

Request for Quotes#19-32

Gym floors refinishing at Somerville Public School Buildings

Rule for Award

The City of Somerville would like to solicit quotes for the gym floor re-finishing at given location:

1. Healey School Gymnasium – 6000 sq. ft.

One contract will be awarded to the responsible and eligible Contractor offering the lowest QUOTED price – total price for Sanding and Refinishing the gymnasium floors at the above mentioned locations.

The contract will be awarded within ninety (90) days after the bid opening. The time for award may be extended for up to 45 additional days by mutual agreement between the City and the apparent lowest responsive and responsible bidder.

Quotes Due Date: Wednesday October 10th 2018, 1:30PM EST.

Scope of Work

The work done under this contract includes the labor and material required for refinishing of the gymnasium floors at the municipal school buildings.

The refinishing work includes:

1. Sanding floor to bare wood
2. Screening floor with 100 grit screens
3. Vacuum and tack to remove all dust
4. Apply 2 coats DTS water base sealer (This will keep floor lighten in color)
5. Paint all game lines
6. Apply 2 coats oil base finish gloss

Requirements

- At least 10 hours of OSHA approved training in Construction Safety and Health is mandatory.
- Prevailing wages are applicable.
- Contractor to provide Material Safety Datasheets for the products being used for the sanding and re-finishing work.

Scheduling

DPW buildings and grounds superintendent will co-ordinate with the contractor to schedule the activities at the mentioned locations.

Payment Bond

The Awarded contractor must furnish payment bond in the amount of 50% of the contract value in case the contract value exceeds \$25,000.00.

City of Somerville

REQUEST FOR PRICE QUOTATION

This Is Not an Order

City of Somerville	<p>By signing this quotation, the vendor acknowledges and agrees to the following terms and conditions (herein and attached hereto):</p> <ul style="list-style-type: none"> • Unless otherwise stated, the quantities set forth are ESTIMATES ONLY. The City reserves the right to purchase the items specified in any amount less than the estimated amount. • The City is exempt from the following taxes: sales, excise and Federal transportation. • The City reserves the right to reject any or all quotes when the City determines that it is in the best interest of the City to do so. • The City will award the contract to the responsible vendor offering the needed quality of supply or service at the lowest quotation. • All supplies must be property packaged; damaged supplies will not be accepted. • Rejected supplies will be returned to the vendor at the vendor's sole risk and expense. • Where the unit price and the total price are at variance, the unit price will prevail.
Office of Purchasing Director	
93 Highland Avenue, City Hall Somerville, MA 02143 Tel # (617-625-6600 Ext. 3400 Fax # (617) 625-1344	
RETURN TO THE ATTENTION OF:	
Procurement Manager Name Prajkta Waditwar	
Email: pwaditwar@somervillema.gov	

RETURN QUOTES BY: 10/10/2018 1:30PM

DELIVERY POINT: CITY OF SOMERVILLE

Description of Good / Service	Unit	Quantity	Unit Price	Total
Labor and Material for Healey School Gym floor re-finishing	Sq. Ft.	6000		

Anticipated Contract Term: 11/01/2018 - 10/31/2019

Quote prices shall include transportation and delivery charges (unless itemized in quotation).

Manufacturer and model numbers of item to be quoted must be stated. In the event the vendor does not indicate the manufacturer and model number to be furnished, vendor must supply the exact manufacturer and model number specified by the City.

All Quotations Must Be Signed

Pursuant to M.G.L. c. 62C, §49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support, as well as paid all contributions and payments in lieu of contributions pursuant to MGL 151A, §19A(b).

X	Company Name:
Signature of Vendor	Street Address:
	City, State, Zip:
Print Name of Vendor's Authorized Agent	Company Type (Circle) Corporation, LLC, Other: Corp.
Title of Vendor's Authorized Agent	Tax Identification Number

REFERENCE FORM

Bidder: _____

IFB Title: _____

Bidder must provide references for: Three other similar sized Municipalities provided the same services

Reference: _____ Contact: _____

Address: _____ Phone: _____

_____ Email: _____

Description and date(s) of supplies or services provided: _____

Reference: _____ Contact: _____

Address: _____ Phone: _____

_____ Email: _____

Description and date(s) of supplies or services provided: _____

Reference: _____ Contact: _____

Address: _____ Phone: _____

_____ Email: _____

Description and date(s) of supplies or services provided: _____



OSHA GENERAL CONTRACTOR CERTIFICATION FORM

**Pursuant to Chapter 306 of the Acts of 2004
An Act Relative to the Health and Safety on Construction Projects**

GENERAL CONTRACTOR'S CERTIFICATION – BID FORM

I, the undersigned, hereby certify under penalties of perjury that I, and all subcontractors who are not filed sub-bidders, shall:

(1) that I am able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (2) 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 (3) that all employees to be employed in the work subject to this bid 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.

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: _____
(Individual Submitting Bid)
Duly Authorized

Name of Business or Entity: _____

Date: _____

RETURN THIS FORM WITH YOUR BID

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is available from the Department of Labor Standards (DLS) at www.mass.gov/dols/pw and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

On a weekly basis, every contractor and subcontractor is required to submit a certified copy of their weekly payroll records to the awarding authority; this includes the payroll forms and the Statement of Compliance form. The certified payroll records must be submitted either by regular mail or by e-mail to the awarding authority. Once collected, the awarding authority is required to preserve those records for three years from the date of completion of the project.

Each such contractor and subcontractor shall furnish weekly **and** within 15 days after completion of its portion of the work, to the awarding authority directly by first-class mail or e-mail, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form, accompanied by their payroll:

STATEMENT OF COMPLIANCE

_____, 20_____

I, _____, _____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____

Title _____



SOMERVILLE LIVING WAGE ORDINANCE CERTIFICATION FORM
CITY OF SOMERVILLE CODE OF ORDINANCES SECTION 2-397 et seq.*

Instructions: This form shall be included in all Invitations for Bids and Requests for Proposals which involve the furnishing of labor, time or effort (with no end product other than reports) by vendors contracting or subcontracting with the City of Somerville, where the contract price meets or exceeds the following dollar threshold: \$10,000. If the undersigned is selected, this form will be attached to the contract or subcontract and the certifications made herein shall be incorporated as part of such contract or subcontract. **Complete this form and sign and date where indicated below on page 2.**

Purpose: The purpose of this form is to ensure that such vendors pay a “Living Wage” (defined below) to all covered employees (i.e., all employees except individuals in a city, state or federally funded youth program). In the case of bids, the City will award the contract to the lowest responsive and responsible bidder paying a Living Wage. In the case of RFP’s, the City will select the most advantageous proposal from a responsive and responsible offeror paying a Living Wage. In neither case, however, shall the City be under any obligation to select a bid or proposal that exceeds the funds available for the contract.

Definition of “Living Wage”: For this contract or subcontract, as of 7/1/2018 “Living Wage” shall be deemed to be an hourly wage of no less than \$12.80 per hour. From time to time, the Living Wage may be upwardly adjusted and amendments, if any, to the contract or subcontract may require the payment of a higher hourly rate if a higher rate is then in effect.

CERTIFICATIONS

1. The undersigned shall pay no less than the Living Wage to all covered employees who directly expend their time on the contract or subcontract with the City of Somerville.
2. The undersigned shall post a notice, (copy enclosed), to be furnished by the contracting City Department, informing covered employees of the protections and obligations provided for in the Somerville Living Wage Ordinance, and that for assistance and information, including copies of the Ordinance, employees should contact the contracting City Department. Such notice shall be posted in each location where services are performed by covered employees, in a conspicuous place where notices to employees are customarily posted.
3. The undersigned shall maintain payrolls for all covered employees and basic records relating hereto and shall preserve them for a period of three years. The records shall contain the name and address of each employee, the number of hours worked, the gross wages, a copy of the social

* Copies of the Ordinance are available upon request to the Purchasing Department.

