$10.75	\$21.30	\$0.00	\$64.69
3	70	\$38.08	\$10.75	\$21.30	\$0.00	\$70.13
4	80	\$43.52	\$10.75	\$21.30	\$0.00	\$75.57
5	90	\$48.96	\$10.75	\$21.30	\$0.00	\$81.01

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.20	\$10.75	\$21.94	\$0.00	\$59.89
2	60	\$32.64	\$10.75	\$21.94	\$0.00	\$65.33
3	70	\$38.08	\$10.75	\$21.94	\$0.00	\$70.77
4	80	\$43.52	\$10.75	\$21.94	\$0.00	\$76.21
5	90	\$48.96	\$10.75	\$21.94	\$0.00	\$81.65

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	12/01/2019	\$40.25	\$8.10	\$16.80	\$0.00	\$65.15
<i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$41.24	\$8.10	\$16.80	\$0.00	\$66.14
	12/01/2020	\$42.22	\$8.10	\$16.80	\$0.00	\$67.12
	06/01/2021	\$43.24	\$8.10	\$16.80	\$0.00	\$68.14
	12/01/2021	\$44.25	\$8.10	\$16.80	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
<i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
<i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2019	\$41.90	\$9.40	\$18.95	\$0.00	\$70.25
	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.95	\$9.40	\$1.73	\$0.00	\$32.08
2	60	\$25.14	\$9.40	\$1.73	\$0.00	\$36.27
3	70	\$29.33	\$9.40	\$13.76	\$0.00	\$52.49
4	75	\$31.43	\$9.40	\$13.76	\$0.00	\$54.59
5	80	\$33.52	\$9.40	\$15.49	\$0.00	\$58.41
6	80	\$33.52	\$9.40	\$15.49	\$0.00	\$58.41
7	90	\$37.71	\$9.40	\$17.22	\$0.00	\$64.33
8	90	\$37.71	\$9.40	\$17.22	\$0.00	\$64.33

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.25	\$9.40	\$1.73	\$0.00	\$32.38
2	60	\$25.50	\$9.40	\$1.73	\$0.00	\$36.63
3	70	\$29.75	\$9.40	\$13.76	\$0.00	\$52.91
4	75	\$31.88	\$9.40	\$13.76	\$0.00	\$55.04
5	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
6	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
7	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87
8	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$29.99/ 3&4 \$35.85/ 5&6 \$54.22/ 7&8 \$60.14

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS -ZONE 2 (Wood Frame)</i>	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88
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All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 10/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
2	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
3	65	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
4	70	\$19.57	\$7.07	\$7.86	\$0.00	\$34.50
5	75	\$20.96	\$7.07	\$7.86	\$0.00	\$35.89
6	80	\$22.36	\$7.07	\$7.86	\$0.00	\$37.29
7	85	\$23.76	\$7.07	\$7.86	\$0.00	\$38.69
8	90	\$25.16	\$7.07	\$7.86	\$0.00	\$40.09

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$19.65/ 3&4 \$27.19/ 5&6 \$34.50/ 7&8 \$37.29

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (NEW BEDFORD)	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85
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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.73	\$12.50	\$15.70	\$0.00	\$77.93
	06/01/2020	\$50.83	\$12.50	\$15.70	\$0.00	\$79.03
	12/01/2020	\$51.98	\$12.50	\$15.70	\$0.00	\$80.18
	06/01/2021	\$53.08	\$12.50	\$15.70	\$0.00	\$81.28
	12/01/2021	\$54.23	\$12.50	\$15.70	\$0.00	\$82.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.86	\$0.00	\$62.73
6	75	\$38.22	\$8.20	\$19.40	\$0.00	\$65.82
7	80	\$40.77	\$8.20	\$19.94	\$0.00	\$68.91
8	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.08

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.23
2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.77
3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.92
4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.06
5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.50
6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.65
7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.79
8	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
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For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
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For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2019	\$42.26	\$10.15	\$13.54	\$0.00	\$65.95
	03/01/2020	\$42.87	\$10.40	\$13.94	\$0.00	\$67.21

