

CONTRACT FOR
2021 GREEN INFRASTRUCTURE IMPROVEMENTS PROJECT
TOWN OF ARLINGTON, MASSACHUSETTS
BID # 21-15

TOWN OF ARLINGTON
DEPARTMENT OF PUBLIC WORKS



**TOWN OF ARLINGTON MASSACHUSETTS
INVITATION TO BID # 21-15
2021 GREEN INFRASTRUCTURE IMPROVEMENT PROJECT**

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until **10:00AM , Wednesday March 17, 2021** at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts 02476, at which time and place they will be publicly opened and read.

A BID DEPOSIT IN THE FORM OF CASH, CERTIFIED CHECK, OR TREASURER'S CHECK, shall accompany every bid. The amount of such bid deposit shall be FIVE PERCENT (5%) of the value of the bid.

Specifications and proposal forms will be available on the Town website: www.arlingtonma.gov/purchasing. All bids must be in sealed envelopes plainly marked: **BID ON: 2021 GREEN INFRASTRUCTURE IMPROVEMENTS PROJECT, BID #21-15 WEDNESDAY, MARCH 17, 2021 AT 10:00 AM**

The conditions of employment as set forth in Sections 26 to 27D and 27F of Chapter 149 of the General Laws, as amended, shall prevail in the execution of the work under this contract.

Attention is called to the fact that minimum wage rates and health and welfare and pension fund contributions are established for this contract and are a part of the specifications.

Work under this contract shall be governed by M.G.L.Ch.30, Sec.39M.

Proposals are for Construction of Green Infrastructure Trenches in the Town of Arlington, MA.

It is the intention of the Owner to award the Contract to the lowest qualified responsive bidder. The bidder must submit a bid on all bid items in the Contract.

All proposals to include prices in both writing and in figures, and must be signed by the bidder with his business address.

An increase or decrease in the quantity of work shall not be regarded as a sufficient ground for an increase in the unit prices.

To receive consideration, bids must be in the hands of the Purchasing Agent or his authorized representative not later than the day and hour above mentioned. For further information relative to this bid, please confer with Domenic R. Lanzillotti, Director, Purchasing Department, Town Hall, Arlington, Massachusetts, 02476.

OSHA Construction Training Required: As of July 1, 2006, under M.G.L. – Chapter 30, Section 39s, any person, submitting a bid for, or signing a contract to work on, the construction, reconstruction, alteration, remodeling or repair of any public work by the Commonwealth of Massachusetts/Town of Arlington, and estimated by the awarding Authority to cost more than \$10,000, shall certify on the Bid or Contract, under penalty of perjury, that all employees to be employed at the work 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

The Town Manager reserves the right to cancel any invitation for bids, to reject in whole or in part any and all bids, when it is deemed in the best interest of the Town of Arlington to do so.

TOWN OF ARLINGTON

Adam Chapdelaine
Town Manager

Date: February 24, 2021

1. Receipt of Bids

The Town may consider informal any bid not prepared and submitted in accordance with the provisions hereof and may waive any informality in or reject any bids. Any bid may be withdrawn before the time for the opening of bids. Any bid received after the time and date specified shall not be considered. No bidder may withdraw his/her bid for a period of 30 days, excluding Saturdays, Sundays, and legal holidays after actual date of the opening thereof.

2. Preparation of Bid

Each bid shall be submitted on the forms attached to these documents. The bid forms may be removed and submitted separately from the other documents. All blank spaces for bid prices must be filled in with the unit price for the item or the lump sum for which the proposal is made. Bidders must bid on each item. All entries in the entire proposal must be made clearly, and prices written in both words and figures in the spaces provided.

Each bid must be in a sealed envelope addressed to the Office of the Purchasing Agent, 730 Massachusetts Avenue, Arlington, Massachusetts, 02476; and bearing on the outside the name of the bidder, his/her address, the name of the project for which the bid is submitted, and the notation ' **BID ON: BID # 21-15 2021 GREEN INFRASTRUCTURE IMPROVEMENT PROJECT.**

3. Bid Security

Every bid submitted by contractors shall be accompanied by a bid deposit in the form of cash, certified check, treasurer's or cashier's check, or a bid bond issued by a responsible bank or trust company and made payable to the Town of Arlington. The amount of the bid deposit shall be 5% of the amount of the bid. All security except those of the three lowest responsible and eligible bidders will be returned within ten days, Saturdays, Sundays, and legal holidays excluded, after opening of the bid. All bid securities will be returned on the execution of the contract or if no award is made within 30 days, excluding Saturdays, Sundays, and legal holidays, after the actual date of the opening thereof, unless forfeited under the conditions herein stipulated.

In case a party to whom a contract is awarded shall fail or neglect to execute the contract and furnish the satisfactory bond in the time specified, the Town may determine the bidder has abandoned the contract and thereupon the proposal and acceptance shall be null and void, and the bid security accompanying the proposal shall be forfeited to the Town as liquidation damages for such failure or neglect and indemnify the Town for any loss which may be sustained by failure of the bidder to execute the contract and furnish the bonds as aforesaid, provided that, in case of death, disability, or other unforeseen circumstances affecting the bidder, such bid security may be returned to him/her.

After execution of the contract and acceptance of the bonds by the Town, the bid security accompanying the proposal of the successful bidder will be returned.

4. Time of Completion

The bidder must agree to commence work within ten (10) business days from the date of signing the contract and to fully complete the project within the time specified within the Special Provisions section of this document. Work must be completed by **June 1st, 2021** in order to meet Grant requirements.

5. Performance and Labor Material Bonds

A bond in the sum of 50% of the total amount of the Contract by the successful bidder and an additional bond in equal amount covering the payment for all labor and materials used in the work will be required. A surety company authorized to do business in Massachusetts and satisfactory to the Town of Arlington must provide these bonds. These bonds will be required at the execution of the contract. Attorneys-in-fact who sign contract bonds must file with each bond a certified and effectively dated copy of their power of attorney.

6. Laws and Regulations

The bidder's attention is directed to the fact that all applicable State laws, Town of Arlington Bylaws, municipal ordinances, and the rules and regulations of all authorities having jurisdiction over construction of the project shall apply to the contract throughout, and they shall be deemed to be included in the contract the same as though herein written out in full.

7. Withdrawal of Bids

Upon proper written request and identification, Bids may be withdrawn only as follows:

- a. At any time before the designated time for the opening of Bids.
- b. Death or serious injury of a principal.
- c. With the written approval of the Town of Arlington Office of the Purchasing Director.
- d. At any time after the expiration of the period during which withdrawal is prohibited provided the bid has not been accepted by the Town.

8. Execution of Contract

The party to whom the contract is awarded shall be required to execute the contract and furnish the bonds duly executed with a satisfactory surety company within five days, excluding Saturdays, Sundays, and legal holidays, of the date of the mailing of the notice to the bidder according to the address given by him/her, that the contract is ready for execution.

9. Obligation of Bidder

At the time of the opening of bids, each bidder shall be presumed to have read and to be thoroughly familiar with the contract documents. The failure or omission of any bidder to receive or examine any form, instrument, or documents shall in no way relieve any bidder from the obligation in respect to his bid.

10. Omissions, Discrepancies, Interpretations, and Addenda.

Should a bidder find discrepancies in, or omissions from, the drawings or contract documents, or should he/she have questions as to the interpretation of the plans or contract documents he/she shall submit such in writing to the Director of Purchasing at least five (5) days before the date herein set for the opening of bids. An interpretation will be mailed by certified mail to prospective bidders at the addresses given by them on or about two (2) days before the opening of bids. Signed copies of all addenda shall be included with the bid; omission of the signed addendum shall be cause for rejection of the bid.

11. Record of Address

Prospective bidders shall at the time plans and specifications are secured place on file with the Director of Purchasing their address, and are required to make any changes necessary to insure that the record is accurate, complete, and up to date.

12. Massachusetts Sales and Use Tax

Materials purchased for permanent installation in the work will be exempt from the Massachusetts Sales and Use tax. Each bidder shall consider this exemption in calculating his/her bid for the work.

13. State Tax Affidavit

Prospective bidders are required to certify that all state tax returns have been filed and all state taxes have been paid in order to be eligible to enter into a contract with the Town on this project. The included form is to be used for this purpose and is to be completed and returned as part of the bid and proposal.

14. Minimum Wage Rates

Prevailing rates for wages for work performed under this Contract will be as predetermined by the Commissioner of Labor and Industries of the Commonwealth of Massachusetts in accordance with the provisions of Sections 26 to 27D, inclusive, of c.149 of M.G.L. A schedule of the prevailing wages is included in the Minimum Wage Rates Section.

15. Sub-bids

No sub bids shall be sought in connection with this Contract.

16. All bidders shall submit the following supplemental information with a fee proposal:

- a. Name, address and phone number of a minimum of three (3) references that can vouch for the performance of the bidder
- b. Proof of Liability and Worker's Compensation Insurance Coverage
- c. Completed tax attestation form
- d. Bid deposit

II LOCATION OF WORK

Proposed scope of work will be on various streets within the Towns of Arlington and Lexington at select locations and as detailed on the 2021 Green Infrastructure Improvement Project plans and supplemental documents.

III PROPOSAL

To the Town of Arlington, Massachusetts, herein called the TOWN, acting through its Town Manager; the undersigned, as bidder, declares as follows:

- a. The only persons or parties interested in this proposal as Principals are named in this proposal;
- b. This proposal is made without collusion with any other Person, firm or corporation;
- c. He has carefully examined the requirements of the proposed work;
- d. This proposal is based solely on his own investigation and research and not in reliance upon any survey, report or representations of any employee, officer or agent of the TOWN; and the undersigned proposes and agrees that if this proposal is accepted, he will contract with the TOWN, this Contract Bid Form being part of and included in said CONTRACT, to provide all necessary supervision, labor, equipment, machinery, tools, apparatus, and other means of service necessary to complete the requirements in the CONTRACT; and that he will take in full payment thereof the following sums to wit:

Bidders must bid on each item. All entries in the Contract Bid Form must be made clearly and in ink, and prices must be written in both words and figures in the space provided. Bidders should insert computed totals in the spaces provided therein:

DEFINITIONS OF ITEMS

ITEM

- 1. Furnish and Install: ¾” TO 1 ½” Crushed Stone:** The required work shall consist of furnishing all labor and material to install clean, double washed stone as part of a street infiltration trench as detailed on plans and supporting documents for the “2021 Green Infrastructure Improvement Project”. This includes ¾ inch to 1 ½ inch clean, crushed, double washed stone, compacted in place in 12 inch lifts in conjunction with a Street Infiltration Trench System. Bottom of trench shall be set level and work shall adhere to all other specified requirements and appurtenant features detailed in the project package, plans, notes and details necessary to complete the installation. No substitutes may be made for this item. Quantity to be determined and paid by the volume of the stone in the Street Infiltration Trench; $(\text{Length} \times \text{Width} \times \text{Depth}) / 27$. All trench designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by Cubic Yard (CY).