Form:____
Contract Number:_____

security returns, and evidence of payment thereof and such other data as may be required by the contracting City Department from time to time.

4. The undersigned shall submit payroll records to the City upon request and, if the City receives information of possible noncompliance with the provisions the Somerville Living Wage Ordinance, the undersigned shall permit City representatives to observe work being performed at the work site, to interview employees, and to examine the books and records relating to the payrolls being investigated to determine payment of wages.

5. The undersigned shall not fund wage increases required by the Somerville Living Wage Ordinance by reducing the health insurance benefits of any of its employees.

6. The undersigned agrees that the penalties and relief set forth in the Somerville Living Wage Ordinance shall be in addition to the rights and remedies set forth in the contract and/or subcontract.

CERTIFIED BY:

Signature: _____
(Duly Authorized Representative of Vendor)

Title: _____

Name of Vendor: _____

Date: _____

INSTRUCTIONS: PLEASE POST

**NOTICE TO ALL EMPLOYEES
REGARDING PAYMENT OF LIVING WAGE**

Under the Somerville, Massachusetts' Living Wage Ordinance (Ordinance No. 1999-1), any person or entity who has entered into a contract with the City of Somerville is required to pay its employees who are involved in providing services to the City of Somerville no less than a "Living Wage".

The Living Wage as of 7/1/2018 is **\$12.80** per hour. The only employees who are not covered by the Living Wage Ordinance are individuals in a Youth Program. "Youth Program" as defined in the Ordinance, "means any city, state or federally funded program which employs youth, as defined by city, state or federal guidelines, during the summer, or as part of a school to work program, or in any other related seasonal or part-time program."

For assistance and information regarding the protections and obligations provided for in the Living Wage Ordinance and/or a copy of the Living Wage Ordinance, all employees should contact the City of Somerville's Purchasing Department directly.

INSURANCE SPECIFICATIONS

INSURANCE REQUIREMENTS FOR AWARDED VENDOR ONLY:

Prior to commencing performance of any work or supplying materials or equipment covered by these specifications, the contractor shall furnish to the Office of the Purchasing Director a Certificate of Insurance evidencing the following:

A. GENERAL LIABILITY - Comprehensive Form

Bodily Injury Liability.....\$ One Million

Property Damage Liability.....\$ One Million

B. COVERAGE FOR PAYMENT OF WORKER'S COMPENSATION BENEFIT PURSUANT TO CHAPTER 152 OF THE MASSACHUSETTS GENERAL LAWS IN THE AMOUNT AS LISTED BELOW:

WORKER'S COMPENSATION.....\$ Statutory

EMPLOYERS' LIABILITY.....\$ Statutory

C. AUTOMOBILE LIABILITY INSURANCE AS LISTED BELOW:

BODILY INJURY LIABILITY.....\$ STATUTORY

1. A contract will not be executed unless a certificate (s) of insurance evidencing above-described coverage is attached.
2. Failure to have the above-described coverage in effect during the entire period of the contract shall be deemed to be a breach of the contract.
3. All applicable insurance policies shall read:
"CITY OF SOMERVILLE" as a certificate holder and as an additional insured for general liability only along with a description of operation in the space provided on the certificate.

**Certificate Should Be Made Out To:
City Of Somerville
Purchasing Department
93 Highland Avenue
Somerville, Ma. 02143**

Note: If your insurance expires during the life of this contract, you shall be responsible to submit a new certificate(s) covering the period of the contract. No payment will be made on a contract with an expired insurance certificate.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must be endorsed. If **SUBROGATION IS WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME:	
	PHONE (A/C, No. Ext):	FAX (A/C, No):
INSURED	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	
	INSURER A :	NAIC #
	INSURER B :	
	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	GENERAL LIABILITY <input type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y/N If yes, describe under DESCRIPTION OF OPERATIONS below		N/A				WC STATUTORY LIMITS <input type="checkbox"/> OTH-ER <input type="checkbox"/> E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

ADD "X" HERETO CERTIFY THAT THE CITY OF SOMERVILLE IS AN ADDITIONAL INSURED

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

DESCRIPTION OF PROJECT, SOLICITATION NUMBER AND THAT THE CITY OF SOMERVILLE IS A CERTIFICATE HOLDER AND ADDITIONAL INSURED

CERTIFICATE HOLDER

CERTIFICATES SHOULD BE MADE OUT TO:

CITY OF SOMERVILLE
c/o PURCHASING DEPARTMENT
93 HIGHLAND AVE
SOMERVILLE, MA 02143

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



**Certificate of Authority
(Limited Liability Companies Only)**

Instructions: Complete this form and sign and date where indicated below.

1. I, the undersigned, being a member or manager of

(Complete Name of Limited Liability Company)

a limited liability company (LLC) hereby certify as to the contents of this form for the purpose of contracting with the City of Somerville.

2. The LLC is organized under the laws of the state of: _____.

3. The LLC is managed by (**check one**) a Manager or by its Members.

4. I hereby certify that each of the following individual(s) is:

- a member/manager of the LLC;
- duly authorized to execute and deliver this contract, agreement, and/or other legally binding documents relating to any contract and/or agreement on behalf of the LLC;
- duly authorized to do and perform all acts and things necessary or appropriate to carry out the terms of this contract or agreement on behalf of the LLC; and
- that no resolution, vote, or other document or action is necessary to establish such authority.

<u>Name</u>	<u>Title</u>

5. **Signature:**_____

Printed Name: _____

Printed Title:_____

Date: _____



**Certificate of Authority
(Corporations Only)**

Instructions: Complete this form and sign and date where indicated below.

1. I hereby certify that I, the undersigned, am the duly elected Clerk/Secretary of

(Insert Full Name of Corporation)

2. I hereby certify that the following individual _____
(Insert the Name of Officer who Signed the Contract and Bonds)

is the duly elected _____ of said Corporation.
(Insert the Title of the Officer in Line 2)

3. I hereby certify that on _____
(Insert Date: Must be on or before Date Officer Signed Contract/Bonds)

at a duly authorized meeting of the Board of Directors of said corporation, at which a quorum was present, it was voted that

(Insert Name of Officer from Line 2) (Insert Title of Officer from Line 2)

of this corporation be and hereby is authorized to make, enter into, execute, and deliver contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below.

4. **ATTEST:**

Signature: _____
(Clerk or Secretary)

AFFIX CORPORATE SEAL HERE

Printed Name: _____

Printed Title: _____

Date: _____

(Date Must Be on or after Date Officer Signed Contract/Bonds)

CITY OF SOMERVILLE STANDARD CONTRACT GENERAL CONDITIONS

By signing this quotation, the bidder acknowledges and agrees to the following terms and conditions:

1. Definitions

"City" shall mean the City of Somerville, Massachusetts.

"Contract" and "Contract Documents" shall include the following documents, as applicable: City's Standard Contract Form; these Standard Contract General Conditions; Supplemental Conditions (if applicable); City's Invitation for Bids, Request for Proposals, Request for Quotation, or other solicitation; the Vendor's response to the City's solicitation document including certifications but excluding any language stricken by City as unacceptable. Appendices are made an integral part of this Contract. The Contract documents are to be read collectively and complementary to one another; any requirement under one shall be as binding as if required by all. In the event of any conflict or inconsistency between the City's Standard Contract General Conditions and the Supplemental Conditions, the Supplemental Conditions shall prevail. In the event of any conflict or inconsistency between the provisions of the City's Standard Contract Form or these Standard Contract General Conditions and any other Contract Documents or appendices, the provisions of the City's Standard Contract Form and/or these Standard Contract General Conditions shall prevail. In the event of any conflict or inconsistency between the Contract Documents and any applicable state law, the applicable state law shall prevail.