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 223

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.90	\$10.15	\$0.51	\$0.00	\$27.56
2	42	\$17.75	\$10.15	\$0.53	\$0.00	\$28.43
3	45	\$19.02	\$10.15	\$0.57	\$0.00	\$29.74
4	48	\$20.28	\$10.15	\$4.93	\$0.00	\$35.36
5	50	\$21.13	\$10.15	\$4.97	\$0.00	\$36.25
6	55	\$23.24	\$10.15	\$5.33	\$0.00	\$38.72
7	60	\$25.36	\$10.15	\$5.64	\$0.00	\$41.15
8	65	\$27.47	\$10.15	\$5.94	\$0.00	\$43.56
9	70	\$29.58	\$10.15	\$6.25	\$0.00	\$45.98
10	75	\$31.70	\$10.15	\$6.50	\$0.00	\$48.35

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.15	\$10.40	\$0.51	\$0.00	\$28.06
2	42	\$18.01	\$10.40	\$0.54	\$0.00	\$28.95
3	45	\$19.29	\$10.40	\$0.58	\$0.00	\$30.27
4	48	\$20.58	\$10.40	\$5.22	\$0.00	\$36.20
5	50	\$21.44	\$10.40	\$5.26	\$0.00	\$37.10
6	55	\$23.58	\$10.40	\$5.63	\$0.00	\$39.61
7	60	\$25.72	\$10.40	\$5.93	\$0.00	\$42.05
8	65	\$27.87	\$10.40	\$6.25	\$0.00	\$44.52
9	70	\$30.01	\$10.40	\$6.54	\$0.00	\$46.95
10	75	\$32.15	\$10.40	\$6.79	\$0.00	\$49.34

Notes:
Steps are 750 hours

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.71	\$15.73	\$0.00	\$0.00	\$46.44
2	55	\$33.78	\$15.73	\$18.41	\$0.00	\$67.92
3	65	\$39.92	\$15.73	\$18.41	\$0.00	\$74.06
4	70	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
5	80	\$49.14	\$15.73	\$18.41	\$0.00	\$83.28

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.74	\$15.88	\$0.00	\$0.00	\$47.62
2	55	\$34.91	\$15.88	\$19.31	\$0.00	\$70.10
3	65	\$41.26	\$15.88	\$19.31	\$0.00	\$76.45
4	70	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
5	80	\$50.78	\$15.88	\$19.31	\$0.00	\$85.97

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 4</i>	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2019	\$44.18	\$12.00	\$15.60	\$0.00	\$71.78
	05/01/2020	\$45.33	\$12.00	\$15.60	\$0.00	\$72.93
	11/01/2020	\$46.33	\$12.00	\$15.60	\$0.00	\$73.93
	05/01/2021	\$47.48	\$12.00	\$15.60	\$0.00	\$75.08
	11/01/2021	\$48.48	\$12.00	\$15.60	\$0.00	\$76.08
	05/01/2022	\$49.63	\$12.00	\$15.60	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2019	\$45.68	\$12.00	\$15.60	\$0.00	\$73.28
	05/01/2020	\$46.83	\$12.00	\$15.60	\$0.00	\$74.43
	11/01/2020	\$47.84	\$12.00	\$15.60	\$0.00	\$75.44
	05/01/2021	\$49.00	\$12.00	\$15.60	\$0.00	\$76.60
	11/01/2021	\$50.01	\$12.00	\$15.60	\$0.00	\$77.61
	05/01/2022	\$51.17	\$12.00	\$15.60	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2019	\$22.57	\$12.00	\$15.60	\$0.00	\$50.17
	05/01/2020	\$23.24	\$12.00	\$15.60	\$0.00	\$50.84
	11/01/2020	\$23.83	\$12.00	\$15.60	\$0.00	\$51.43
	05/01/2021	\$24.51	\$12.00	\$15.60	\$0.00	\$52.11
	11/01/2021	\$25.11	\$12.00	\$15.60	\$0.00	\$52.71
	05/01/2022	\$25.78	\$12.00	\$15.60	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2019	\$42.26	\$10.15	\$13.54	\$0.00	\$65.95
	03/01/2020	\$42.87	\$10.40	\$13.94	\$0.00	\$67.21
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 223</i>	09/01/2019	\$35.78	\$10.15	\$11.45	\$0.00	\$57.38
	03/01/2020	\$36.27	\$10.40	\$11.78	\$0.00	\$58.45
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$39.89	\$12.50	\$15.70	\$0.00	\$68.09
	06/01/2020	\$40.80	\$12.50	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.75	\$12.50	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.66	\$12.50	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.61	\$12.50	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2019	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
	06/01/2020	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
	12/01/2020	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
	06/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
	12/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i>	09/01/2019	\$43.94	\$9.40	\$19.25	\$0.00	\$72.59
	03/01/2020	\$44.74	\$9.40	\$19.25	\$0.00	\$73.39
	09/01/2020	\$45.54	\$9.40	\$19.25	\$0.00	\$74.19
	03/01/2021	\$46.34	\$9.40	\$19.25	\$0.00	\$74.99
	09/01/2021	\$47.14	\$9.40	\$19.25	\$0.00	\$75.79
	03/01/2022	\$47.94	\$9.40	\$19.25	\$0.00	\$76.59