- 2. Furnish and Install: 8” HDPE Perforated Pipe:** The required work shall consist of furnishing all labor and material to install 8 inch HDPE corrugated, perforated pipe as part of a street infiltration trench as detailed on plans and supporting documents of the “2021 Green Infrastructure Improvement Project”. This item includes 8 inch HDPE pipe, 8 inch HDPE fittings, 8 inch HDPE end cap, pipe to be set level and shall adhere to all other specified requirements and appurtenant features detailed in the project package, plans, notes and details necessary to complete the installation. Quantity to be determined and paid by length of 8 inch HDPE pipe measured and installed in trench. All trench designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by Linear Foot (LF).

- 3. Furnish and Install: 8” Hooded Outlet:** The required work shall consist of furnishing all labor and material to install the 8 inch hooded outlet as part of the street infiltration trench as detailed on plans and supporting documents for the “2021 Green Infrastructure Improvement Project”. This item includes the 8 inch hooded outlet with access port. “Eliminator” manufactured by GRW or approved equivalent will be accepted. Work shall adhere to all other specified requirements and appurtenant features detailed in the project package, plans, notes and details necessary to complete the installation. Quantity to be determined by number of hooded outlets installed. All trench designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by Each (EA).

- 4. Furnish and Install: Observation Port and Cast Iron Cover:** The required work shall consist of furnishing all labor and material to install the observation port and cast iron cover as part of the street infiltration trench as detailed on plans and supporting

documents for the “2021 Green Infrastructure Improvement Project”. Item includes the 8 inch PVC observation port set at bottom of trench and extended to road grade, to include 8 inch PVC threaded cap, and cast iron H-20 rated hand hole box and cover. Work shall include all other specified requirements and appurtenant features detailed in the project package, plans, notes and details necessary to complete the installation. Quantity to be determined by number of observation port and cast iron covers installed per trench. All trench designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by Each (EA).

5. **Furnish and Install: Bituminous Concrete Paving:** The required work shall consist of furnishing all labor and material to install hot mix asphalt paving as part of the street infiltration trench as detailed on plans and supporting documents for the “2021 Green Infrastructure Improvement Project”. This item includes saw cutting of the existing asphalt, 4 inches of hot mix asphalt installed in two courses (2.5 inches binder and 1.5 inches top), emulsion tack coat, and resetting granite curb or cobblestones if affected during construction. Each layer of bituminous concrete paving material shall be compacted with a pneumatic roller. Work shall include all other specified requirements and appurtenant features detailed in the project package, plans, notes and details necessary to complete the installation. Quantity to be determined by tons of asphalt per trench. Contractor will provide a copy of all paving slips to the owner for verification. All trench designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by Tons (TON).

6. **Remove & Replace Sidewalks - Arlington:** The required work shall consist of furnishing all labor and material for the excavation, removal and disposal of all concrete, asphalt, gravel, loam, grass and extraneous material from within proposed sidewalk areas, followed by installation of new concrete sidewalks, including all necessary work associated with the base preparation, grading, compaction, concrete formwork and pouring of 4000 psi concrete; 4” in depth, concrete finishing, stripping and removal of forms. To also include the adjustment of any service box or gate valve covers to ensure flush with final sidewalk surface in compliance with specifications and details for the “2021 Green Infrastructure Improvement Project”, for the Town of Arlington. Quantity to be determined by square yards of concrete installed. All designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by the Square Yard (SY).

7. **Remove & Replace Driveways - Arlington:** The required work shall consist of the excavation, removal and disposal of all concrete, asphalt, gravel, loam, grass and extraneous material from within proposed driveway areas, followed by installation of new concrete sidewalks, including all necessary work associated with the base preparation, grading, compaction, concrete formwork and pouring of 4000 psi concrete; 6” in depth, concrete finishing, stripping and removal of forms. To also include the adjustment of any

service box or gate valve covers to ensure flush with final sidewalk surface in compliance with specifications and details for the “2021 Green Infrastructure Improvement Project”, for the Town of Arlington. Quantity to be determined by square yards of concrete installed. All designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by the Square Yard (SY).

8. **Furnish and Install Straight Granite Curb: Type VA-4 - Arlington:** The required work shall consist of the furnishing and installation of new VA-4 straight curbing and includes saw cutting, excavation, transport and disposal of resulting material generated by the removal/excavation. Concrete shall be placed around the granite curb to lock in place and allow for a minimum of 3" of bituminous concrete to be placed to grade along the gutter. Joints between granite curb sections shall not exceed 3/8" in width. Curb joints shall be filled/pointed with mortar. Final gutter grade shall promote positive drainage. Curb shall be set with a reveal as directed by the Engineer. Quantity to be determined by linear feet of granite curb installed. Work shall adhere to specifications and details for the “2021 Green Infrastructure Improvement Project” All designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by the Linear Foot (LF).

9. **Furnish and Install Radius Granite Curb: Type VA-4 - Arlington:** The required work shall consist of the furnishing and installation of new VA-4 radius curbing and includes saw cutting, excavation, transport and disposal of resulting material generated by the removal/excavation. Concrete shall be placed around the granite curb to lock in place and allow for a minimum of 3" of bituminous concrete to be placed to grade along the gutter. Joints between granite curb sections shall not exceed 3/8" in width. Curb joints shall be filled/pointed with mortar. Final gutter grade shall promote positive drainage. Curb shall be set with a reveal as directed by the Engineer. Quantity to be determined by linear feet of granite curb installed. Work shall adhere to specifications and details for the “2021 Green Infrastructure Improvement Project” All designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by the Linear Foot (LF).

10. Furnish and Install 2 ft Radius Granite Return Stone - Arlington: The required work shall consist of the furnishing and installation of new 2 foot granite return stone and includes saw cutting, excavation, transport and disposal of resulting material generated by the removal/excavation. Concrete shall be placed around the granite curb to lock in place and allow for a minimum of 3" of bituminous concrete to be placed to grade along the gutter. Joints between granite curb sections shall not exceed 3/8" in width. Curb joints shall be filled/pointed with mortar. Final gutter grade shall promote positive drainage. Curb shall be set with a reveal as directed by the Engineer. Quantity to be determined by the number of return stones installed. Work shall adhere to specifications and details for the "2021 Green Infrastructure Improvement Project" All designs are shown on the contract drawings and are only subject to change based on field conditions with the approval of the Engineering Division.

Payment shall be made by the Each (EA)

11. Furnish and Install Grass Strip, Seed and Roll - Arlington: The required work shall consist of all work related to construction of a grass strip located between the sidewalk and curb line. Work shall include:

- a. All work necessary to prepare area for a minimum of 6 inches of top soil, to include removal and disposal of any asphalt or compacted deleterious material beneath the proposed grass strip.
- b. All necessary work to install loam and seed within the proposed grass strip area including placement of 6 inches of top soil (post rolling) to be seeded and rolled to enhance germination. Work shall also include that any street signs and or trees shall remain undisturbed. Final surface grade shall slope to the street to avoid chance of collecting water and/or puddles. Quantity to be determined by square yards of grass strip installed. Work shall adhere to specifications and details for the "2021 Green Infrastructure Improvement Project"

Payment shall be made by the Square Yard (SY).

12. Drainage Structure Adjusted - Lexington: The required work shall consist of all work related to adjusting a drainage structure and shall conform to Mass DOT Standard Specifications and the latest Supplemental Specifications for Section 220 (Adjustment, Rebuilding and Remodeling of drainage Structures). In all roadways, the castings shall be adjusted to the final grade and measured by each catch basin or manhole adjusted and approved by the Engineer. Damaged or obsolete castings shall be replaced with new castings as directed by the Engineer. Frames, grates, and covers will be furnished by the Owner. Contractor is responsible for transporting frame, grates, and covers to work site. The Contractor shall properly dispose of the old castings. No additional compensation will be made for disposal for old castings. Compensation for all labor, materials (including cement concrete, hot mix asphalt, and asphaltic emulsion), equipment and incidentals to construct the collars shall be included in the contract unit price of this item. The quantity to be measured for payment will be the number of catch basins and manhole rebuilt, measured in place by the average height in feet, vertically to the nearest 1/10th ft, from the bottom of the rebuilt masonry to the bottom of casting, to be paid for at the unit price per foot. The Contractor shall properly dispose of the old drainage structure. No additional compensation will be made for disposal of the old structure material.

Payment shall be made by Vertical Foot (VF).



DEPARTMENT OF PUBLIC WORKS - ENGINEERING
TOWN OF ARLINGTON

Arlington, Massachusetts 02476

Telephone (781) 316-3320
Fax (781) 316-3281

BID #21 - 15

2021 GREEN INFRASTRUCTURE IMPROVEMENT PROJECT

ITEM #	QUANTITY	UNIT	DESCRIPTION	UNIT PRICE	AMOUNT
1	785	CY	Furnish and Install 3/4" to 1.5" Crushed Stone		\$ -
2	1165	LF	Furnish and Install 8" HDPE Pipe & Fittings		\$ -
3	55	EA	Furnish and Install 8" Hooded Outlet		\$ -
4	55	EA	Furnish and Install Observation Port and Cast Iron Cover		\$ -
5	125	TON	Furnish and Install Bituminous Concrete Paving		\$ -
6	70	SY	Remove and Replace Sidewalks - ARLINGTON		\$ -
7	15	SY	Remove and Replace Driveways - ARLINGTON		\$ -
8	120	LF	Furnish and Install Straight Granite Curb: Type VA-4 - ARLINGTON		\$ -
9	10	LF	Furnish and Install Radius Granite Curb: Type VA-4 - ARLINGTON		\$ -
10	3	EA	Furnish and Install 2 Foot Granite Return Stone - ARLINGTON		\$ -
11	20	SY	Furnish and Install Grass Strip, Seed and Roll - ARLINGTON		\$ -
12	12	VF	Drainage Structure Adjusted - LEXINGTON		\$ -
				PROJECT TOTAL:	\$ -

Prices must be in Writing and Figures

TOTAL BID PRICE IN WORDS: _____
 FIRM NAME: _____
 NAME PRINCIPAL: _____
 ADDRESS: _____
 AUTHORIZED SIGNATURE: _____
 DATE: _____
 CONTACT NAME: _____

SCOPE OF WORK

1. Granite Curb, Sidewalks, and Driveways

The work under this section of the contract consists of furnishing all necessary labor, materials, equipment and services to remove and replace and/or construct new cement concrete sidewalks, driveways, existing concrete sidewalks and construct new ADA compliant cement concrete sidewalks in the Town of Arlington. **The concrete mix shall be air entrained with amounts between 3% and 8% of concrete volume.**

2. Curbing

The work under this section of the contract consists of furnishing all necessary labor, materials, equipment and services for the setting and jointing of new granite curbing of various types as outlined, including the installation of gutter inlets as specified; also removal and stacking of existing curb, removal and resetting of existing curb, realignment of existing curb and necessary back filling and compaction.

The work shall include cutting of existing asphalt pavement where specified;

The contractor is to furnish necessary labor, machines, trucking, suitable gravel, loam and seed to restore grassed areas adjacent to curb and sidewalk.

3. Green Infrastructure

The work under this section of the contract consists of furnishing all necessary labor, materials, equipment and services to complete the 2021 Green Infrastructure Improvements Project consistent with contract documents and specifications. Upon completion all work areas shall meet specified conditions and site to be clean and free of debris or project remnants.