"Certify" or "Certifies" shall mean that the Vendor certifies under pains and penalties of perjury to the statement referenced.

"Vendor" shall mean the individual, corporation, partnership, or other entity which is a party to this Contract.

2. Performance; Time

The Vendor shall perform in accordance with all provisions of this Contract in a manner satisfactory to the City. The Vendor's performance shall be timely and meet or exceed industry standards for the performance required. It is understood and agreed that all specified times or periods of performance are of the essence of this Contract.

3. Acceptance of Goods or Services

Performance under this Contract shall include services rendered, obligations due, costs incurred, goods and deliverables provided and accepted by the City. The City shall have a reasonable opportunity to inspect all goods and deliverables, services performed by, and work product of the Vendor, and accept or reject same.

4. Compensation

The City shall pay in full and complete compensation for goods received and accepted and services performed and accepted under this Contract in an amount not to exceed the amount stated on the face of this Contract paid in accordance with the rate indicated or in accordance with a prescribed payment schedule.

The Vendor shall periodically submit invoices to the City, for which compensation is due under this Contract and requesting payment for goods received or services rendered by the Vendor during the period covered by the invoice. The invoice must agree to the rates/payment schedule as indicated in this contract. The invoice shall include the following information: vendor name, vendor remit address, invoice date, invoice number, itemized listing of goods, services, labor, and expenses and indicating the total amount due. The City shall review the invoice and determine the value of goods or services accepted by the City in accordance with the Contract Documents. Payments due to the Vendor will be made within sixty (60) days from receipt and approval of an invoice. Final invoices from the Vendor are due no later than ninety (90) days from the Completion Date. Any invoice received past the ninety (90) day date will not be paid. If this Contract is extended, invoices related to the extension period are due no later than ninety (90) days from the Extended Completion Date.

The Vendor shall furnish such information relating to the goods or services or to documentation of labor or expenses as may be requested by the City. Acceptance by the Vendor of any payment or partial payment, without any written objection by the Vendor, shall in each instance operate as a release and discharge of the City from all claims, liabilities, or other obligations relating to the performance of this Contract.

In case of an error in extension prices quoted herein, the unit price will govern (Applicable To Goods Only).

5. Release of City on Final Payment

Acceptance by the Vendor of payment from the City for final delivery of goods or rendering of services under this Contract shall be deemed to release forever the City from all claims and liabilities, except those which the Vendor notifies the City in writing within three (3) months after such payment.

6. Risk of Loss

The Vendor shall bear the risk of loss, for any cause, for any Vendor materials used for this Contract and for all goods, deliverables, and work in process, until possession, ownership, and full legal title to the goods and deliverables are transferred to and accepted by the City.

The Vendor shall pay and be exclusively responsible for all debts for labor and material contracted for by the Vendor for the rental of any appliance or equipment hired by Vendor and/or for any expense incurred on account of services to be performed or goods delivered under this Contract.

The City shall not be liable for any personal injury or death of the Vendor, its officers, employees, or agents.

7. Indemnification

The Vendor shall indemnify, defend (with counsel acceptable to City, which acceptance shall not be unreasonably withheld), and hold harmless the City of Somerville, its officers, employees, agents and representatives from and against any and all claims, suits, liabilities, losses, damages,

costs or expenses (including judgments, costs, interest, attorney's fees and expert's fees) arising from or in connection with any act or omission relating in any way to the performance of this Contract by the Vendor, its agents, officers, employees, or subcontractors.

The extent of this indemnification shall not be limited by any obligation or any term or condition of any insurance policy. The obligations set forth in this paragraph shall survive the expiration or termination of this Agreement.

8. Default; Termination; Remedies

A. Events of Default

The following shall constitute events of default under this Contract: (1) The Vendor has made any material misrepresentation to the City; or (2) a judgment or decree is entered against the Vendor approving a petition for an arrangement, liquidation, dissolution or similar relief relating to bankruptcy or insolvency; or (3) the Vendor files a voluntary petition in bankruptcy or any petition or answer seeking any arrangement, liquidation or dissolution relating to bankruptcy, insolvency or other relief for debtors; or (4) the Vendor seeks or consents or acquiesces in the appointment of any trustee or receiver, or is the subject of any other proceeding under which a court assumes custody or control over the Vendor or of any of the Vendor's property; or (5) the Vendor becomes the defendant in a levy of an attachment or execution, or a debtor in an assignment for the benefit of creditors; or (6) the Vendor is involved in a winding up or dissolution of its corporate structure; or (7) any failure by the Vendor to perform any of its obligations under this Contract, including, but not limited to, the following: (i) failure to commence performance of this Contract at the time specified in this Contract due to a reason or circumstance within the Vendor's reasonable control, (ii) failure to perform this Contract with sufficient personnel and equipment or with sufficient material to ensure the completion of this Contract within the specified time due to a reason or circumstance within the Vendor's reasonable control, (iii) failure to perform this Contract in a manner reasonably satisfactory to the City, (iv) failure to promptly re-perform within reasonable time the Services or Supplies that were properly rejected by the City as erroneous or unsatisfactory, (v) discontinuance of the Services or Supplies for reasons not beyond the Vendor's reasonable control, (vi) failure to comply with a material term of this Contract, including, but not limited to, the provision of insurance and nondiscrimination; or (8) any other acts specifically and expressly stated in this Contract as constituting a basis for termination of this Contract.

B. Termination Upon Default.

In the event of a default by the Vendor, the City, acting through its Chief Procurement Officer, may, at its option, terminate this Contract immediately by written notice of termination specifying the termination date.

Notwithstanding the above, in the event of a default by the Vendor, the City, acting through its Chief Procurement Officer, may give notice in writing of a default, which notice shall set forth the nature of the default and shall set a date, by which the Vendor shall cure the default, subject to approval of the City.

If the Vendor fails to cure the default, the City, in the alternative, may make any reasonable purchase or contract to acquire goods or services in substitution for those due from Vendor. The City may deduct the cost of any substitute contract or nonperformance together with incidental and consequential damages from the Contract price and shall withhold such damages from sums due or to become due to the Vendor. If the damages sustained by the City exceeds sums due or to become due, the Vendor shall pay the difference to the City upon demand.

Upon immediate notification to the other party, neither the City nor the Vendor shall be deemed to be in default for failure or delay in performance due to Acts of God or other causes factually beyond their control and without their fault or negligence. Subcontractor failure to perform or price increases due to market fluctuations or product availability will not be deemed factually beyond the Contractor's control. The City retains all rights and remedies at law or in equity.

If the Vendor fails to cure the default within the time as may be required by the notice, the City, acting through its Chief Procurement Officer, may, at its option terminate the Contract.

The parties agree that if City erroneously or unjustifiably terminates this Contract for cause, such termination shall be deemed a termination for convenience, which shall be effective thirty (30) days after such notice of termination for cause is provided.