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.97	\$9.40	\$1.79	\$0.00	\$33.16
2	55	\$24.17	\$9.40	\$1.79	\$0.00	\$35.36
3	60	\$26.36	\$9.40	\$13.88	\$0.00	\$49.64
4	65	\$28.56	\$9.40	\$13.88	\$0.00	\$51.84
5	70	\$30.76	\$9.40	\$15.67	\$0.00	\$55.83
6	75	\$32.96	\$9.40	\$15.67	\$0.00	\$58.03
7	80	\$35.15	\$9.40	\$17.46	\$0.00	\$62.01
8	85	\$37.35	\$9.40	\$17.46	\$0.00	\$64.21

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.37	\$9.40	\$1.79	\$0.00	\$33.56
2	55	\$24.61	\$9.40	\$1.79	\$0.00	\$35.80
3	60	\$26.84	\$9.40	\$13.88	\$0.00	\$50.12
4	65	\$29.08	\$9.40	\$13.88	\$0.00	\$52.36
5	70	\$31.32	\$9.40	\$15.67	\$0.00	\$56.39
6	75	\$33.56	\$9.40	\$15.67	\$0.00	\$58.63
7	80	\$35.79	\$9.40	\$17.46	\$0.00	\$62.65
8	85	\$38.03	\$9.40	\$17.46	\$0.00	\$64.89

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$30.96/ 3&4 \$37.09/ 5&6 \$55.83/ 7&8 \$62.01

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2019

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

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

Notes:

Apprentice to Journeyworker Ratio:1:3

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.80	\$12.50	\$0.00	\$0.00	\$39.30
2	60	\$29.24	\$12.50	\$15.70	\$0.00	\$57.44
3	65	\$31.67	\$12.50	\$15.70	\$0.00	\$59.87
4	70	\$34.11	\$12.50	\$15.70	\$0.00	\$62.31
5	75	\$36.55	\$12.50	\$15.70	\$0.00	\$64.75
6	80	\$38.98	\$12.50	\$15.70	\$0.00	\$67.18
7	85	\$41.42	\$12.50	\$15.70	\$0.00	\$69.62
8	90	\$43.86	\$12.50	\$15.70	\$0.00	\$72.06

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.41	\$12.50	\$0.00	\$0.00	\$39.91
2	60	\$29.90	\$12.50	\$15.70	\$0.00	\$58.10
3	65	\$32.39	\$12.50	\$15.70	\$0.00	\$60.59
4	70	\$34.88	\$12.50	\$15.70	\$0.00	\$63.08
5	75	\$37.37	\$12.50	\$15.70	\$0.00	\$65.57
6	80	\$39.86	\$12.50	\$15.70	\$0.00	\$68.06
7	85	\$42.36	\$12.50	\$15.70	\$0.00	\$70.56
8	90	\$44.85	\$12.50	\$15.70	\$0.00	\$73.05

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - B	04/01/2019	\$34.71	\$13.20	\$16.55	\$1.93	\$66.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 223	09/01/2019	\$42.26	\$10.15	\$13.54	\$0.00	\$65.95
	03/01/2020	\$42.87	\$10.40	\$13.94	\$0.00	\$67.21
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - B	04/01/2019	\$34.71	\$13.20	\$16.55	\$1.93	\$66.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) PLUMBERS & PIPEFITTERS LOCAL 51	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2019	\$43.60	\$12.80	\$16.40	\$0.00	\$72.80

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.80	\$12.80	\$11.90	\$0.00	\$46.50
2	60	\$26.16	\$12.80	\$12.80	\$0.00	\$51.76
3	70	\$30.52	\$12.80	\$13.70	\$0.00	\$57.02
4	80	\$34.88	\$12.80	\$14.60	\$0.00	\$62.28