4. General

All work done under this contract shall be in conformance with the Commonwealth of Massachusetts Department of Public Works STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES DATED 1988, THE SUPPLEMENTAL SPECIFICATIONS DATED JUNE 26, 1989, THE SUPPLEMENTAL SPECIFICATIONS DATED AUGUST 7, 1991, THE 1977 CONSTRUCTION STANDARDS, THE 1988 MANUAL ON UNIFORM TRAFFIC CONTROL DEVICES, the 1981 STANDARD DRAWINGS FOR SIGNS AND SUPPORTS, and these SPECIAL PROVISIONS.

V SPECIAL PROVISIONS

1. Definition of Terms

All reference to Department herein and in the Commonwealth of Massachusetts, Standard Specifications for Highways and Bridges, 1988, shall refer to the Owner" as the Department of Public Works of the Town of Arlington."

2. Work Schedule

Work on this project is restricted to a standard 8-hour day, 5-day week, with the Prime Contractor and all Subcontractors working on the same shift. No work shall be performed on this Contract on Saturdays, Sundays, or Holidays without permission from the owner.

3. Time of Completion

The work specified under this contract shall begin within 2 weeks of signed contract and end June 1st, 2021.

4. Performance, Labor and Material Bonds

A bond in the sum 50% of the total amount of the Contract by the successful bidder and an additional bond in equal amount covering the payment for all labor and materials used in the work shall be required. A surety company authorized to do business in Massachusetts and satisfactory to the Town of Arlington must provide these bonds. These bonds shall be required at the execution of the Contract. Attorneys-in-fact who sign contract bonds must file with each bond a certified and effectively dated copy of their power of attorney.

5. Bid Submission

Each bid must be submitted in a sealed envelope bearing on the outside the name of the bidder, his/her address, and the name of the project for which the bid is submitted, and the name and number of the Contract for which the bid is submitted. If forwarded by mail, the sealed envelope containing the bid must be enclosed in another envelope addressed as follows:

Bid Documents
Purchasing Director
BID # 21-15, 2021 GREEN INFRASTRUCTURE IMPROVEMENT PROJECT
Town of Arlington
Town Hall, 730 Massachusetts Avenue
Arlington, Massachusetts 02476

The Owner will receive sealed bids until the time, and at the location designated in the Notice to Contractors. Bids received after this time will not be accepted. All interested parties are invited to attend; bids shall be opened publicly and read aloud.

6. Interpretation of Basic Estimate of Quantities

Attention is directed to the fact that the quantities of work to be done are based on observations and available data. The estimated quantities are approximate and should be used only as a guide. No quantities are guaranteed under this contract.

7. Prosecution of Work and Provisions for Travel

The Contractor shall give notice in writing to the Engineer at least seven days in advance of beginning any work affecting the maintenance of traffic where work affects the street in use by the public.

Before starting any work under this Contract, the Contractor shall submit his schedule of operations as provided herein.

The Contractor must prosecute the work efficiently and with the least possible delay.

The Contractor shall provide safe and convenient means of access to all buildings of property along the line of work at all times, coordinate the scheduling of safety and traffic details with the Arlington Police Department, and provide notification to the Arlington Department of Public Works and direct abutters at least one (1) business day prior to commencement of work adjacent to said abutter property.

8. Provisions for Access at All Locations

The Contractor shall cooperate with the various utility companies and provide access through a worksite if required for their work in connection with this project.

All permanent and temporary surfaces open for traffic during construction shall be maintained by the Contractor, as directed, in accordance with the provisions of herein.

THE TOWN WILL NOT ACCEPT ANY MATERIALS DELIVERED TO ANY PROJECT IN MOTOR VEHICLES OR SEMI-TRAILER UNITS THAT EXCEED THE LEGAL MAXIMUM GROSS WEIGHT ALLOWED FOR THE PARTICULAR CLASS, AS SPECIFIED IN SECTION 19 A OF CHAPTER 90 OF THE GENERAL LAWS OF MASSACHUSETTS.

9. Insurance Requirements

The limits of the several kinds of liability insurance required for this Contract, in addition to insurance for Workmen's Compensation are as listed as follows:

a. Bodily Injury Liability insurance, in an amount not less than Five Hundred Thousand Dollars (\$500,000) for injuries, including wrongful death to any one person, and subject to the same limit for each person to an amount of not less than One Million Dollars (\$1,000,000) as account of one accident.

b. Broad Form Property Damage Liability Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for damages on account of any one accident, and

in an amount not less than One Million Dollars (\$1,000,000) for damages on account of all accidents.

c. Automobile Bodily Injury Liability Insurance, in an amount not less than Five Hundred Thousand Dollars (\$500,000) for injuries, including wrongful death to any one person and subject to the same limit for each person in an amount not less than One Million Dollars (\$1,000,000) on account of one accident.

d. Automobile Property Damage Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for damages on account of any one accident and in an amount not less than One Million Dollars (\$1,000,000) for damages on account of all accidents.

e. Contractors Public Liability Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for each occurrence and in an amount not less than One Million Dollars (\$1,000,000) annual aggregate.

10. Maintenance of Traffic

During construction, the Contractor shall maintain two way traffic at all times. The Contractor shall make every effort to maintain access to all drives at all times. If access to any drives cannot be maintained, the Contractor shall notify the Engineer and persons affected, in writing, at least one (1) week in advance of the planned discontinuance. In any case, the access shall not be discontinued for more than two (2) consecutive days without obtaining the written authorization of the Engineer.

A minimum of 24-hours prior to commencing work, the permit applicant shall contact the local police department to determine if a Police Safety Detail will be required for the proposed work.

The use of a Police Safety Detail does not eliminate the need for proper warning signs and traffic control devices during the course of construction.

It shall be the sole responsibility of the contractor to provide & employ appropriate construction signage and barriers/cones/etc as needed. All signs and devices shall be in accordance with the Manual on Uniform Traffic Control Devices for Streets and Highways and all applicable MassDOT Standards/Requirements.

Additional signage and devices shall be provided and installed as deemed necessary by the Department of Public Works and/or Police Department for the safe and efficient performance of the work and the safety of the traveling public.

During the entire course of work, the applicant and/or owner shall be responsible to properly delineate & protect the job site in accordance with current MUTCD Standards to the full satisfaction of the local police department. Failure or inability to provide appropriate devices & signage may result in work being suspended at the discretion of the Town.

Reflective barrels, construction signage and other devices deemed necessary by the Engineer shall be utilized to direct vehicular and pedestrian traffic safely through the construction zone. All work left unattended shall be plated or ramped and suitable work safety devices and methods shall be utilized as necessary. All work zones shall be barricaded with reflective barrels

and warning flagging where surfaces are impaired. If determined, signs may be needed on sidewalks to direct pedestrians around construction zone or as directed by the police department.

All signs, barricades, and barrels shall be in accordance with materials Specification M9.30.2 of the Department's "Standard Specifications for Highways and Bridges, 1988 Edition.

11. Protection of Utilities and Property

The Contractor shall be responsible for maintenance and protection of all utilities and shall repair at his/her own expense any damage to such structures caused by his/her act or neglect, and shall leave them in as good condition as they were previous to the commencement of the work. In cases of damage to utilities caused by him resulting in an emergency, the Contractor shall promptly warn the Owner and shall, if requested, furnish laborers to work temporarily under the Owner's direction in getting access to the utility. Pipes or other structures damaged by the operation of the Contractor may be repaired by the Town, Department or Company, which suffers the loss. The cost of such repairs shall be at the expense of the Contractor.

12. Notice to Owners of Utilities

When necessary, written notice shall be given by the Contractor to all public service corporations or officials owning or having charge of publicly or privately owned utilities of his/her intention to commence operations affecting such utilities at least one week in advance of the commencement of such operations, and the Contractor shall at that time file a copy of such notice with the Engineer.

Contractor is required to attend a preconstruction meeting with the local engineering division prior to work commencing. Before the Contractor begins any work or operations, which might damage any subsurface structures, he shall carefully locate all such structures and conduct his/her operations so as to avoid any damage to them. The following are the names and addresses of the utilities presumed to be affected, but the completeness of the list is not guaranteed:

Town of Arlington
Town Engineer,
51 Grove Street
Arlington, MA. 02476
Wayne A. Chouinard P.E. (781- 316- 3320)

Verizon (1-617-694-430)
Joe Ardizzoni (617-694-4304)
Stan Usovicz (978-750-5656)
63 High Street Danvers, Ma. 01923

Town of Arlington
Water/Sewer/Highway, Operations,
51 Grove Street
Arlington, Ma. 02476
Dan Warren (781-316 -3314)

Eversource (781-441-8137)
Elaine Zimmerman
One Nstar Way SW-340
Westwood, MA 02090

National Grid (Gas) (781-466-5280)
Operations. William Costigan
40 Sylvan Road
Waltham, MA 02451

Town of Lexington
Lexington Engineering Department
201 Bedford Street Rm 202
Lexington, MA 02420
Michael Sprague (781-274-8305)

VI CONSTRUCTION METHODS AND MATERIAL SPECIFICATIONS

1. Cement Concrete and Bituminous Concrete Sidewalks

A. General

This work shall consist of the construction of cement concrete or bituminous concrete sidewalks in accordance with these specifications and in close conformity with the lines and grades shown on the plans or established by the Engineer and observed in the field.

B. Materials shall meet the requirements specified in the following sub-sections of Division III:

Gravel Borrow	M1.03.0 (type b)
Cement Concrete (Air-Entrained Class D)	M4.02.00
Bituminous Concrete (Class 1)	M3.11.00
Preformed Expansion Joint Filler	M9.14.0
(*Dense Mix-Table A)	M3.11.03

*Maximum size of coarse aggregate shall be 3/8" and maximum allowable percentage of wear as determined by the L.A. Abrasion Test (AASHO -- T-96) shall be 35 percent.

C. Construction Methods

C.1. Sub grade: The sub grade for the sidewalks shall be shaped parallel to the proposed surface of the walks and thoroughly compacted. All deleterious material shall be removed. All depressions occurring shall be filled with suitable material and again compacted until the surface is smooth and hard.

C.2. Foundation: After the sub grade has been prepared and if necessary a foundation of gravel shall be placed upon it. The foundation shall be thoroughly compacted and parallel to the proposed surface of the walk.

C.3. Forms: Side forms and transverse forms for sidewalks shall be smooth, free from warp, of sufficient strength to resist springing out of shape, of a depth to conform to the thickness of the proposed walk, and of a type satisfactory to the Engineer.

All mortar or dirt shall be completely removed from forms that have been previously used. The forms shall be well staked and thoroughly braced and set to the established lines with their upper edge conforming to the grade of the finished walk which shall have sufficient pitch to the roadside edge of the walk to provide for surface drainage but not to exceed 1/4 of an inch per foot.

C.4. Placing and Finishing Concrete: the **air entrained concrete sidewalks** shall be placed in alternate slabs 30 feet in length except as otherwise ordered. Transverse preformed expansion joint filler 1/2 inch shall separate the slabs for sidewalks.

Preformed expansion joint filler shall be placed adjacent to or against/around existing structures as directed.

On the foundation as specified above the concrete shall be placed in such quantity that after being thoroughly consolidated in place, it shall be 4 inches in depth. At wheelchair ramps and driveways, the sidewalks shall be 6 inches in depth. No finishing operation shall be performed while free water is present. Finishing operations shall be delayed until all bleed water and water sheen has left the surface and the concrete has started to stiffen. After water sheen has disappeared, edging operations, where required, shall be completed. After edging and jointing operations, the surface shall be floated with an aluminum or magnesium float. Immediately following floating, the surface shall be steel-troweled. If necessary, tooled joints and edges shall be rerun before and after troweling to maintain uniformity. After troweling, the surface shall be brushed by drawing a soft-bristled push broom with a long handle over the surface of the concrete to produce a non-slip surface.