C. Termination For Convenience.

Notwithstanding any language to the contrary within this Contract, the City, acting through its Chief Procurement Officer, may terminate this Contract, without cause at any time, effective upon the termination date stated in the notice of termination. In the event of termination for convenience, the Vendor shall be entitled to be paid for goods delivered and accepted and services rendered and accepted prior to notice of termination at the prices stated in the Contract, subject to offset of sums due the Vendor against sums owed by the Vendor to the City. Any goods or services delivered after notification of termination but prior to the effective termination date must be approved in writing in advance by the City in order to be eligible for payment. In no event shall the Vendor be entitled to be paid for any goods or services delivered after the effective date of termination. The Vendor shall be entitled to no other compensation of any type. In no case shall a Vendor be entitled to lost profits.

D. Obligations Upon Termination.

Upon termination of this Contract with or without cause, the Vendor shall immediately, unless otherwise directed by the City: 1. cease performance upon the stated termination date; 2. surrender to the City the Vendor's work product, which is deliverable under the Contract, whatever its state of completion; and 3. return all tools, equipment, finished or unfinished documents, data, studies, reports, correspondence, drawings, plans, models, or any other items whatsoever prepared by the Vendor pursuant to this Contract, which shall become property of the City, or belonging to or supplied by the City.

E. Rights and Remedies.

The City shall have the right to: a) disallow all or any part of the Vendor's invoices not in material compliance with this Contract; b) temporarily withhold payment pending correction by the Vendor of any deficiency; c) sue for specific performance or money damages or both, including reasonable attorneys' fees and costs incurred in enforcing any Vendor obligations hereunder; d) pursue remedies under any bond provided; and e) pursue such other local, state and federal actions and remedies as may be available to the City.

Any termination shall not effect or terminate any of the rights or remedies of the City as against the Vendor then existing, or which may accrue because of any default. No remedy referred to in this subsection is intended to be exclusive, but shall be cumulative, and in addition to any other remedy referred to above or otherwise available to the City or Vendor at law or in equity. The Vendor shall not gain nor assert any right, title or interest in any product produced by the Vendor under this Contract.

9. Insurance

The Vendor shall comply with all insurance requirements set out in the Contract Documents. The Vendor shall deliver to the City new certificates of insurance at least ten (10) calendar days prior to expiration of the prior insurance and shall furnish the City with the name, business address and telephone number of the insurance agent. Vendor certifies compliance with applicable state and federal employment laws or regulations including but not limited to G.L. c. 152 (Workers' Compensation), as applicable, and Vendor shall provide City with acceptable evidence of compliance with the insurance requirements of this chapter.

10. Governing Law; Forum

This Contract shall be governed by the laws of the Commonwealth of Massachusetts. Any action arising out of this Contract shall be brought and maintained in a state or federal court in Massachusetts which shall have exclusive jurisdiction thereof.

11. Complete Agreement

This Contract supersedes all prior agreements and understandings between the parties and may not be changed unless mutually agreed upon in writing by both parties.

12. Amendment

No amendment to this Contract shall be effective unless it is signed by the authorized representatives of all parties and complies with all requirements of the law. All alterations or additions, material or otherwise, to the terms and conditions of this Contract must be in writing and signed by the City, as set forth in the below section, and the Vendor.

13. Conditions of Enforceability Against the City

This Contract is only binding upon, and enforceable against, the City if: (1) the Contract is signed by the Mayor; (2) endorsed with approval by the City Auditor as to appropriation or availability of funds; (3) endorsed with approval by the City Solicitor as to form; and (4) funding is appropriated for this Contract or otherwise made available to the City.

This Contract and payments hereunder are subject to the availability of an appropriation therefor. Any oral or written representations, commitments, or assurances made by any City representatives are not binding. Vendors should verify funding and contract execution prior to beginning performance.

When the amount of the City Auditor's certification of available funds is less than the face amount of the Contract, the City shall not be liable for any claims or requests for payment by Vendor which would cause total claims or payments under this Contract to exceed the amount so certified.

The City's Standard Contract Form and Standard Contract General Conditions shall supersede any conflicting verbal or written agreements or forms relating to the performance of this Contract, including contract forms, purchase orders, or invoices of the Vendor.

The City shall have no legal obligation to compensate a Vendor for performance that is outside the scope of this Contract. The City shall make no payment prior to the execution of a Contract.

14. Taxes

Purchases incurred by the City are exempt from Federal Excise Taxes and Massachusetts Sales Tax, and prices must exclude any such taxes. Tax Exemption Certificates will be furnished upon request. The City of Somerville's Massachusetts Tax Exempt Number is: **MO46 001 414**.

15. Independent Contractor

The Vendor is an independent contractor and is not an employee, agent or representative of the City. The City shall not be obligated under any contract, subcontract, or commitment made by the Vendor.

16. Assignment; Sub-Contract

The Vendor shall not assign, delegate, subcontract, or transfer this Contract or any interest herein, without the prior written consent of the City.

17. Discrimination

The Vendor agrees to comply with all applicable laws prohibiting discrimination in employment. The Vendor agrees that it shall be a material breach of this Contract for the Vendor to engage in any practice which shall violate any provision of G.L. c. 151B, relative to discrimination in hiring, discharge, compensation or terms, conditions or privileges of employment because of race, color, religious creed, national origin, sex, sexual orientation, age, or ancestry.

18. Waiver

All duties and obligations contained in this Contract can only be waived by written agreement. Forbearance or indulgence in any form or manner by a party shall not be construed as a waiver, nor in any way limit the legal or equitable remedies available to said party.

19. Severability

In the event that any provision of this Contract shall be held to be illegal, unenforceable or void, such provision shall be severed from this Contract and the entire Contract shall not fail on account thereof, but otherwise remain in full force and effect and shall be enforced to the fullest extent permitted by law.

20. Notice

The parties shall give notice in writing by one of the following methods: (i) hand-delivery; (ii) facsimile; (iii) certified mail, return receipt requested; or (iv) or overnight delivery service, to the Vendor at the contact information specified on the face of this Contract; to the City addressed to: Purchasing Director, Somerville City Hall, 93 Highland Avenue, Somerville, MA 02143, Fax # 617-625-1344 with a copy to: City Solicitor, City Hall, 93 Highland Avenue, Somerville, MA 02143. Notice shall be effective on the earlier of (i) the day of actual receipt, or (ii) one day after tender of delivery.

21. Captions

The captions of the sections in this Contract are for convenience and reference only and in no way define, limit or affect the scope or substance of any section of this Contract.

22. Non-Collusion

This Contract was made without collusion or fraud with any other person and was in all respects bona fide and fair. As used in this paragraph, the word, "person," shall mean any natural person, joint venture, partnership, corporation, or other business or legal entity. The Vendor 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.

23. Tax and Contributions Compliance

The Vendor certifies, under pains and penalties of perjury, in accordance with MGL c. 62C, s. 49A, that the Vendor is in full compliance with all laws of the Commonwealth of Massachusetts relating to taxes, is in good standing with respect to all returns due and taxes payable to the Commonwealth, reporting of employees and contractors, and withholding and remitting of child support and to contributions and payments in lieu of taxes. In the event that the City is notified by the IRS that the TIN provided by the vendor and the vendor name as recognized by the IRS do not match their records, the vendor is responsible for all penalties.

24. Municipal Taxes, Charges and Liens

The Vendor certifies that it has paid all accounts receivable owed to the City of Somerville, including but not limited to real estate, personal property or excise tax, parking fines, water/sewer charges, license/permit fees, fines and/or any other municipal lien charges due to the City of Somerville. Pursuant to MGL c. 60, s. 93, the Vendor agrees that the Collector/Treasurer of the City may withhold from amounts owing and payable to the Vendor under this Contract any sums owed to any department or agency of the City which remain wholly or partially unpaid. This shall include but not be limited to unpaid taxes and assessments, police details, and any other fees and charges until such sums owed have been fully paid, and the Collector/Treasurer may apply any amount owing and payable to the Vendor to satisfy any monies owed to the City.