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	09/16/2019	\$39.71	\$7.70	\$17.10	\$0.00	\$64.51
	03/16/2020	\$40.61	\$7.70	\$17.10	\$0.00	\$65.41
	09/16/2020	\$41.51	\$7.70	\$17.10	\$0.00	\$66.31
	03/16/2021	\$42.46	\$7.70	\$17.10	\$0.00	\$67.26

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 37

Effective Date - 09/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$27.80	\$7.70	\$17.10	\$0.00	\$52.60
2	75	\$29.78	\$7.70	\$17.10	\$0.00	\$54.58
3	80	\$31.77	\$7.70	\$17.10	\$0.00	\$56.57
4	85	\$33.75	\$7.70	\$17.10	\$0.00	\$58.55
5	90	\$35.74	\$7.70	\$17.10	\$0.00	\$60.54
6	95	\$37.72	\$7.70	\$17.10	\$0.00	\$62.52

Effective Date - 03/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$28.43	\$7.70	\$17.10	\$0.00	\$53.23
2	75	\$30.46	\$7.70	\$17.10	\$0.00	\$55.26
3	80	\$32.49	\$7.70	\$17.10	\$0.00	\$57.29
4	85	\$34.52	\$7.70	\$17.10	\$0.00	\$59.32
5	90	\$36.55	\$7.70	\$17.10	\$0.00	\$61.35
6	95	\$38.58	\$7.70	\$17.10	\$0.00	\$63.38

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.10	\$15.38	\$0.00	\$43.92
2	70	\$23.84	\$8.10	\$15.38	\$0.00	\$47.32
3	80	\$27.25	\$8.10	\$15.38	\$0.00	\$50.73
4	90	\$30.65	\$8.10	\$15.38	\$0.00	\$54.13

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.10	\$15.38	\$0.00	\$44.45
2	70	\$24.47	\$8.10	\$15.38	\$0.00	\$47.95
3	80	\$27.96	\$8.10	\$15.38	\$0.00	\$51.44
4	90	\$31.46	\$8.10	\$15.38	\$0.00	\$54.94

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2019	\$34.15	\$8.10	\$15.44	\$0.00	\$57.69
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For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2019	\$41.49	\$10.75	\$19.61	\$0.00	\$71.85
	02/01/2020	\$41.49	\$10.75	\$20.12	\$0.00	\$72.36
	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$0.00	\$75.85

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.75	\$10.75	\$19.61	\$0.00	\$51.11
2	60	\$24.89	\$10.75	\$19.61	\$0.00	\$55.25
3	70	\$29.04	\$10.75	\$19.61	\$0.00	\$59.40
4	80	\$33.19	\$10.75	\$19.61	\$0.00	\$63.55
5	90	\$37.34	\$10.75	\$19.61	\$0.00	\$67.70

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.75	\$10.75	\$20.12	\$0.00	\$51.62
2	60	\$24.89	\$10.75	\$20.12	\$0.00	\$55.76
3	70	\$29.04	\$10.75	\$20.12	\$0.00	\$59.91
4	80	\$33.19	\$10.75	\$20.12	\$0.00	\$64.06
5	90	\$37.34	\$10.75	\$20.12	\$0.00	\$68.21

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2019	\$54.42	\$10.75	\$21.30	\$0.00	\$86.47
	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2019

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

Effective Date - 02/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	04/01/2019	\$38.87	\$9.90	\$18.50	\$0.00	\$67.27
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Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.38	\$9.90	\$5.31	\$0.00	\$36.59
2	65	\$25.27	\$9.90	\$15.13	\$0.00	\$50.30
3	75	\$29.15	\$9.90	\$16.10	\$0.00	\$55.15
4	85	\$33.04	\$9.90	\$17.06	\$0.00	\$60.00

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$23.08	\$12.50	\$15.70	\$0.00	\$51.28
	06/01/2020	\$23.63	\$12.50	\$15.70	\$0.00	\$51.83
	12/01/2020	\$24.20	\$12.50	\$15.70	\$0.00	\$52.40
	06/01/2021	\$24.75	\$12.50	\$15.70	\$0.00	\$52.95
	12/01/2021	\$25.33	\$12.50	\$15.70	\$0.00	\$53.53