In conveying the concrete from the place of mixing to the place of deposit, the operation shall be conducted in such a manner that no mortar will be lost, and the concrete shall be so handled that the concrete will be of uniform composition throughout, showing neither excess nor lack of mortar in any one place.

The surface of all concrete sidewalks shall be uniformly scored into block units of areas not more than 36 square feet. The depth of the scoring shall be at least one quarter of the thickness of the sidewalk.

The application of neat cement to surfaces in order to hasten hardening is prohibited.

Granite Stone Bounds if present, shall be cut to finish height prior to placement of concrete.

Experienced and competent cement finishers approved by the Engineer shall do the finishing of concrete surface.

When completed the walks shall be kept moist and protected from traffic and weather for at least 3 days in accordance with the applicable provisions of Subsection 476.74.

2. Bituminous Concrete

A. Placing Bituminous Concrete: Bituminous concrete where required shall be laid in 2 courses to a depth after rolling of 4 inches within the street and 3 inches within the sidewalks area. The top course after rolling shall be 1-1/2" in thickness and parallel to the proposed grade of the finished surface. The binder course shall be a minimum of 1-1/2" in thickness after rolling or provide a maximum of 4" total when combined with top course.

Unless otherwise directed, the walk shall have a pitch 3/16 of an inch per foot of width to provide for proper drainage.

The courses shall be constructed in accordance with the applicable requirements of Section 460 and the following provisions:

A.1. Spreading Mixture: The mixture shall be dumped, as needed, in wheelbarrows or on approved steel dump sheets outside the areas on which it is to be placed. It shall then be immediately distributed into place by means of shovels and raked into a uniformly loose area to the full width required and of such depth that, when the work is completed, it shall conform to the grade and surface contour required.

A.2.Rolling: The surface shall be rolled with a self-propelled tandem roller weighing not less than 1-1/2 tons and not more than 5 tons. In places inaccessible to a power roller, compaction shall be obtained by means of mechanical rammers or by hand tampers weighing not less than 50 pounds and having a tamping face not exceeding 100 square inches.

A.3.Testing Surface: When tested with a 10-foot straight edge placed parallel to the centerline of the courses, there shall be no deviation from a true surface in excess of 1/4 of an inch.

A.4. Disposal of Surplus Excavated Materials

All surplus materials resulting from excavation and not needed for use on the project, As determined by the engineer, shall be disposed of by the Contractor outside and away from the limits of the project.

3. Saw Cutting

B.1.This item is only to be used in areas as directed by the Engineer. Pneumatic cutter will cut all areas back and the cost should be included under the item of Bituminous Concrete Paving.

The intent of this specification is to establish a neat joint in the bituminous concrete or existing concrete sidewalk. At various locations indicated on the plans or as directed by the Engineer, a saw cut shall be made with approved power driven saw with an abrasive blade and utilize suitable dust control measures. The saw cut shall be a minimum of 3/8' wide and extend to the existing pavement or concrete bottom or as described herein.

B.2. Method of Measurement, Saw cutting

Saw cutting will considered incidental and will not be measured for payment separately.

B.3. Basis of Payment, Saw cutting

Payment shall be according to the unit bid price for Bituminous Concrete Paving

B.4. Method of Measurement, concrete sidewalks

Concrete sidewalks will be measured in square yards. Bituminous concrete sidewalk will be measured by the ton.

B.5. Basis of Payment, concrete sidewalks

This work shall be paid for at the contract unit price per square yard for concrete sidewalk, contract unit price per ton for bituminous concrete sidewalk and shall include all additives and hot water treatment surcharges, excavation, root removal and pruning, gravel fill, compaction of sub grade, fine grading and compacting of the gravel foundation, pointing of construction joints, furnishing, placing and finishing of concrete, furnishing, placing and compacting of the bituminous concrete mixture, and full compensation for all labor, materials and equipment necessary to complete the work in a satisfactory manner.

B.6. Special Provisions, disposal of excavated materials

All excavated material with the exception of granite curbing, shall become the property of the Contractor and shall be disposed of in a contractor furnished disposal area located outside the confines of the Town of Arlington.

4. Police Details.

Police Details will be paid for by the Town. The Contractor, only on approval of the Engineering Division shall request Police Details. The Contractor shall call in for a detail by 4:00 P.M. the previous business day. The Contractor will be responsible for cancellation of any Police Details and shall make such cancellation call at least 1 hour prior to scheduled start time. Police Details shall have the authority to control any full or partial road or sidewalk closure or detour as it pertains to Public Safety. Any cancellation of Police Details not in accordance with the aforementioned rules shall be paid by the contractor. The Contractor shall fully comply with any reasonable request of the Police Detail for cones, barrels, signs, etc.

5. Protection and Restoration of Property

As the Curb Cuts and Wheelchair Ramps will abut Private Property, the Contractor shall be required to restore such property to the satisfaction of the Engineer. If such Private Property restoration involves fences, walls, mortaring of thumbs walls, installation of cobble stone, etc., the Contractor will discuss restoration with the Engineer prior to any disturbance of Property. Failure to do so will result in the Contractor being responsible for restoration at his own expense.

6. Time for Completion and Liquidated Damages

All work proposed under this contract, shall be completed by the specified date in this Contract. In case the Contractor fails to satisfactorily complete the entire work provided under this contract within one year, the Contractor agrees to pay the Town liquidated damages for failure to complete the project in conformance with the time allowances set forth above at the rate of (\$100.00) per calendar day (Sundays and legal holidays excluded). No work shall be done between November 15th and April 15th without the express consent of the Director of Public Works.

7. Guarantee

The Contractor guarantees that the work to be done under this contract, and the workmanship performed and the materials and equipment used in the construction of the same, shall be free from defects or flaws, that each item of equipment shall be in accordance with the specifications, that the strength of all parts of all manufactured equipment shall be adequate and that the performance test requirements of the specifications shall be fulfilled. This guarantee shall be for a period of one year from and after the date of completion of the work as stated in final estimate. The Contractor shall repair or replace as required, promptly and without charge, all work, equipment, and material, or parts thereof, which during one year which fail to meet the above guarantee during one year herein quoted.

It is hereby, however, agreed and understood that this guarantee shall not include any repairs or replacements made necessary by any cause or causes other than improper, inadequate, or defective work, workmanship, materials, or design by the Contractor or those employed directly or indirectly by him.

CERTIFICATE OF NON-COLLUSION

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

(Signature of individual submitting bid or proposal)

(Name of individual submitting bid or proposal)

Name of Business

Date

Pursuant to M.G.L. Chapter 62C, Section 49A, I certify under the penalties of perjury that I have complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Social Security Number or
Federal Identification Number

Signature of Individual or Responsible
Corporate Officer and Title

**NON-COLLUSION FORMS
MUST BE SIGNED AND**

SUBMITTED WITH BID

OSHA TRAINING

The undersigned hereby certifies that it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed 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; and that it will comply fully with all laws and regulations applicable to awards made subject to section forty-four A of Chapter 149 of the General Laws.

Signature: _____

Title: _____

Date: _____

CAUTION: This email originated from outside of the Town of Arlington's email system. Do not click links or open attachments unless you recognize the REAL sender (whose email address in the From: line in "< >" brackets) and you know the content is safe.

To view and print Weekly Payroll & Statement of Compliance Forms, click on www.mass.gov/dols/pw.

PLEASE NOTE: The attached Prevailing Wage Schedule is valid for 90 days. An Awarding Authority should re-request an up to date Prevailing Wage Schedule if it has NOT opened bids or selected a contractor within 90 days of the issuance date of the attached prevailing wage schedule.

*For MULTI-YEAR projects bid on or after 8/8/08, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date of the execution of the general contract. Annual updates are not required for projects that last LESS THAN ONE YEAR.

*For CM AT RISK projects (bid pursuant to GL c.149A), Awarding Authorities must request a Prevailing Wage Schedule NOT sooner than 90-days before the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work.

*For MULTI-YEAR CM AT RISK projects, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date, which is the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to procure construction scopes of work.

Apprentice wages (expressed as dollar figures) and the required benefits are listed on the Prevailing Wage Schedule. For further details, please see opinion letter PW-2010-03-03.16.10 (dated March 18, 2010) at www.mass.gov/dols/pw.

Request Prevailing Wage Rates online at: www.mass.gov/dols/pw.

THIS IS A SYSTEM-GENERATED EMAIL. PLEASE DO NOT REPLY TO THIS EMAIL. TO CONTACT DLS REGARDING PREVAILING WAGE MATTERS, CALL 617-626-6953.

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APPROVAL/DENIAL COMMENTS



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Town of Arlington
Contract Number: 21-15 **City/Town:** ARLINGTON
Description of Work: The installation of Street Infiltration trenches various locations in the Town of Arlington & Town of Lexington.
 Work to include excavation, site work, concrete work, paving and landscaping.
Job Location: Various Locations

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2020	\$36.25	\$12.91	\$14.82	\$0.00	\$63.98
	06/01/2021	\$37.05	\$12.91	\$14.82	\$0.00	\$64.78
	08/01/2021	\$37.05	\$13.41	\$14.82	\$0.00	\$65.28
	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2020	\$36.32	\$12.91	\$14.82	\$0.00	\$64.05
	06/01/2021	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85
	08/01/2021	\$37.12	\$13.41	\$14.82	\$0.00	\$65.35
	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2020	\$36.44	\$12.91	\$14.82	\$0.00	\$64.17
	06/01/2021	\$37.24	\$12.91	\$14.82	\$0.00	\$64.97
	08/01/2021	\$37.24	\$13.41	\$14.82	\$0.00	\$65.47
	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.65	\$8.60	\$17.32	\$0.00	\$66.57
	06/01/2021	\$41.67	\$8.60	\$17.32	\$0.00	\$67.59
	12/01/2021	\$42.68	\$8.60	\$17.32	\$0.00	\$68.60
	06/01/2022	\$43.68	\$8.60	\$17.32	\$0.00	\$69.60
	12/01/2022	\$44.68	\$8.60	\$17.32	\$0.00	\$70.60
	06/01/2023	\$45.68	\$8.60	\$17.32	\$0.00	\$71.60
	12/01/2023	\$46.93	\$8.60	\$17.32	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.65	\$8.60	\$17.32	\$0.00	\$66.57
	06/01/2021	\$41.67	\$8.60	\$17.32	\$0.00	\$67.59
	12/01/2021	\$42.68	\$8.60	\$17.32	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.98	\$13.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.08	\$13.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.23	\$13.50	\$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>	12/01/2020	\$49.98	\$13.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.08	\$13.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.23	\$13.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.65	\$8.60	\$17.32	\$0.00	\$66.57
	06/01/2021	\$41.67	\$8.60	\$17.32	\$0.00	\$67.59
	12/01/2021	\$42.68	\$8.60	\$17.32	\$0.00	\$68.60
	06/01/2022	\$43.68	\$8.60	\$17.32	\$0.00	\$69.60
	12/01/2022	\$44.68	\$8.60	\$17.32	\$0.00	\$70.60
	06/01/2023	\$45.68	\$8.60	\$17.32	\$0.00	\$71.60
	12/01/2023	\$46.93	\$8.60	\$17.32	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.65	\$8.60	\$17.32	\$0.00	\$66.57
	06/01/2021	\$41.67	\$8.60	\$17.32	\$0.00	\$67.59
	12/01/2021	\$42.68	\$8.60	\$17.32	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	02/01/2021	\$55.75	\$11.39	\$22.09	\$0.00	\$89.23
	08/01/2021	\$57.15	\$11.39	\$22.25	\$0.00	\$90.79
	02/01/2022	\$57.74	\$11.39	\$22.25	\$0.00	\$91.38