25. Compliance with Applicable Laws

The Vendor shall comply with all applicable federal and state laws, and city ordinances and regulations, which in any manner affect performance of this Contract. The Vendor shall defend, indemnify, and hold harmless the City, its officers, agents and employees against any claim or liability arising from or based on the violations of such ordinances, regulations or laws, caused by the negligent actions of the Vendor, its agents, employees or subcontractors.

26. Conflict of Interest

The Vendor certifies that no official or employee of the City has a financial interest in this Contract or in the expected profits to arise therefrom, unless there has been compliance with the provisions of G. L. c. 43, § 27 (Interest in Public Contracts by Public Employees), and G. L. c. 268A (Conflict of Interest). The Vendor certifies that it has reviewed the Massachusetts Conflict of Interest Law, MGL c. 268A and at any time during the term of this Contract, the Vendor is required to affirmatively disclose in writing to the City the details of any potential conflicts of interest of which the Vendor has knowledge or learns of during the Contract term.

27. Licenses and Permits

The Vendor certifies that it is qualified to perform the Contract and shall obtain and possess at its sole expense, all necessary licenses, permits, or other authorizations required by the City, the Commonwealth of Massachusetts or any other governmental agency, for any activity under this Contract. The Vendor shall submit copies of such licenses and/or permits to the City upon request. If a business, the Vendor certifies that it is a duly organized and validly existing entity, licensed to do business in Massachusetts, in good standing in the Commonwealth of Massachusetts, with full power and authority to consummate the Contract, and listed under the Commonwealth of Massachusetts Secretary of State's website as required by law.

28. Recordkeeping, Audit, and Inspection of Records All records, work papers, reports, questionnaires, work product, regardless of its medium, prepared or collected by the Vendor in the course of completing the work to be performed under this Contract shall at all times be the exclusive property of the City. In the event of termination or upon expiration of the Contract, the Contractor shall promptly deliver to the City all documents, work papers, calculations, data, drawings, plans, and other tangible work product or materials pertaining to the services performed under this Contract, in both a physical format and electronic format. The electronic format shall be either Comma Separated Values (CSV) files along with the mapping information for each field, or Microsoft SQL (2005/2008) database with all associated Database Schemas, or such other electronic format(s) acceptable to the city. At no additional cost to the City, the Contractor shall store and preserve such records while in their possession in accordance with the requirements of the Massachusetts Public Records Law, the Commonwealth of Massachusetts record retention schedule and City of Somerville record retention schedule. The City shall have the right to at reasonable times and upon reasonable notice to examine and copy, at its reasonable expense, the books, records, and other compilations of data of the Vendor which relates to the provision of services under this Contract. Such access shall include on-site audits, review, and copying of said records.

29. Debarment or Suspension

The Vendor certifies that it has not been and currently is not debarred or suspended by any federal, state, or municipal governmental agency under G. L. c. 29, § 29F or other applicable law, nor will it contract with a debarred or suspended subcontractor on any public contract.

30. Warranties (Applicable to Goods Only)

The Vendor warrants that (1) the goods sold are merchantable, (2) that they are fit for the purpose for which they are being purchased, (3) that they are absent any latent defects and (4) that they are in conformity with any sample which may have been presented to the City. The Vendor guarantees that upon inspection, any defective or inferior goods shall be replaced without additional cost to the City. The Vendor will assume any additional cost accrued by the City due to the defective or inferior goods. The Vendor guarantees all goods for a period of no less than one (1) year, unless a greater period of time is specified in the Contract Documents.

X _____
DATE

X _____
Signature of Vendor's Authorized Agent



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

KARYN E. POLITO
Lt. Governor

WILLIAM D MCKINNEY
Director

Awarding Authority: City of Somerville

Contract Number: _____ **City/Town:** SOMERVILLE

Description of Work: Labor and material required for refinishing of the gymnasium floors at the municipal school buildings which includes sanding, screening floors, vacuum and tack removing, paint application.

Job Location: Somerville MA 02145

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.75	\$7.70	\$15.20	\$0.00	\$61.65
	12/01/2018	\$39.70	\$7.70	\$15.20	\$0.00	\$62.60
	06/01/2019	\$40.70	\$7.70	\$15.20	\$0.00	\$63.60
	12/01/2019	\$41.70	\$7.70	\$15.20	\$0.00	\$64.60
	06/01/2020	\$42.69	\$7.70	\$15.20	\$0.00	\$65.59
	12/01/2020	\$43.67	\$7.70	\$15.20	\$0.00	\$66.57
	06/01/2021	\$44.69	\$7.70	\$15.20	\$0.00	\$67.59
	12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
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>	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.75	\$7.70	\$15.20	\$0.00	\$61.65
	12/01/2018	\$39.70	\$7.70	\$15.20	\$0.00	\$62.60
	06/01/2019	\$40.70	\$7.70	\$15.20	\$0.00	\$63.60
	12/01/2019	\$41.70	\$7.70	\$15.20	\$0.00	\$64.60
	06/01/2020	\$42.69	\$7.70	\$15.20	\$0.00	\$65.59
	12/01/2020	\$43.67	\$7.70	\$15.20	\$0.00	\$66.57
	06/01/2021	\$44.69	\$7.70	\$15.20	\$0.00	\$67.59
	12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	03/01/2018	\$43.57	\$7.07	\$17.46	\$0.00	\$68.10
	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$28.32	\$7.07	\$11.37	\$0.00	\$46.76
2	65	\$28.32	\$7.07	\$11.37	\$0.00	\$46.76
3	70	\$30.50	\$7.07	\$12.23	\$0.00	\$49.80
4	75	\$32.68	\$7.07	\$13.11	\$0.00	\$52.86
5	80	\$34.86	\$7.07	\$13.97	\$0.00	\$55.90
6	85	\$37.03	\$7.07	\$14.86	\$0.00	\$58.96
7	90	\$39.21	\$7.07	\$15.72	\$0.00	\$62.00
8	95	\$41.39	\$7.07	\$16.61	\$0.00	\$65.07

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
2	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
3	70	\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75	\$33.53	\$7.07	\$13.30	\$0.00	\$53.90
5	80	\$35.77	\$7.07	\$14.18	\$0.00	\$57.02
6	85	\$38.00	\$7.07	\$15.07	\$0.00	\$60.14
7	90	\$40.24	\$7.07	\$15.95	\$0.00	\$63.26
8	95	\$42.47	\$7.07	\$16.84	\$0.00	\$66.38

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2018	\$52.91	\$10.75	\$20.66	\$0.00	\$84.32
BRICKLAYERS LOCAL 3 (BOSTON)	02/01/2019	\$53.55	\$10.75	\$20.66	\$0.00	\$84.96
	08/01/2019	\$54.90	\$10.75	\$20.80	\$0.00	\$86.45
	02/01/2020	\$55.54	\$10.75	\$20.80	\$0.00	\$87.09
	08/01/2020	\$56.89	\$10.75	\$20.95	\$0.00	\$88.59
	02/01/2021	\$57.53	\$10.75	\$20.95	\$0.00	\$89.23
	08/01/2021	\$58.93	\$10.75	\$21.11	\$0.00	\$90.79
	02/01/2022	\$59.52	\$10.75	\$21.11	\$0.00	\$91.38