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$27.64	\$12.50	\$15.70	\$0.00	\$55.84
	06/01/2020	\$28.29	\$12.50	\$15.70	\$0.00	\$56.49
	12/01/2020	\$28.97	\$12.50	\$15.70	\$0.00	\$57.17
	06/01/2021	\$29.61	\$12.50	\$15.70	\$0.00	\$57.81
	12/01/2021	\$30.29	\$12.50	\$15.70	\$0.00	\$58.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.86	\$0.00	\$62.73
6	75	\$38.22	\$8.20	\$19.40	\$0.00	\$65.82
7	80	\$40.77	\$8.20	\$19.94	\$0.00	\$68.91
8	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.08

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.23
2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.77
3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.92
4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.06
5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.50
6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.65
7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.79
8	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.07

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SIGN, PICTORIAL & DISPLAY) PAINTERS LOCAL 35 - ZONE 2	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER SIGN - Local 35 Zone 2

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2020	\$41.86	\$8.20	\$22.10	\$0.00	\$72.16
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$42.96	\$8.20	\$22.10	\$0.00	\$73.26
	01/01/2021	\$44.06	\$8.20	\$22.10	\$0.00	\$74.36

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.93	\$8.20	\$0.00	\$0.00	\$29.13
2	55	\$23.02	\$8.20	\$5.94	\$0.00	\$37.16
3	60	\$25.12	\$8.20	\$6.48	\$0.00	\$39.80
4	65	\$27.21	\$8.20	\$7.02	\$0.00	\$42.43
5	70	\$29.30	\$8.20	\$18.86	\$0.00	\$56.36
6	75	\$31.40	\$8.20	\$19.40	\$0.00	\$59.00
7	80	\$33.49	\$8.20	\$19.94	\$0.00	\$61.63
8	90	\$37.67	\$8.20	\$21.02	\$0.00	\$66.89

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.48	\$8.20	\$0.00	\$0.00	\$29.68
2	55	\$23.63	\$8.20	\$5.94	\$0.00	\$37.77
3	60	\$25.78	\$8.20	\$6.48	\$0.00	\$40.46
4	65	\$27.92	\$8.20	\$7.02	\$0.00	\$43.14
5	70	\$30.07	\$8.20	\$18.86	\$0.00	\$57.13
6	75	\$32.22	\$8.20	\$19.40	\$0.00	\$59.82
7	80	\$34.37	\$8.20	\$19.94	\$0.00	\$62.51
8	90	\$38.66	\$8.20	\$21.02	\$0.00	\$67.88

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2020	\$39.92	\$8.20	\$22.10	\$0.00	\$70.22
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$41.02	\$8.20	\$22.10	\$0.00	\$71.32
	01/01/2021	\$42.12	\$8.20	\$22.10	\$0.00	\$72.42

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.96	\$8.20	\$0.00	\$0.00	\$28.16
2	55	\$21.96	\$8.20	\$5.94	\$0.00	\$36.10
3	60	\$23.95	\$8.20	\$6.48	\$0.00	\$38.63
4	65	\$25.95	\$8.20	\$7.02	\$0.00	\$41.17
5	70	\$27.94	\$8.20	\$18.86	\$0.00	\$55.00
6	75	\$29.94	\$8.20	\$19.40	\$0.00	\$57.54
7	80	\$31.94	\$8.20	\$19.94	\$0.00	\$60.08
8	90	\$35.93	\$8.20	\$21.02	\$0.00	\$65.15

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.20	\$0.00	\$0.00	\$28.71
2	55	\$22.56	\$8.20	\$5.94	\$0.00	\$36.70
3	60	\$24.61	\$8.20	\$6.48	\$0.00	\$39.29
4	65	\$26.66	\$8.20	\$7.02	\$0.00	\$41.88
5	70	\$28.71	\$8.20	\$18.86	\$0.00	\$55.77
6	75	\$30.77	\$8.20	\$19.40	\$0.00	\$58.37
7	80	\$32.82	\$8.20	\$19.94	\$0.00	\$60.96
8	90	\$36.92	\$8.20	\$21.02	\$0.00	\$66.14

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) *	01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
	01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43
2	55	\$22.25	\$8.20	\$5.94	\$0.00	\$36.39
3	60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96
4	65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52
5	70	\$28.32	\$8.20	\$18.86	\$0.00	\$55.38
6	75	\$30.35	\$8.20	\$19.40	\$0.00	\$57.95
7	80	\$32.37	\$8.20	\$19.94	\$0.00	\$60.51
8	90	\$36.41	\$8.20	\$21.02	\$0.00	\$65.63