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.88	\$11.39	\$22.09	\$0.00	\$61.36
2	60	\$33.45	\$11.39	\$22.09	\$0.00	\$66.93
3	70	\$39.03	\$11.39	\$22.09	\$0.00	\$72.51
4	80	\$44.60	\$10.75	\$22.09	\$0.00	\$77.44
5	90	\$50.18	\$10.75	\$22.09	\$0.00	\$83.02

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.58	\$11.39	\$22.25	\$0.00	\$62.22
2	60	\$34.29	\$11.39	\$22.25	\$0.00	\$67.93
3	70	\$40.01	\$11.39	\$22.25	\$0.00	\$73.65
4	80	\$45.72	\$10.75	\$22.25	\$0.00	\$78.72
5	90	\$51.44	\$10.75	\$22.25	\$0.00	\$84.44

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2020	\$41.05	\$8.60	\$17.47	\$0.00	\$67.12
	06/01/2021	\$42.07	\$8.60	\$17.47	\$0.00	\$68.14
	12/01/2021	\$43.08	\$8.60	\$17.47	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2020	\$39.90	\$8.60	\$17.47	\$0.00	\$65.97
	06/01/2021	\$40.92	\$8.60	\$17.47	\$0.00	\$66.99
	12/01/2021	\$41.93	\$8.60	\$17.47	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2020	\$39.90	\$8.60	\$17.47	\$0.00	\$65.97
	06/01/2021	\$40.92	\$8.60	\$17.47	\$0.00	\$66.99
	12/01/2021	\$41.93	\$8.60	\$17.47	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	09/01/2020	\$42.94	\$9.40	\$18.95	\$0.00	\$71.29
CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2021	\$43.54	\$9.40	\$18.95	\$0.00	\$71.89
	09/01/2021	\$44.19	\$9.40	\$18.95	\$0.00	\$72.54
	03/01/2022	\$44.79	\$9.40	\$18.95	\$0.00	\$73.14
	09/01/2022	\$45.44	\$9.40	\$18.95	\$0.00	\$73.79
	03/01/2023	\$46.04	\$9.40	\$18.95	\$0.00	\$74.39

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.47	\$9.40	\$1.73	\$0.00	\$32.60
2	60	\$25.76	\$9.40	\$1.73	\$0.00	\$36.89
3	70	\$30.06	\$9.40	\$13.76	\$0.00	\$53.22
4	75	\$32.21	\$9.40	\$13.76	\$0.00	\$55.37
5	80	\$34.35	\$9.40	\$15.49	\$0.00	\$59.24
6	80	\$34.35	\$9.40	\$15.49	\$0.00	\$59.24
7	90	\$38.65	\$9.40	\$17.22	\$0.00	\$65.27
8	90	\$38.65	\$9.40	\$17.22	\$0.00	\$65.27

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.77	\$9.40	\$1.73	\$0.00	\$32.90
2	60	\$26.12	\$9.40	\$1.73	\$0.00	\$37.25
3	70	\$30.48	\$9.40	\$13.76	\$0.00	\$53.64
4	75	\$32.66	\$9.40	\$13.76	\$0.00	\$55.82
5	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72
6	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72
7	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81
8	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$30.45/ 3&4 \$36.42/ 5&6 \$54.95/ 7&8 \$60.97

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2020	\$22.66	\$7.21	\$4.80	\$0.00	\$34.67
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2021	\$23.16	\$7.21	\$4.80	\$0.00	\$35.17
	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
2	60	\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
3	65	\$14.73	\$7.21	\$0.00	\$0.00	\$21.94
4	70	\$15.86	\$7.21	\$0.00	\$0.00	\$23.07
5	75	\$17.00	\$7.21	\$3.80	\$0.00	\$28.01
6	80	\$18.13	\$7.21	\$3.80	\$0.00	\$29.14
7	85	\$19.26	\$7.21	\$3.80	\$0.00	\$30.27
8	90	\$20.39	\$7.21	\$3.80	\$0.00	\$31.40

Effective Date - 04/01/2021

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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.41/ 3&4 \$19.67/ 5&6 \$26.87/ 7&8 \$29.14

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON)	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85
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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$50.98	\$13.50	\$15.70	\$0.00	\$80.18
	06/01/2021	\$52.08	\$13.50	\$15.70	\$0.00	\$81.28
	12/01/2021	\$53.23	\$13.50	\$15.70	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$33.00	\$13.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$33.75	\$13.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$34.54	\$13.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.05	\$8.60	\$17.32	\$0.00	\$65.97
	06/01/2021	\$41.07	\$8.60	\$17.32	\$0.00	\$66.99
	12/01/2021	\$42.08	\$8.60	\$17.32	\$0.00	\$68.00
	06/01/2022	\$43.08	\$8.60	\$17.32	\$0.00	\$69.00
	12/01/2022	\$44.08	\$8.60	\$17.32	\$0.00	\$70.00
	06/01/2023	\$45.08	\$8.60	\$17.32	\$0.00	\$71.00
	12/01/2023	\$46.33	\$8.60	\$17.32	\$0.00	\$72.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$41.05	\$8.60	\$17.32	\$0.00	\$66.97
	06/01/2021	\$42.07	\$8.60	\$17.32	\$0.00	\$67.99
	12/01/2021	\$43.08	\$8.60	\$17.32	\$0.00	\$69.00
	06/01/2022	\$44.08	\$8.60	\$17.32	\$0.00	\$70.00
	12/01/2022	\$45.08	\$8.60	\$17.32	\$0.00	\$71.00
	06/01/2023	\$46.08	\$8.60	\$17.32	\$0.00	\$72.00
	12/01/2023	\$47.33	\$8.60	\$17.32	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.80	\$8.60	\$17.32	\$0.00	\$66.72
	06/01/2021	\$41.82	\$8.60	\$17.32	\$0.00	\$67.74
	12/01/2021	\$42.83	\$8.60	\$17.32	\$0.00	\$68.75
	06/01/2022	\$43.83	\$8.60	\$17.32	\$0.00	\$69.75
	12/01/2022	\$44.83	\$8.60	\$17.32	\$0.00	\$70.75
	06/01/2023	\$45.83	\$8.60	\$17.32	\$0.00	\$71.75
	12/01/2023	\$47.08	\$8.60	\$17.32	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	12/01/2020	\$41.05	\$8.60	\$17.32	\$0.00	\$66.97
	06/01/2021	\$42.07	\$8.60	\$17.32	\$0.00	\$67.99
	12/01/2021	\$43.08	\$8.60	\$17.32	\$0.00	\$69.00
	06/01/2022	\$44.08	\$8.60	\$17.32	\$0.00	\$70.00
	12/01/2022	\$45.08	\$8.60	\$17.32	\$0.00	\$71.00
	06/01/2023	\$46.08	\$8.60	\$17.32	\$0.00	\$72.00
	12/01/2023	\$47.33	\$8.60	\$17.32	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.80	\$8.60	\$17.32	\$0.00	\$66.72
	06/01/2021	\$41.82	\$8.60	\$17.32	\$0.00	\$67.74
	12/01/2021	\$42.83	\$8.60	\$17.32	\$0.00	\$68.75
	06/01/2022	\$43.83	\$8.60	\$17.32	\$0.00	\$69.75
	12/01/2022	\$44.83	\$8.60	\$17.32	\$0.00	\$70.75
	06/01/2023	\$45.83	\$8.60	\$17.32	\$0.00	\$71.75
	12/01/2023	\$47.08	\$8.60	\$17.32	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.05	\$8.60	\$17.32	\$0.00	\$65.97
	06/01/2021	\$41.07	\$8.60	\$17.32	\$0.00	\$66.99
	12/01/2021	\$42.08	\$8.60	\$17.32	\$0.00	\$68.00
	06/01/2022	\$43.08	\$8.60	\$17.32	\$0.00	\$69.00
	12/01/2022	\$44.08	\$8.60	\$17.32	\$0.00	\$70.00
	06/01/2023	\$45.08	\$8.60	\$17.32	\$0.00	\$71.00
	12/01/2023	\$46.33	\$8.60	\$17.32	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.78	\$13.00	\$0.65	\$0.00	\$35.43
2	40	\$21.78	\$13.00	\$0.65	\$0.00	\$35.43
3	45	\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
4	45	\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
5	50	\$27.23	\$13.00	\$15.31	\$0.00	\$55.54
6	55	\$29.95	\$13.00	\$15.75	\$0.00	\$58.70
7	60	\$32.67	\$13.00	\$16.19	\$0.00	\$61.86
8	65	\$35.39	\$13.00	\$16.63	\$0.00	\$65.02
9	70	\$38.12	\$13.00	\$17.07	\$0.00	\$68.19
10	75	\$40.84	\$13.00	\$17.53	\$0.00	\$71.37

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.16	\$13.00	\$0.66	\$0.00	\$35.82
2	40	\$22.16	\$13.00	\$0.66	\$0.00	\$35.82
3	45	\$24.93	\$13.00	\$15.13	\$0.00	\$53.06
4	45	\$24.93	\$13.00	\$15.13	\$0.00	\$53.06
5	50	\$27.71	\$13.00	\$15.57	\$0.00	\$56.28
6	55	\$30.48	\$13.00	\$16.01	\$0.00	\$59.49
7	60	\$33.25	\$13.00	\$16.46	\$0.00	\$62.71
8	65	\$36.02	\$13.00	\$16.90	\$0.00	\$65.92
9	70	\$38.79	\$13.00	\$17.34	\$0.00	\$69.13
10	75	\$41.56	\$13.00	\$17.80	\$0.00	\$72.36

Notes :
App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
ELEVATOR CONSTRUCTORS LOCAL 4	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 - 01/01/2021