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.46	\$10.75	\$20.66	\$0.00	\$57.87
2	60	\$31.75	\$10.75	\$20.66	\$0.00	\$63.16
3	70	\$37.04	\$10.75	\$20.66	\$0.00	\$68.45
4	80	\$42.33	\$10.75	\$20.66	\$0.00	\$73.74
5	90	\$47.62	\$10.75	\$20.66	\$0.00	\$79.03

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.78	\$10.75	\$20.66	\$0.00	\$58.19
2	60	\$32.13	\$10.75	\$20.66	\$0.00	\$63.54
3	70	\$37.49	\$10.75	\$20.66	\$0.00	\$68.90
4	80	\$42.84	\$10.75	\$20.66	\$0.00	\$74.25
5	90	\$48.20	\$10.75	\$20.66	\$0.00	\$79.61

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	06/01/2018	\$39.10	\$7.70	\$15.40	\$0.00	\$62.20
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2018	\$40.05	\$7.70	\$15.40	\$0.00	\$63.15
	06/01/2019	\$41.05	\$7.70	\$15.40	\$0.00	\$64.15
	12/01/2019	\$42.05	\$7.70	\$15.40	\$0.00	\$65.15
	06/01/2020	\$43.04	\$7.70	\$15.40	\$0.00	\$66.14
	12/01/2020	\$44.02	\$7.70	\$15.40	\$0.00	\$67.12
	06/01/2021	\$45.04	\$7.70	\$15.40	\$0.00	\$68.14
	12/01/2021	\$46.05	\$7.70	\$15.40	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 1 (Metro Boston)</i>	09/01/2018	\$48.69	\$9.90	\$17.50	\$0.00	\$76.09
	03/01/2019	\$49.84	\$9.90	\$17.50	\$0.00	\$77.24

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 1 Metro Boston

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.35	\$9.90	\$1.73	\$0.00	\$35.98
2	60	\$29.21	\$9.90	\$1.73	\$0.00	\$40.84
3	70	\$34.08	\$9.90	\$12.31	\$0.00	\$56.29
4	75	\$36.52	\$9.90	\$12.31	\$0.00	\$58.73
5	80	\$38.95	\$9.90	\$14.04	\$0.00	\$62.89
6	80	\$38.95	\$9.90	\$14.04	\$0.00	\$62.89
7	90	\$43.82	\$9.90	\$15.77	\$0.00	\$69.49
8	90	\$43.82	\$9.90	\$15.77	\$0.00	\$69.49

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.92	\$9.90	\$1.73	\$0.00	\$36.55
2	60	\$29.90	\$9.90	\$1.73	\$0.00	\$41.53
3	70	\$34.89	\$9.90	\$12.31	\$0.00	\$57.10
4	75	\$37.38	\$9.90	\$12.31	\$0.00	\$59.59
5	80	\$39.87	\$9.90	\$14.04	\$0.00	\$63.81
6	80	\$39.87	\$9.90	\$14.04	\$0.00	\$63.81
7	90	\$44.86	\$9.90	\$15.77	\$0.00	\$70.53
8	90	\$44.86	\$9.90	\$15.77	\$0.00	\$70.53

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$33.54/ 3&4 \$40.08/ 5&6 \$58.02/ 7&8 \$64.62

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2018	\$31.54	\$7.07	\$7.86	\$0.00	\$46.47
CARPENTERS -ZONE 1 (Wood Frame)	10/01/2018	\$32.01	\$7.07	\$7.86	\$0.00	\$46.94
	04/01/2019	\$32.49	\$7.07	\$7.86	\$0.00	\$47.42
	10/01/2019	\$32.97	\$7.07	\$7.86	\$0.00	\$47.90

All Aspects of New Wood Frame Work - As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

Apprentice - CARPENTER (Wood Frame) - Zone 1

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.92	\$7.07	\$0.00	\$0.00	\$25.99
2	60	\$18.92	\$7.07	\$0.00	\$0.00	\$25.99
3	65	\$20.50	\$7.07	\$7.86	\$0.00	\$35.43
4	70	\$22.08	\$7.07	\$7.86	\$0.00	\$37.01
5	75	\$23.66	\$7.07	\$7.86	\$0.00	\$38.59
6	80	\$25.23	\$7.07	\$7.86	\$0.00	\$40.16
7	85	\$26.81	\$7.07	\$7.86	\$0.00	\$41.74
8	90	\$28.39	\$7.07	\$7.86	\$0.00	\$43.32

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.21	\$7.07	\$0.00	\$0.00	\$26.28
2	60	\$19.21	\$7.07	\$0.00	\$0.00	\$26.28
3	65	\$20.81	\$7.07	\$7.86	\$0.00	\$35.74
4	70	\$22.41	\$7.07	\$7.86	\$0.00	\$37.34
5	75	\$24.01	\$7.07	\$7.86	\$0.00	\$38.94
6	80	\$25.61	\$7.07	\$7.86	\$0.00	\$40.54
7	85	\$27.21	\$7.07	\$7.86	\$0.00	\$42.14
8	90	\$28.81	\$7.07	\$7.86	\$0.00	\$43.74

Notes:
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$21.26/ 3&4 \$29.17/ 5&6 \$37.01/ 7&8 \$40.16

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	07/01/2018	\$46.20	\$12.42	\$22.41	\$0.30	\$81.33
BRICKLAYERS LOCAL 3 (BOSTON)	01/01/2019	\$47.58	\$12.42	\$22.41	\$0.30	\$82.71
	07/01/2019	\$48.32	\$12.42	\$22.41	\$0.30	\$83.45
	01/01/2020	\$49.72	\$12.42	\$22.41	\$0.30	\$84.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.10	\$12.42	\$15.41	\$0.00	\$50.93
2	60	\$27.72	\$12.42	\$17.41	\$0.30	\$57.85
3	65	\$30.03	\$12.42	\$18.41	\$0.30	\$61.16
4	70	\$32.34	\$12.42	\$19.41	\$0.30	\$64.47
5	75	\$34.65	\$12.42	\$20.41	\$0.30	\$67.78
6	80	\$36.96	\$12.42	\$21.41	\$0.30	\$71.09
7	90	\$41.58	\$12.42	\$22.41	\$0.30	\$76.71

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.79	\$12.42	\$15.41	\$0.00	\$51.62
2	60	\$28.55	\$12.42	\$17.41	\$0.30	\$58.68
3	65	\$30.93	\$12.42	\$18.41	\$0.30	\$62.06
4	70	\$33.31	\$12.42	\$19.41	\$0.30	\$65.44
5	75	\$35.69	\$12.42	\$20.41	\$0.30	\$68.82
6	80	\$38.06	\$12.42	\$21.41	\$0.30	\$72.19
7	90	\$42.82	\$12.42	\$22.41	\$0.30	\$77.95

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2018	\$69.67	\$11.00	\$15.50	\$0.00	\$96.17
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$71.30	\$11.00	\$15.50	\$0.00	\$97.80
	06/01/2019	\$72.87	\$11.00	\$15.50	\$0.00	\$99.37
	12/01/2019	\$74.50	\$11.00	\$15.50	\$0.00	\$101.00
	06/01/2020	\$76.06	\$11.00	\$15.50	\$0.00	\$102.56
	12/01/2020	\$77.69	\$11.00	\$15.50	\$0.00	\$104.19
	06/01/2021	\$79.25	\$11.00	\$15.50	\$0.00	\$105.75
	12/01/2021	\$80.88	\$11.00	\$15.50	\$0.00	\$107.38