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.20	\$0.00	\$0.00	\$28.98
2	55	\$22.86	\$8.20	\$5.94	\$0.00	\$37.00
3	60	\$24.94	\$8.20	\$6.48	\$0.00	\$39.62
4	65	\$27.01	\$8.20	\$7.02	\$0.00	\$42.23
5	70	\$29.09	\$8.20	\$18.86	\$0.00	\$56.15
6	75	\$31.17	\$8.20	\$19.40	\$0.00	\$58.77
7	80	\$33.25	\$8.20	\$19.94	\$0.00	\$61.39
8	90	\$37.40	\$8.20	\$21.02	\$0.00	\$66.62

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2020	\$38.52	\$8.20	\$22.10	\$0.00	\$68.82
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$39.62	\$8.20	\$22.10	\$0.00	\$69.92
	01/01/2021	\$40.72	\$8.20	\$22.10	\$0.00	\$71.02

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.26	\$8.20	\$0.00	\$0.00	\$27.46
2	55	\$21.19	\$8.20	\$5.94	\$0.00	\$35.33
3	60	\$23.11	\$8.20	\$6.48	\$0.00	\$37.79
4	65	\$25.04	\$8.20	\$7.02	\$0.00	\$40.26
5	70	\$26.96	\$8.20	\$18.86	\$0.00	\$54.02
6	75	\$28.89	\$8.20	\$19.40	\$0.00	\$56.49
7	80	\$30.82	\$8.20	\$19.94	\$0.00	\$58.96
8	90	\$34.67	\$8.20	\$21.02	\$0.00	\$63.89

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.81	\$8.20	\$0.00	\$0.00	\$28.01
2	55	\$21.79	\$8.20	\$5.94	\$0.00	\$35.93
3	60	\$23.77	\$8.20	\$6.48	\$0.00	\$38.45
4	65	\$25.75	\$8.20	\$7.02	\$0.00	\$40.97
5	70	\$27.73	\$8.20	\$18.86	\$0.00	\$54.79
6	75	\$29.72	\$8.20	\$19.40	\$0.00	\$57.32
7	80	\$31.70	\$8.20	\$19.94	\$0.00	\$59.84
8	90	\$35.66	\$8.20	\$21.02	\$0.00	\$64.88

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
	12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66

Apprentice - PILE DRIVER - Local 56 Zone 2

Effective Date - 08/01/2019

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

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

Apprentice to Journeyworker Ratio:1:5

PIPELAYER <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
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Apprentice - PLUMBER/PIPEFITTER - Local 51

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.82	\$10.00	\$2.50	\$0.00	\$29.32
2	50	\$21.02	\$10.00	\$2.50	\$0.00	\$33.52
3	60	\$25.22	\$10.00	\$7.85	\$0.00	\$43.07
4	70	\$29.43	\$10.00	\$12.56	\$0.00	\$51.99
5	80	\$33.63	\$10.00	\$15.70	\$0.00	\$59.33

Notes:
 Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

Apprentice to Journeyworker Ratio:1:3

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2019	\$35.06	\$8.10	\$15.38	\$0.00	\$58.54
	06/01/2020	\$35.95	\$8.10	\$15.38	\$0.00	\$59.43
	12/01/2020	\$36.84	\$8.10	\$15.38	\$0.00	\$60.32
	06/01/2021	\$37.76	\$8.10	\$15.38	\$0.00	\$61.24
	12/01/2021	\$38.67	\$8.10	\$15.38	\$0.00	\$62.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 653 - Southeastern Concrete (Weymouth)</i>	08/01/2019	\$23.00	\$11.91	\$6.90	\$0.00	\$41.81
	05/01/2020	\$23.50	\$11.91	\$6.90	\$0.00	\$42.31
	08/01/2020	\$23.50	\$12.41	\$6.90	\$0.00	\$42.81
	05/01/2021	\$24.00	\$12.41	\$6.90	\$0.00	\$43.31
	08/01/2021	\$24.00	\$12.91	\$6.90	\$0.00	\$43.81
	05/01/2022	\$24.50	\$12.91	\$6.90	\$0.00	\$44.31
	08/01/2022	\$24.50	\$13.41	\$6.90	\$0.00	\$44.81
	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) ROOFERS LOCAL 33	08/01/2019	\$44.64	\$11.50	\$15.90	\$0.00	\$72.04
	02/01/2020	\$45.92	\$11.50	\$15.90	\$0.00	\$73.32
	08/01/2020	\$47.35	\$11.50	\$15.90	\$0.00	\$74.75
	02/01/2021	\$48.78	\$11.50	\$15.90	\$0.00	\$76.18
	08/01/2021	\$50.21	\$11.50	\$15.90	\$0.00	\$77.61
	02/01/2022	\$51.64	\$11.50	\$15.90	\$0.00	\$79.04