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

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

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>	01/01/2021	\$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 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2020	\$45.23	\$13.00	\$15.70	\$0.00	\$73.93
	05/01/2021	\$46.38	\$13.00	\$15.70	\$0.00	\$75.08
	11/01/2021	\$47.38	\$13.00	\$15.70	\$0.00	\$76.08
	05/01/2022	\$48.53	\$13.00	\$15.70	\$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>	11/01/2020	\$46.74	\$13.00	\$15.70	\$0.00	\$75.44
	05/01/2021	\$47.90	\$13.00	\$15.70	\$0.00	\$76.60
	11/01/2021	\$48.91	\$13.00	\$15.70	\$0.00	\$77.61
	05/01/2022	\$50.07	\$13.00	\$15.70	\$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>	11/01/2020	\$22.73	\$13.00	\$15.70	\$0.00	\$51.43
	05/01/2021	\$23.41	\$13.00	\$15.70	\$0.00	\$52.11
	11/01/2021	\$24.01	\$13.00	\$15.70	\$0.00	\$52.71
	05/01/2022	\$24.68	\$13.00	\$15.70	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$40.84	\$13.00	\$17.53	\$0.00	\$71.37
	03/01/2021	\$42.11	\$13.00	\$17.88	\$0.00	\$72.99
	09/01/2021	\$43.77	\$13.00	\$18.00	\$0.00	\$74.77
	03/01/2022	\$45.27	\$13.00	\$18.12	\$0.00	\$76.39
	09/01/2022	\$46.99	\$13.00	\$18.24	\$0.00	\$78.23
	03/01/2023	\$48.54	\$13.00	\$18.37	\$0.00	\$79.91
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$40.75	\$13.50	\$15.70	\$0.00	\$69.95
	06/01/2021	\$41.66	\$13.50	\$15.70	\$0.00	\$70.86
	12/01/2021	\$42.61	\$13.50	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$24.50	\$8.60	\$17.32	\$0.00	\$50.42
	06/01/2021	\$24.50	\$8.60	\$17.32	\$0.00	\$50.42
	12/01/2021	\$24.50	\$8.60	\$17.32	\$0.00	\$50.42
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	09/01/2020	\$47.79	\$9.40	\$19.25	\$0.00	\$76.44
	03/01/2021	\$48.59	\$9.40	\$19.25	\$0.00	\$77.24
	09/01/2021	\$49.39	\$9.40	\$19.25	\$0.00	\$78.04
	03/01/2022	\$50.19	\$9.40	\$19.25	\$0.00	\$78.84

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.90	\$9.40	\$1.79	\$0.00	\$35.09
2	55	\$26.28	\$9.40	\$1.79	\$0.00	\$37.47
3	60	\$28.67	\$9.40	\$13.88	\$0.00	\$51.95
4	65	\$31.06	\$9.40	\$13.88	\$0.00	\$54.34
5	70	\$33.45	\$9.40	\$15.67	\$0.00	\$58.52
6	75	\$35.84	\$9.40	\$15.67	\$0.00	\$60.91
7	80	\$38.23	\$9.40	\$17.46	\$0.00	\$65.09
8	85	\$40.62	\$9.40	\$17.46	\$0.00	\$67.48

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.30	\$9.40	\$1.79	\$0.00	\$35.49
2	55	\$26.72	\$9.40	\$1.79	\$0.00	\$37.91
3	60	\$29.15	\$9.40	\$13.88	\$0.00	\$52.43
4	65	\$31.58	\$9.40	\$13.88	\$0.00	\$54.86
5	70	\$34.01	\$9.40	\$15.67	\$0.00	\$59.08
6	75	\$36.44	\$9.40	\$15.67	\$0.00	\$61.51
7	80	\$38.87	\$9.40	\$17.46	\$0.00	\$65.73
8	85	\$41.30	\$9.40	\$17.46	\$0.00	\$68.16

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.70/ 3&4 \$39.20/ 5&6 \$58.52/ 7&8 \$65.09

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.98	\$13.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.08	\$13.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.23	\$13.50	\$15.70	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$33.00	\$13.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$33.75	\$13.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$34.54	\$13.50	\$15.70	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2020	\$49.98	\$13.50	\$15.70	\$0.00	\$79.18
OPERATING ENGINEERS LOCAL 4	06/01/2021	\$51.08	\$13.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.23	\$13.50	\$15.70	\$0.00	\$81.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.49	\$13.50	\$0.00	\$0.00	\$40.99
2	60	\$29.99	\$13.50	\$15.70	\$0.00	\$59.19
3	65	\$32.49	\$13.50	\$15.70	\$0.00	\$61.69
4	70	\$34.99	\$13.50	\$15.70	\$0.00	\$64.19
5	75	\$37.49	\$13.50	\$15.70	\$0.00	\$66.69
6	80	\$39.98	\$13.50	\$15.70	\$0.00	\$69.18
7	85	\$42.48	\$13.50	\$15.70	\$0.00	\$71.68
8	90	\$44.98	\$13.50	\$15.70	\$0.00	\$74.18

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.09	\$13.50	\$0.00	\$0.00	\$41.59
2	60	\$30.65	\$13.50	\$15.70	\$0.00	\$59.85
3	65	\$33.20	\$13.50	\$15.70	\$0.00	\$62.40
4	70	\$35.76	\$13.50	\$15.70	\$0.00	\$64.96
5	75	\$38.31	\$13.50	\$15.70	\$0.00	\$67.51
6	80	\$40.86	\$13.50	\$15.70	\$0.00	\$70.06
7	85	\$43.42	\$13.50	\$15.70	\$0.00	\$72.62
8	90	\$45.97	\$13.50	\$15.70	\$0.00	\$75.17

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$51.67	\$13.65	\$24.57	\$2.70	\$92.59
	08/01/2021	\$53.42	\$13.65	\$24.57	\$2.75	\$94.39
	02/01/2022	\$55.17	\$13.65	\$24.57	\$2.80	\$96.19

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$51.67	\$13.65	\$24.57	\$2.70	\$92.59
	08/01/2021	\$53.42	\$13.65	\$24.57	\$2.75	\$94.39
	02/01/2022	\$55.17	\$13.65	\$24.57	\$2.80	\$96.19

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.65	\$8.60	\$17.32	\$0.00	\$66.57
	06/01/2021	\$41.67	\$8.60	\$17.32	\$0.00	\$67.59
	12/01/2021	\$42.68	\$8.60	\$17.32	\$0.00	\$68.60
	06/01/2022	\$43.68	\$8.60	\$17.32	\$0.00	\$69.60
	12/01/2022	\$44.68	\$8.60	\$17.32	\$0.00	\$70.60
	06/01/2023	\$45.68	\$8.60	\$17.32	\$0.00	\$71.60
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.65	\$8.60	\$17.32	\$0.00	\$66.57
	06/01/2021	\$41.67	\$8.60	\$17.32	\$0.00	\$67.59
	12/01/2021	\$42.68	\$8.60	\$17.32	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2020	\$49.00	\$13.80	\$17.14	\$0.00	\$79.94
	09/01/2021	\$51.40	\$13.80	\$17.14	\$0.00	\$82.34
	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

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

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.50	\$13.80	\$12.42	\$0.00	\$50.72
2	60	\$29.40	\$13.80	\$13.36	\$0.00	\$56.56
3	70	\$34.30	\$13.80	\$14.31	\$0.00	\$62.41
4	80	\$39.20	\$13.80	\$15.25	\$0.00	\$68.25

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.70	\$13.80	\$12.42	\$0.00	\$51.92
2	60	\$30.84	\$13.80	\$13.36	\$0.00	\$58.00
3	70	\$35.98	\$13.80	\$14.31	\$0.00	\$64.09
4	80	\$41.12	\$13.80	\$15.25	\$0.00	\$70.17

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2020	\$48.66	\$8.10	\$25.10	\$0.00	\$81.86
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.20	\$8.10	\$25.10	\$0.00	\$62.40
2	70	\$34.06	\$8.10	\$25.10	\$0.00	\$67.26
3	75	\$36.50	\$8.10	\$25.10	\$0.00	\$69.70
4	80	\$38.93	\$8.10	\$25.10	\$0.00	\$72.13
5	85	\$41.36	\$8.10	\$25.10	\$0.00	\$74.56
6	90	\$43.79	\$8.10	\$25.10	\$0.00	\$76.99

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
<i>LABORERS - ZONE 1</i>	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

LABORER	12/01/2020	\$39.90	\$8.60	\$17.32	\$0.00	\$65.82
<i>LABORERS - ZONE 1</i>	06/01/2021	\$40.92	\$8.60	\$17.32	\$0.00	\$66.84
	12/01/2021	\$41.93	\$8.60	\$17.32	\$0.00	\$67.85
	06/01/2022	\$42.93	\$8.60	\$17.32	\$0.00	\$68.85
	12/01/2022	\$43.93	\$8.60	\$17.32	\$0.00	\$69.85
	06/01/2023	\$44.93	\$8.60	\$17.32	\$0.00	\$70.85
	12/01/2023	\$46.18	\$8.60	\$17.32	\$0.00	\$72.10

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 1

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.94	\$8.60	\$17.32	\$0.00	\$49.86
2	70	\$27.93	\$8.60	\$17.32	\$0.00	\$53.85
3	80	\$31.92	\$8.60	\$17.32	\$0.00	\$57.84
4	90	\$35.91	\$8.60	\$17.32	\$0.00	\$61.83

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.55	\$8.60	\$17.32	\$0.00	\$50.47
2	70	\$28.64	\$8.60	\$17.32	\$0.00	\$54.56
3	80	\$32.74	\$8.60	\$17.32	\$0.00	\$58.66
4	90	\$36.83	\$8.60	\$17.32	\$0.00	\$62.75

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2020	\$39.90	\$8.60	\$17.32	\$0.00	\$65.82
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2021	\$40.92	\$8.60	\$17.32	\$0.00	\$66.84
	12/01/2021	\$41.93	\$8.60	\$17.32	\$0.00	\$67.85

Apprentice - LABORER (Heavy & Highway) - Zone 1

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.94	\$8.60	\$17.32	\$0.00	\$49.86
2	70	\$27.93	\$8.60	\$17.32	\$0.00	\$53.85
3	80	\$31.92	\$8.60	\$17.32	\$0.00	\$57.84
4	90	\$35.91	\$8.60	\$17.32	\$0.00	\$61.83

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.55	\$8.60	\$17.32	\$0.00	\$50.47
2	70	\$28.64	\$8.60	\$17.32	\$0.00	\$54.56
3	80	\$32.74	\$8.60	\$17.32	\$0.00	\$58.66
4	90	\$36.83	\$8.60	\$17.32	\$0.00	\$62.75