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
	06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
	12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
	06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
	12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i>	09/01/2018	\$50.62	\$13.00	\$18.37	\$0.00	\$81.99
	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2018	\$50.62	\$13.00	\$18.37	\$0.00	\$81.99
	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.25	\$13.00	\$0.61	\$0.00	\$33.86
2	40	\$20.25	\$13.00	\$0.61	\$0.00	\$33.86
3	45	\$22.78	\$13.00	\$13.97	\$0.00	\$49.75
4	45	\$22.78	\$13.00	\$13.97	\$0.00	\$49.75
5	50	\$25.31	\$13.00	\$14.38	\$0.00	\$52.69
6	55	\$27.84	\$13.00	\$14.78	\$0.00	\$55.62
7	60	\$30.37	\$13.00	\$15.17	\$0.00	\$58.54
8	65	\$32.90	\$13.00	\$15.58	\$0.00	\$61.48
9	70	\$35.43	\$13.00	\$15.97	\$0.00	\$64.40
10	75	\$37.97	\$13.00	\$16.37	\$0.00	\$67.34

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05
2	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05
3	45	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
4	45	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
5	50	\$25.55	\$13.00	\$14.76	\$0.00	\$53.31
6	55	\$28.11	\$13.00	\$15.17	\$0.00	\$56.28
7	60	\$30.66	\$13.00	\$15.58	\$0.00	\$59.24
8	65	\$33.22	\$13.00	\$16.00	\$0.00	\$62.22
9	70	\$35.77	\$13.00	\$16.40	\$0.00	\$65.17
10	75	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

Notes :

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2018	\$57.62	\$15.43	\$16.61	\$0.00	\$89.66
	01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	\$92.56
	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.81	\$15.43	\$0.00	\$0.00	\$44.24
2	55	\$31.69	\$15.43	\$16.61	\$0.00	\$63.73
3	65	\$37.45	\$15.43	\$16.61	\$0.00	\$69.49
4	70	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
5	80	\$46.10	\$15.43	\$16.61	\$0.00	\$78.14

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.74	\$15.58	\$0.00	\$0.00	\$45.32
2	55	\$32.71	\$15.58	\$17.51	\$0.00	\$65.80
3	65	\$38.66	\$15.58	\$17.51	\$0.00	\$71.75
4	70	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
5	80	\$47.58	\$15.58	\$17.51	\$0.00	\$80.67

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>	01/01/2018	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
	01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2018	\$42.84	\$10.50	\$15.50	\$0.00	\$68.84
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2018	\$44.31	\$10.50	\$15.50	\$0.00	\$70.31
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2018	\$22.51	\$10.50	\$15.50	\$0.00	\$48.51
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2018	\$50.62	\$13.00	\$18.37	\$0.00	\$81.99
	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	09/01/2018	\$37.97	\$13.00	\$16.35	\$0.00	\$67.32
<i>LOCAL 103</i>	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$38.83	\$11.00	\$15.50	\$0.00	\$65.33
	12/01/2018	\$39.78	\$11.00	\$15.50	\$0.00	\$66.28
	06/01/2019	\$40.69	\$11.00	\$15.50	\$0.00	\$67.19
	12/01/2019	\$41.64	\$11.00	\$15.50	\$0.00	\$68.14
	06/01/2020	\$42.55	\$11.00	\$15.50	\$0.00	\$69.05
	12/01/2020	\$43.50	\$11.00	\$15.50	\$0.00	\$70.00
	06/01/2021	\$44.41	\$11.00	\$15.50	\$0.00	\$70.91
	12/01/2021	\$45.36	\$11.00	\$15.50	\$0.00	\$71.86
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>	06/01/2018	\$21.50	\$7.70	\$15.20	\$0.00	\$44.40
	12/01/2018	\$22.50	\$7.70	\$15.20	\$0.00	\$45.40
	06/01/2019	\$22.50	\$7.70	\$15.20	\$0.00	\$45.40
	12/01/2019	\$23.50	\$7.70	\$15.20	\$0.00	\$46.40
	06/01/2020	\$23.50	\$7.70	\$15.20	\$0.00	\$46.40
	12/01/2020	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
	06/01/2021	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
	12/01/2021	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60	\$25.28	\$9.80	\$12.25	\$0.00	\$47.33
4	65	\$27.38	\$9.80	\$12.25	\$0.00	\$49.43
5	70	\$29.49	\$9.80	\$14.04	\$0.00	\$53.33
6	75	\$31.60	\$9.80	\$14.04	\$0.00	\$55.44
7	80	\$33.70	\$9.80	\$15.83	\$0.00	\$59.33
8	85	\$35.81	\$9.80	\$15.83	\$0.00	\$61.44

Notes: Steps are 750 hrs.
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 \$30.55/ 3&4 \$36.49/ 5&6 \$53.33/ 7&8 \$59.33

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 1)</i>	07/01/2018	\$45.30	\$8.15	\$20.15	\$0.00	\$73.60
	01/01/2019	\$45.65	\$8.15	\$20.85	\$0.00	\$74.65
	07/01/2019	\$46.75	\$8.15	\$20.85	\$0.00	\$75.75
	01/01/2020	\$47.85	\$8.15	\$20.85	\$0.00	\$76.85
	07/01/2020	\$48.95	\$8.15	\$20.85	\$0.00	\$77.95
	01/01/2021	\$50.05	\$8.15	\$20.85	\$0.00	\$79.05

Apprentice - GLAZIER - Local 35 Zone 1

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$8.15	\$0.00	\$0.00	\$30.80
2	55	\$24.92	\$8.15	\$5.34	\$0.00	\$38.41
3	60	\$27.18	\$8.15	\$5.82	\$0.00	\$41.15
4	65	\$29.45	\$8.15	\$6.31	\$0.00	\$43.91
5	70	\$31.71	\$8.15	\$17.24	\$0.00	\$57.10
6	75	\$33.98	\$8.15	\$17.73	\$0.00	\$59.86
7	80	\$36.24	\$8.15	\$18.21	\$0.00	\$62.60
8	90	\$40.77	\$8.15	\$19.18	\$0.00	\$68.10

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.83	\$8.15	\$0.00	\$0.00	\$30.98
2	55	\$25.11	\$8.15	\$5.64	\$0.00	\$38.90
3	60	\$27.39	\$8.15	\$6.15	\$0.00	\$41.69
4	65	\$29.67	\$8.15	\$6.66	\$0.00	\$44.48
5	70	\$31.96	\$8.15	\$17.78	\$0.00	\$57.89
6	75	\$34.24	\$8.15	\$18.29	\$0.00	\$60.68
7	80	\$36.52	\$8.15	\$18.80	\$0.00	\$63.47
8	90	\$41.09	\$8.15	\$19.83	\$0.00	\$69.07

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.89	\$11.00	\$0.00	\$0.00	\$36.89
2	60	\$28.25	\$11.00	\$15.50	\$0.00	\$54.75
3	65	\$30.60	\$11.00	\$15.50	\$0.00	\$57.10
4	70	\$32.96	\$11.00	\$15.50	\$0.00	\$59.46
5	75	\$35.31	\$11.00	\$15.50	\$0.00	\$61.81
6	80	\$37.66	\$11.00	\$15.50	\$0.00	\$64.16
7	85	\$40.02	\$11.00	\$15.50	\$0.00	\$66.52
8	90	\$42.37	\$11.00	\$15.50	\$0.00	\$68.87