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.32	\$11.50	\$3.69	\$0.00	\$37.51
2	60	\$26.78	\$11.50	\$15.90	\$0.00	\$54.18
3	65	\$29.02	\$11.50	\$15.90	\$0.00	\$56.42
4	75	\$33.48	\$11.50	\$15.90	\$0.00	\$60.88
5	85	\$37.94	\$11.50	\$15.90	\$0.00	\$65.34

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$11.50	\$3.69	\$0.00	\$38.15
2	60	\$27.55	\$11.50	\$15.90	\$0.00	\$54.95
3	65	\$29.85	\$11.50	\$15.90	\$0.00	\$57.25
4	75	\$34.44	\$11.50	\$15.90	\$0.00	\$61.84
5	85	\$39.03	\$11.50	\$15.90	\$0.00	\$66.43

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	08/01/2019	\$44.89	\$11.50	\$15.90	\$0.00	\$72.29
	02/01/2020	\$46.17	\$11.50	\$15.90	\$0.00	\$73.57
	08/01/2020	\$47.60	\$11.50	\$15.90	\$0.00	\$75.00
	02/01/2021	\$49.03	\$11.50	\$15.90	\$0.00	\$76.43
	08/01/2021	\$50.46	\$11.50	\$15.90	\$0.00	\$77.86
	02/01/2022	\$51.89	\$11.50	\$15.90	\$0.00	\$79.29

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - B	04/01/2019	\$34.71	\$13.20	\$16.55	\$1.93	\$66.39
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-B

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.88	\$13.20	\$4.02	\$0.95	\$32.05
2	45	\$15.62	\$13.20	\$4.52	\$1.02	\$34.36
3	50	\$17.36	\$13.20	\$10.48	\$1.26	\$42.30
4	55	\$19.09	\$13.20	\$10.48	\$1.31	\$44.08
5	60	\$20.83	\$13.20	\$13.52	\$1.43	\$48.98
6	65	\$22.56	\$13.20	\$13.78	\$1.49	\$51.03
7	70	\$24.30	\$13.20	\$14.03	\$1.55	\$53.08
8	75	\$26.03	\$13.20	\$14.28	\$1.61	\$55.12
9	80	\$27.77	\$13.20	\$14.54	\$1.67	\$57.18
10	85	\$29.50	\$13.20	\$14.79	\$1.72	\$59.21

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2</i>	01/01/2020	\$54.06	\$9.68	\$19.80	\$0.00	\$83.54
	03/01/2020	\$55.78	\$9.47	\$19.60	\$0.00	\$84.85
	10/01/2020	\$57.13	\$9.47	\$19.60	\$0.00	\$86.20
	03/01/2021	\$58.48	\$9.47	\$19.60	\$0.00	\$87.55

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.92	\$9.68	\$11.35	\$0.00	\$39.95
2	40	\$21.62	\$9.68	\$12.00	\$0.00	\$43.30
3	45	\$24.33	\$9.68	\$12.65	\$0.00	\$46.66
4	50	\$27.03	\$9.68	\$13.30	\$0.00	\$50.01
5	55	\$29.73	\$9.68	\$13.95	\$0.00	\$53.36
6	60	\$32.44	\$9.68	\$14.60	\$0.00	\$56.72
7	65	\$35.14	\$9.68	\$15.25	\$0.00	\$60.07
8	70	\$37.84	\$9.68	\$15.90	\$0.00	\$63.42
9	75	\$40.55	\$9.68	\$16.55	\$0.00	\$66.78
10	80	\$43.25	\$9.68	\$17.20	\$0.00	\$70.13

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2019	\$35.78	\$10.15	\$11.45	\$0.00	\$57.38
	03/01/2020	\$36.27	\$10.40	\$11.78	\$0.00	\$58.45