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i>	12/01/2020	\$39.90	\$8.60	\$17.32	\$0.00	\$65.82
	06/01/2021	\$40.92	\$8.60	\$17.32	\$0.00	\$66.84
	12/01/2021	\$41.93	\$8.60	\$17.32	\$0.00	\$67.85
	06/01/2022	\$42.93	\$8.60	\$17.32	\$0.00	\$68.85
	12/01/2022	\$43.93	\$8.60	\$17.32	\$0.00	\$69.85
	06/01/2023	\$44.93	\$8.60	\$17.32	\$0.00	\$70.85
	12/01/2023	\$46.18	\$8.60	\$17.32	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i>	12/01/2020	\$39.90	\$8.60	\$17.32	\$0.00	\$65.82
	06/01/2021	\$40.92	\$8.60	\$17.32	\$0.00	\$66.84
	12/01/2021	\$41.93	\$8.60	\$17.32	\$0.00	\$67.85
	06/01/2022	\$42.93	\$8.60	\$17.32	\$0.00	\$68.85
	12/01/2022	\$43.93	\$8.60	\$17.32	\$0.00	\$69.85
	06/01/2023	\$44.93	\$8.60	\$17.32	\$0.00	\$70.85
	12/01/2023	\$46.18	\$8.60	\$17.32	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.05	\$8.60	\$17.32	\$0.00	\$65.97
	06/01/2021	\$41.07	\$8.60	\$17.32	\$0.00	\$66.99
	12/01/2021	\$42.08	\$8.60	\$17.32	\$0.00	\$68.00
	06/01/2022	\$43.08	\$8.60	\$17.32	\$0.00	\$69.00
	12/01/2022	\$44.08	\$8.60	\$17.32	\$0.00	\$70.00
	06/01/2023	\$45.08	\$8.60	\$17.32	\$0.00	\$71.00
	12/01/2023	\$46.33	\$8.60	\$17.32	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	06/01/2024	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	12/01/2020	\$39.90	\$8.60	\$17.32	\$0.00	\$65.82
	06/01/2021	\$40.92	\$8.60	\$17.32	\$0.00	\$66.84
	12/01/2021	\$41.93	\$8.60	\$17.32	\$0.00	\$67.85
	06/01/2022	\$42.93	\$8.60	\$17.32	\$0.00	\$68.85
	12/01/2022	\$43.93	\$8.60	\$17.32	\$0.00	\$69.85
	06/01/2023	\$44.93	\$8.60	\$17.32	\$0.00	\$70.85
	12/01/2023	\$46.18	\$8.60	\$17.32	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	12/01/2020	\$39.90	\$8.60	\$17.32	\$0.00	\$65.82
	06/01/2021	\$40.92	\$8.60	\$17.32	\$0.00	\$66.84
	12/01/2021	\$41.93	\$8.60	\$17.32	\$0.00	\$67.85
	06/01/2022	\$42.93	\$8.60	\$17.32	\$0.00	\$68.85
	12/01/2022	\$43.93	\$8.60	\$17.32	\$0.00	\$69.85
	06/01/2023	\$44.93	\$8.60	\$17.32	\$0.00	\$70.85
	12/01/2023	\$46.18	\$8.60	\$17.32	\$0.00	\$72.10
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2021	\$42.57	\$11.39	\$20.14	\$0.00	\$74.10
	08/01/2021	\$43.69	\$11.39	\$20.30	\$0.00	\$75.38
	02/01/2022	\$44.16	\$11.39	\$20.30	\$0.00	\$75.85

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.29	\$11.39	\$20.14	\$0.00	\$52.82
2	60	\$25.54	\$11.39	\$20.14	\$0.00	\$57.07
3	70	\$29.80	\$11.39	\$20.14	\$0.00	\$61.33
4	80	\$34.06	\$11.39	\$20.14	\$0.00	\$65.59
5	90	\$38.31	\$11.39	\$20.14	\$0.00	\$69.84

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.85	\$11.39	\$20.30	\$0.00	\$53.54
2	60	\$26.21	\$11.39	\$20.30	\$0.00	\$57.90
3	70	\$30.58	\$11.39	\$20.30	\$0.00	\$62.27
4	80	\$34.95	\$11.39	\$20.30	\$0.00	\$66.64
5	90	\$39.32	\$11.39	\$20.30	\$0.00	\$71.01

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>	02/01/2021	\$55.77	\$11.39	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.17	\$11.39	\$22.24	\$0.00	\$90.80
	02/01/2022	\$57.74	\$11.39	\$22.24	\$0.00	\$91.37

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$11.39	\$22.08	\$0.00	\$61.36
2	60	\$33.46	\$11.39	\$22.08	\$0.00	\$66.93
3	70	\$39.04	\$11.39	\$22.08	\$0.00	\$72.51
4	80	\$44.62	\$11.39	\$22.08	\$0.00	\$78.09
5	90	\$50.19	\$11.39	\$22.08	\$0.00	\$83.66

Effective Date - 08/01/2021

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

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	01/04/2021	\$44.07	\$9.40	\$20.45	\$0.00	\$73.92
	01/03/2022	\$45.82	\$9.40	\$20.45	\$0.00	\$75.67
	01/02/2023	\$47.57	\$9.40	\$20.45	\$0.00	\$77.42

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 01/04/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.24	\$9.40	\$5.58	\$0.00	\$39.22
2	65	\$28.65	\$9.40	\$16.90	\$0.00	\$54.95
3	75	\$33.05	\$9.40	\$17.92	\$0.00	\$60.37
4	85	\$37.46	\$9.40	\$18.93	\$0.00	\$65.79

Notes: Step 1&2 Appr. indentured after 1/1/2020 receive no pension, but do receive annuity. (Step 1 \$5.58, Step 2 \$6.50)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$23.20	\$13.50	\$15.70	\$0.00	\$52.40
	06/01/2021	\$23.75	\$13.50	\$15.70	\$0.00	\$52.95
	12/01/2021	\$24.33	\$13.50	\$15.70	\$0.00	\$53.53

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$27.97	\$13.50	\$15.70	\$0.00	\$57.17
	06/01/2021	\$28.61	\$13.50	\$15.70	\$0.00	\$57.81
	12/01/2021	\$29.29	\$13.50	\$15.70	\$0.00	\$58.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2021	\$42.96	\$8.25	\$22.75	\$0.00	\$73.96
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* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*

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

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.48	\$8.25	\$0.00	\$0.00	\$29.73
2	55	\$23.63	\$8.25	\$6.16	\$0.00	\$38.04
3	60	\$25.78	\$8.25	\$6.72	\$0.00	\$40.75
4	65	\$27.92	\$8.25	\$7.28	\$0.00	\$43.45
5	70	\$30.07	\$8.25	\$19.39	\$0.00	\$57.71
6	75	\$32.22	\$8.25	\$19.95	\$0.00	\$60.42
7	80	\$34.37	\$8.25	\$20.51	\$0.00	\$63.13
8	90	\$38.66	\$8.25	\$21.63	\$0.00	\$68.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2021	\$41.02	\$8.25	\$22.75	\$0.00	\$72.02
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PAINTERS LOCAL 35 - ZONE 2

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76
2	55	\$22.56	\$8.25	\$6.16	\$0.00	\$36.97
3	60	\$24.61	\$8.25	\$6.72	\$0.00	\$39.58
4	65	\$26.66	\$8.25	\$7.28	\$0.00	\$42.19
5	70	\$28.71	\$8.25	\$19.39	\$0.00	\$56.35
6	75	\$30.77	\$8.25	\$19.95	\$0.00	\$58.97
7	80	\$32.82	\$8.25	\$20.51	\$0.00	\$61.58
8	90	\$36.92	\$8.25	\$21.63	\$0.00	\$66.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56
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* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2021	\$39.62	\$8.25	\$22.75	\$0.00	\$70.62
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PAINTERS LOCAL 35 - ZONE 2

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.81	\$8.25	\$0.00	\$0.00	\$28.06
2	55	\$21.79	\$8.25	\$6.16	\$0.00	\$36.20
3	60	\$23.77	\$8.25	\$6.72	\$0.00	\$38.74
4	65	\$25.75	\$8.25	\$7.28	\$0.00	\$41.28
5	70	\$27.73	\$8.25	\$19.39	\$0.00	\$55.37
6	75	\$29.72	\$8.25	\$19.95	\$0.00	\$57.92
7	80	\$31.70	\$8.25	\$20.51	\$0.00	\$60.46
8	90	\$35.66	\$8.25	\$21.63	\$0.00	\$65.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter Traffic Markings (Heavy/Highway)	12/01/2020	\$39.90	\$8.60	\$17.32	\$0.00	\$65.82
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2021	\$40.92	\$8.60	\$17.32	\$0.00	\$66.84
	12/01/2021	\$41.93	\$8.60	\$17.32	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	12/01/2020	\$36.08	\$12.91	\$14.82	\$0.00	\$63.81
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2021	\$36.88	\$12.91	\$14.82	\$0.00	\$64.61
	08/01/2021	\$36.88	\$13.41	\$14.82	\$0.00	\$65.11
	12/01/2021	\$36.88	\$13.41	\$16.01	\$0.00	\$66.30
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.58	\$11.70	\$8.25	\$0.00	\$42.53
2	45	\$25.40	\$11.70	\$20.24	\$0.00	\$57.34
3	60	\$33.86	\$11.70	\$20.24	\$0.00	\$65.80
4	70	\$39.51	\$11.70	\$20.24	\$0.00	\$71.45
5	80	\$45.15	\$11.70	\$20.24	\$0.00	\$77.09

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
 Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2020	\$58.69	\$13.57	\$17.26	\$0.00	\$89.52
	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.54	\$13.57	\$6.24	\$0.00	\$40.35
2	40	\$23.48	\$13.57	\$7.08	\$0.00	\$44.13
3	55	\$32.28	\$13.57	\$9.63	\$0.00	\$55.48
4	65	\$38.15	\$13.57	\$11.33	\$0.00	\$63.05
5	75	\$44.02	\$13.57	\$13.03	\$0.00	\$70.62

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.07	\$13.57	\$6.24	\$0.00	\$40.88
2	40	\$24.08	\$13.57	\$7.08	\$0.00	\$44.73
3	55	\$33.10	\$13.57	\$9.63	\$0.00	\$56.30
4	65	\$39.12	\$13.57	\$11.33	\$0.00	\$64.02
5	75	\$45.14	\$13.57	\$13.03	\$0.00	\$71.74

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$66.82, Step5 with lic\$74.39

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
<i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER	12/01/2020	\$40.90	\$8.60	\$17.32	\$0.00	\$66.82
<i>LABORERS - ZONE 1</i>	06/01/2021	\$41.92	\$8.60	\$17.32	\$0.00	\$67.84
	12/01/2021	\$42.93	\$8.60	\$17.32	\$0.00	\$68.85
	06/01/2022	\$43.93	\$8.60	\$17.32	\$0.00	\$69.85
	12/01/2022	\$44.93	\$8.60	\$17.32	\$0.00	\$70.85
	06/01/2023	\$45.93	\$8.60	\$17.32	\$0.00	\$71.85
	12/01/2023	\$47.18	\$8.60	\$17.32	\$0.00	\$73.10
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2020	\$40.90	\$8.60	\$17.32	\$0.00	\$66.82
<i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2021	\$41.92	\$8.60	\$17.32	\$0.00	\$67.84
	12/01/2021	\$42.93	\$8.60	\$17.32	\$0.00	\$68.85
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2020	\$49.98	\$13.50	\$15.70	\$0.00	\$79.18
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$51.08	\$13.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.23	\$13.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	12/01/2020	\$49.98	\$13.50	\$15.70	\$0.00	\$79.18
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$51.08	\$13.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.23	\$13.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2020	\$33.00	\$13.50	\$15.70	\$0.00	\$62.20
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$33.75	\$13.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$34.54	\$13.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12	08/01/2020	\$27.90	\$10.91	\$14.12	\$0.00	\$52.93
(Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Metro) - Aggregate</i>	05/01/2021	\$29.15	\$10.91	\$15.25	\$0.00	\$55.31
	08/01/2021	\$29.15	\$11.41	\$15.25	\$0.00	\$55.81
	05/01/2022	\$30.40	\$11.41	\$15.25	\$0.00	\$57.06
	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER	08/01/2020	\$32.91	\$10.91	\$14.12	\$0.00	\$57.94
<i>TEAMSTERS 25 (Metro) - Aggregate</i>	05/01/2021	\$33.66	\$10.91	\$15.25	\$0.00	\$59.82
	08/01/2021	\$33.66	\$11.41	\$15.25	\$0.00	\$60.32
	05/01/2022	\$34.41	\$11.41	\$15.25	\$0.00	\$61.07
	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57
RECLAIMERS	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2021	\$46.60	\$12.28	\$17.15	\$0.00	\$76.03
	08/01/2021	\$48.03	\$12.28	\$17.15	\$0.00	\$77.46
	02/01/2022	\$49.46	\$12.28	\$17.15	\$0.00	\$78.89