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2019

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

Notes: See Electrician Apprentice Wages
Steps are 750hrs
Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:2:3***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2019	\$53.34	\$10.75	\$21.30	\$0.00	\$85.39
	02/01/2020	\$53.34	\$10.75	\$21.94	\$0.00	\$86.03
	08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
	02/01/2021	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
	08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73
	02/01/2022	\$57.32	\$10.75	\$22.25	\$0.00	\$90.32

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.67	\$10.75	\$21.30	\$0.00	\$58.72
2	60	\$32.00	\$10.75	\$21.30	\$0.00	\$64.05
3	70	\$37.34	\$10.75	\$21.30	\$0.00	\$69.39
4	80	\$42.67	\$10.75	\$21.30	\$0.00	\$74.72
5	90	\$48.01	\$10.75	\$21.30	\$0.00	\$80.06

Effective Date - 02/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$40.50	\$8.10	\$16.80	\$0.00	\$65.40
	06/01/2020	\$41.49	\$8.10	\$16.80	\$0.00	\$66.39
	12/01/2020	\$42.47	\$8.10	\$16.80	\$0.00	\$67.37
	06/01/2021	\$43.49	\$8.10	\$16.80	\$0.00	\$68.39
	12/01/2021	\$44.50	\$8.10	\$16.80	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$39.22	\$8.10	\$16.80	\$0.00	\$64.12
	06/01/2020	\$40.21	\$8.10	\$16.80	\$0.00	\$65.11
	12/01/2020	\$41.19	\$8.10	\$16.80	\$0.00	\$66.09
	06/01/2021	\$42.21	\$8.10	\$16.80	\$0.00	\$67.11
	12/01/2021	\$43.22	\$8.10	\$16.80	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2019	\$51.38	\$8.10	\$17.20	\$0.00	\$76.68
	06/01/2020	\$52.37	\$8.10	\$17.20	\$0.00	\$77.67
	12/01/2020	\$53.35	\$8.10	\$17.20	\$0.00	\$78.65
	06/01/2021	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
	12/01/2021	\$55.38	\$8.10	\$17.20	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2019	\$53.38	\$8.10	\$17.20	\$0.00	\$78.68
	06/01/2020	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
	12/01/2020	\$55.35	\$8.10	\$17.20	\$0.00	\$80.65
	06/01/2021	\$56.37	\$8.10	\$17.20	\$0.00	\$81.67
	12/01/2021	\$57.38	\$8.10	\$17.20	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2019	\$43.45	\$8.10	\$17.20	\$0.00	\$68.75
	06/01/2020	\$44.44	\$8.10	\$17.20	\$0.00	\$69.74
	12/01/2020	\$45.42	\$8.10	\$17.20	\$0.00	\$70.72
	06/01/2021	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
	12/01/2021	\$47.45	\$8.10	\$17.20	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2019	\$45.45	\$8.10	\$17.20	\$0.00	\$70.75
	06/01/2020	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
	12/01/2020	\$47.42	\$8.10	\$17.20	\$0.00	\$72.72
	06/01/2021	\$48.44	\$8.10	\$17.20	\$0.00	\$73.74
	12/01/2021	\$49.45	\$8.10	\$17.20	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
	For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"					
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$28.83	\$8.75	\$1.86	\$0.00	\$39.44
	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$33.64	\$8.75	\$9.86	\$0.00	\$52.25
	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$40.84	\$8.75	\$14.10	\$0.00	\$63.69
	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$36.04	\$8.75	\$10.65	\$0.00	\$55.44
	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$21.62	\$8.75	\$1.65	\$0.00	\$32.02
	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.83	\$8.75	\$3.36	\$0.00	\$40.94
2	65	\$31.23	\$8.75	\$3.44	\$0.00	\$43.42
3	70	\$33.64	\$8.75	\$3.51	\$0.00	\$45.90
4	75	\$36.04	\$8.75	\$5.08	\$0.00	\$49.87
5	80	\$38.44	\$8.75	\$5.15	\$0.00	\$52.34
6	85	\$40.84	\$8.75	\$5.23	\$0.00	\$54.82
7	90	\$43.25	\$8.75	\$7.30	\$0.00	\$59.30

Effective Date - 08/30/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
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TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
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TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
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TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
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This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
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This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Additional Apprentices 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. Apprentices 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.