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.30	\$12.28	\$4.31	\$0.00	\$39.89
2	60	\$27.96	\$12.28	\$17.15	\$0.00	\$57.39
3	65	\$30.29	\$12.28	\$17.15	\$0.00	\$59.72
4	75	\$34.95	\$12.28	\$17.15	\$0.00	\$64.38
5	85	\$39.61	\$12.28	\$17.15	\$0.00	\$69.04

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.02	\$12.28	\$4.31	\$0.00	\$40.61
2	60	\$28.82	\$12.28	\$17.15	\$0.00	\$58.25
3	65	\$31.22	\$12.28	\$17.15	\$0.00	\$60.65
4	75	\$36.02	\$12.28	\$17.15	\$0.00	\$65.45
5	85	\$40.83	\$12.28	\$17.15	\$0.00	\$70.26

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 <i>ROOFERS LOCAL 33</i>	02/01/2021	\$46.85	\$12.28	\$17.15	\$0.00	\$76.28
	08/01/2021	\$48.28	\$12.28	\$17.15	\$0.00	\$77.71
	02/01/2022	\$49.71	\$12.28	\$17.15	\$0.00	\$79.14
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2021	\$51.67	\$13.65	\$24.57	\$2.70	\$92.59
	08/01/2021	\$53.42	\$13.65	\$24.57	\$2.75	\$94.39
	02/01/2022	\$55.17	\$13.65	\$24.57	\$2.80	\$96.19

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.70	\$13.65	\$5.89	\$0.00	\$41.24
2	42	\$21.70	\$13.65	\$5.89	\$0.00	\$41.24
3	47	\$24.28	\$13.65	\$11.13	\$1.48	\$50.54
4	47	\$24.28	\$13.65	\$11.13	\$1.48	\$50.54
5	52	\$26.87	\$13.65	\$12.08	\$1.58	\$54.18
6	52	\$26.87	\$13.65	\$12.33	\$1.59	\$54.44
7	60	\$31.00	\$13.65	\$13.70	\$1.76	\$60.11
8	65	\$33.59	\$13.65	\$14.65	\$1.88	\$63.77
9	75	\$38.75	\$13.65	\$16.56	\$2.08	\$71.04
10	85	\$43.92	\$13.65	\$17.96	\$2.28	\$77.81

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.44	\$13.65	\$5.89	\$0.00	\$41.98
2	42	\$22.44	\$13.65	\$5.89	\$0.00	\$41.98
3	47	\$25.11	\$13.65	\$11.13	\$1.48	\$51.37
4	47	\$25.11	\$13.65	\$11.13	\$1.48	\$51.37
5	52	\$27.78	\$13.65	\$12.08	\$1.58	\$55.09
6	52	\$27.78	\$13.65	\$12.33	\$1.59	\$55.35
7	60	\$32.05	\$13.65	\$13.70	\$1.76	\$61.16
8	65	\$34.72	\$13.65	\$14.65	\$1.88	\$64.90
9	75	\$40.07	\$13.65	\$16.56	\$2.08	\$72.36
10	85	\$45.41	\$13.65	\$17.96	\$2.28	\$79.30

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
	06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2020	\$36.83	\$12.91	\$14.82	\$0.00	\$64.56
	06/01/2021	\$37.63	\$12.91	\$14.82	\$0.00	\$65.36
	08/01/2021	\$37.63	\$13.41	\$14.82	\$0.00	\$65.86
	12/01/2021	\$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	01/01/2021	\$61.45	\$10.00	\$20.75	\$0.00	\$92.20
	03/01/2021	\$62.45	\$10.00	\$21.25	\$0.00	\$93.70

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.51	\$10.00	\$11.81	\$0.00	\$43.32
2	40	\$24.58	\$10.00	\$12.50	\$0.00	\$47.08
3	45	\$27.65	\$10.00	\$13.19	\$0.00	\$50.84
4	50	\$30.73	\$10.00	\$13.93	\$0.00	\$54.66
5	55	\$33.80	\$10.00	\$14.56	\$0.00	\$58.36
6	60	\$36.87	\$10.00	\$15.25	\$0.00	\$62.12
7	65	\$39.94	\$10.00	\$15.94	\$0.00	\$65.88
8	70	\$43.02	\$10.00	\$16.63	\$0.00	\$69.65
9	75	\$46.09	\$10.00	\$17.31	\$0.00	\$73.40
10	80	\$49.16	\$10.00	\$18.00	\$0.00	\$77.16

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.86	\$10.00	\$11.99	\$0.00	\$43.85
2	40	\$24.98	\$10.00	\$12.70	\$0.00	\$47.68
3	45	\$28.10	\$10.00	\$13.41	\$0.00	\$51.51
4	50	\$31.23	\$10.00	\$14.13	\$0.00	\$55.36
5	55	\$34.35	\$10.00	\$14.84	\$0.00	\$59.19
6	60	\$37.47	\$10.00	\$15.55	\$0.00	\$63.02
7	65	\$40.59	\$10.00	\$16.26	\$0.00	\$66.85
8	70	\$43.72	\$10.00	\$16.98	\$0.00	\$70.70
9	75	\$46.84	\$10.00	\$17.69	\$0.00	\$74.53
10	80	\$49.96	\$10.00	\$18.40	\$0.00	\$78.36

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>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$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>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$40.84	\$13.00	\$17.53	\$0.00	\$71.37
	03/01/2021	\$42.11	\$13.00	\$17.88	\$0.00	\$72.99
	09/01/2021	\$43.77	\$13.00	\$18.00	\$0.00	\$74.77
	03/01/2022	\$45.27	\$13.00	\$18.12	\$0.00	\$76.39
	09/01/2022	\$46.99	\$13.00	\$18.24	\$0.00	\$78.23
	03/01/2023	\$48.54	\$13.00	\$18.37	\$0.00	\$79.91

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.38	\$13.00	\$0.55	\$0.00	\$31.93
2	45	\$18.38	\$13.00	\$0.55	\$0.00	\$31.93
3	50	\$20.42	\$13.00	\$14.20	\$0.00	\$47.62
4	50	\$20.42	\$13.00	\$14.20	\$0.00	\$47.62
5	55	\$22.46	\$13.00	\$14.53	\$0.00	\$49.99
6	60	\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
7	65	\$26.55	\$13.00	\$15.20	\$0.00	\$54.75
8	70	\$28.59	\$13.00	\$15.53	\$0.00	\$57.12
9	75	\$30.63	\$13.00	\$15.87	\$0.00	\$59.50
10	80	\$32.67	\$13.00	\$16.20	\$0.00	\$61.87

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.95	\$13.00	\$0.57	\$0.00	\$32.52
2	45	\$18.95	\$13.00	\$0.57	\$0.00	\$32.52
3	50	\$21.06	\$13.00	\$14.47	\$0.00	\$48.53
4	50	\$21.06	\$13.00	\$14.47	\$0.00	\$48.53
5	55	\$23.16	\$13.00	\$14.80	\$0.00	\$50.96
6	60	\$25.27	\$13.00	\$15.14	\$0.00	\$53.41
7	65	\$27.37	\$13.00	\$15.47	\$0.00	\$55.84
8	70	\$29.48	\$13.00	\$15.80	\$0.00	\$58.28
9	75	\$31.58	\$13.00	\$16.15	\$0.00	\$60.73
10	80	\$33.69	\$13.00	\$16.48	\$0.00	\$63.17

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2021	\$54.69	\$11.39	\$22.09	\$0.00	\$88.17
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2021	\$56.09	\$11.39	\$22.25	\$0.00	\$89.73
	02/01/2022	\$56.68	\$11.39	\$22.25	\$0.00	\$90.32

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$11.39	\$22.09	\$0.00	\$60.83
2	60	\$32.81	\$11.39	\$22.09	\$0.00	\$66.29
3	70	\$38.28	\$11.39	\$22.09	\$0.00	\$71.76
4	80	\$43.75	\$11.39	\$22.09	\$0.00	\$77.23
5	90	\$49.22	\$11.39	\$22.09	\$0.00	\$82.70

Effective Date - 08/01/2021

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

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2020	\$41.30	\$8.60	\$17.47	\$0.00	\$67.37
	06/01/2021	\$42.32	\$8.60	\$17.47	\$0.00	\$68.39
	12/01/2021	\$43.33	\$8.60	\$17.47	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2020	\$40.02	\$8.60	\$17.47	\$0.00	\$66.09
	06/01/2021	\$41.04	\$8.60	\$17.47	\$0.00	\$67.11
	12/01/2021	\$42.05	\$8.60	\$17.47	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2020	\$39.90	\$8.60	\$17.47	\$0.00	\$65.97
	06/01/2021	\$40.92	\$8.60	\$17.47	\$0.00	\$66.99
	12/01/2021	\$41.93	\$8.60	\$17.47	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.45	\$13.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$50.54	\$13.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$51.68	\$13.50	\$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 A</i>	12/01/2020	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85
	06/01/2021	\$37.92	\$12.91	\$14.82	\$0.00	\$65.65
	08/01/2021	\$37.92	\$13.41	\$14.82	\$0.00	\$66.15
	12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34

TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2020	\$52.13	\$8.60	\$17.92	\$0.00	\$78.65
	06/01/2021	\$53.15	\$8.60	\$17.92	\$0.00	\$79.67
	12/01/2021	\$54.16	\$8.60	\$17.92	\$0.00	\$80.68

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2020	\$54.13	\$8.60	\$17.92	\$0.00	\$80.65
	06/01/2021	\$55.15	\$8.60	\$17.92	\$0.00	\$81.67
	12/01/2021	\$56.16	\$8.60	\$17.92	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2020	\$44.20	\$8.60	\$17.92	\$0.00	\$70.72
	06/01/2021	\$45.22	\$8.60	\$17.92	\$0.00	\$71.74
	12/01/2021	\$46.23	\$8.60	\$17.92	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2020	\$46.20	\$8.60	\$17.92	\$0.00	\$72.72
	06/01/2021	\$47.22	\$8.60	\$17.92	\$0.00	\$73.74
	12/01/2021	\$48.23	\$8.60	\$17.92	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
	06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
	06/01/2022	\$43.18	\$8.60	\$17.32	\$0.00	\$69.10
	12/01/2022	\$44.18	\$8.60	\$17.32	\$0.00	\$70.10
	06/01/2023	\$45.18	\$8.60	\$17.32	\$0.00	\$71.10
	12/01/2023	\$46.43	\$8.60	\$17.32	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2020	\$40.15	\$8.60	\$17.32	\$0.00	\$66.07
	06/01/2021	\$41.17	\$8.60	\$17.32	\$0.00	\$67.09
	12/01/2021	\$42.18	\$8.60	\$17.32	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$49.98	\$13.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.08	\$13.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.23	\$13.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2020	\$58.69	\$13.57	\$17.26	\$0.00	\$89.52
	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02
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>	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>	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>	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>	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	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>	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>	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Apprentice - LINEMAN (Outside Electrical) - East Local 104

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
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
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

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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