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.53	\$11.00	\$0.00	\$0.00	\$37.53
2	60	\$28.94	\$11.00	\$15.50	\$0.00	\$55.44
3	65	\$31.35	\$11.00	\$15.50	\$0.00	\$57.85
4	70	\$33.76	\$11.00	\$15.50	\$0.00	\$60.26
5	75	\$36.17	\$11.00	\$15.50	\$0.00	\$62.67
6	80	\$38.58	\$11.00	\$15.50	\$0.00	\$65.08
7	85	\$41.00	\$11.00	\$15.50	\$0.00	\$67.50
8	90	\$43.41	\$11.00	\$15.50	\$0.00	\$69.91

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) 02/01/2018 \$44.11 \$12.20 \$24.12 \$2.41 \$82.84
SHEETMETAL WORKERS LOCAL 17 - A

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) 09/01/2018 \$50.62 \$13.00 \$18.37 \$0.00 \$81.99
ELECTRICIANS LOCAL 103
 03/01/2019 \$51.10 \$13.00 \$18.88 \$0.00 \$82.98

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) 02/01/2018 \$44.11 \$12.20 \$24.12 \$2.41 \$82.84
SHEETMETAL WORKERS LOCAL 17 - A

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER) 09/01/2018 \$52.94 \$9.95 \$18.74 \$0.00 \$81.63
PIPEFITTERS LOCAL 537
 09/01/2019 \$54.44 \$9.95 \$18.74 \$0.00 \$83.13
 09/01/2020 \$55.94 \$9.95 \$18.74 \$0.00 \$84.63

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

HVAC MECHANIC 09/01/2018 \$52.94 \$9.95 \$18.74 \$0.00 \$81.63
PIPEFITTERS LOCAL 537
 09/01/2019 \$54.44 \$9.95 \$18.74 \$0.00 \$83.13
 09/01/2020 \$55.94 \$9.95 \$18.74 \$0.00 \$84.63

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.75	\$7.70	\$15.20	\$0.00	\$61.65
	12/01/2018	\$39.70	\$7.70	\$15.20	\$0.00	\$62.60
	06/01/2019	\$40.70	\$7.70	\$15.20	\$0.00	\$63.60
	12/01/2019	\$41.70	\$7.70	\$15.20	\$0.00	\$64.60
	06/01/2020	\$42.69	\$7.70	\$15.20	\$0.00	\$65.59
	12/01/2020	\$43.67	\$7.70	\$15.20	\$0.00	\$66.57
	06/01/2021	\$44.69	\$7.70	\$15.20	\$0.00	\$67.59
	12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
	09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79

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

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.67	\$11.75	\$10.45	\$0.00	\$46.87
2	60	\$29.60	\$11.75	\$11.20	\$0.00	\$52.55
3	70	\$34.54	\$11.75	\$11.95	\$0.00	\$58.24
4	80	\$39.47	\$11.75	\$12.70	\$0.00	\$63.92

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.92	\$11.75	\$10.45	\$0.00	\$48.12
2	60	\$31.10	\$11.75	\$11.20	\$0.00	\$54.05
3	70	\$36.29	\$11.75	\$11.95	\$0.00	\$59.99
4	80	\$41.47	\$11.75	\$12.70	\$0.00	\$65.92

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	03/16/2017	\$44.65	\$7.80	\$20.85	\$0.00	\$73.30
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$26.79	\$7.80	\$20.85	\$0.00	\$55.44
2	70	\$31.26	\$7.80	\$20.85	\$0.00	\$59.91
3	75	\$33.49	\$7.80	\$20.85	\$0.00	\$62.14
4	80	\$35.72	\$7.80	\$20.85	\$0.00	\$64.37
5	85	\$37.95	\$7.80	\$20.85	\$0.00	\$66.60
6	90	\$40.19	\$7.80	\$20.85	\$0.00	\$68.84

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 1	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 1

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.80	\$7.70	\$15.20	\$0.00	\$45.70
2	70	\$26.60	\$7.70	\$15.20	\$0.00	\$49.50
3	80	\$30.40	\$7.70	\$15.20	\$0.00	\$53.30
4	90	\$34.20	\$7.70	\$15.20	\$0.00	\$57.10

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.37	\$7.70	\$15.20	\$0.00	\$46.27
2	70	\$27.27	\$7.70	\$15.20	\$0.00	\$50.17
3	80	\$31.16	\$7.70	\$15.20	\$0.00	\$54.06
4	90	\$35.06	\$7.70	\$15.20	\$0.00	\$57.96

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2018	\$40.40	\$10.75	\$18.97	\$0.00	\$70.12
	02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
	08/01/2019	\$41.99	\$10.75	\$19.11	\$0.00	\$71.85
	02/01/2020	\$42.50	\$10.75	\$19.11	\$0.00	\$72.36
	08/01/2020	\$43.58	\$10.75	\$19.26	\$0.00	\$73.59
	02/01/2021	\$44.09	\$10.75	\$19.26	\$0.00	\$74.10
	08/01/2021	\$45.21	\$10.75	\$19.42	\$0.00	\$75.38
	02/01/2022	\$45.68	\$10.75	\$19.42	\$0.00	\$75.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.20	\$10.75	\$18.97	\$0.00	\$49.92
2	60	\$24.24	\$10.75	\$18.97	\$0.00	\$53.96
3	70	\$28.28	\$10.75	\$18.97	\$0.00	\$58.00
4	80	\$32.32	\$10.75	\$18.97	\$0.00	\$62.04
5	90	\$36.36	\$10.75	\$18.97	\$0.00	\$66.08

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$10.75	\$18.97	\$0.00	\$50.18
2	60	\$24.55	\$10.75	\$18.97	\$0.00	\$54.27
3	70	\$28.64	\$10.75	\$18.97	\$0.00	\$58.36
4	80	\$32.73	\$10.75	\$18.97	\$0.00	\$62.45
5	90	\$36.82	\$10.75	\$18.97	\$0.00	\$66.54

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	08/01/2018	\$52.95	\$10.75	\$20.66	\$0.00	\$84.36
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
	08/01/2019	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
	02/01/2020	\$55.55	\$10.75	\$20.80	\$0.00	\$87.10
	08/01/2020	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
	02/01/2021	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
	08/01/2021	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80
	02/01/2022	\$59.51	\$10.75	\$21.11	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.48	\$10.75	\$20.66	\$0.00	\$57.89
2	60	\$31.77	\$10.75	\$20.66	\$0.00	\$63.18
3	70	\$37.07	\$10.75	\$20.66	\$0.00	\$68.48
4	80	\$42.36	\$10.75	\$20.66	\$0.00	\$73.77
5	90	\$47.66	\$10.75	\$20.66	\$0.00	\$79.07

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.79	\$10.75	\$20.66	\$0.00	\$58.20
2	60	\$32.14	\$10.75	\$20.66	\$0.00	\$63.55
3	70	\$37.50	\$10.75	\$20.66	\$0.00	\$68.91
4	80	\$42.86	\$10.75	\$20.66	\$0.00	\$74.27
5	90	\$48.21	\$10.75	\$20.66	\$0.00	\$79.62

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	04/01/2018	\$40.42	\$9.90	\$18.50	\$0.00	\$68.82
	10/01/2018	\$41.32	\$9.90	\$18.50	\$0.00	\$69.72
	04/01/2019	\$42.22	\$9.90	\$18.50	\$0.00	\$70.62

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.23	\$9.90	\$5.31	\$0.00	\$37.44
2	65	\$26.27	\$9.90	\$15.13	\$0.00	\$51.30
3	75	\$30.32	\$9.90	\$16.10	\$0.00	\$56.32
4	85	\$34.36	\$9.90	\$17.06	\$0.00	\$61.32

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.73	\$9.90	\$5.31	\$0.00	\$37.94
2	65	\$26.86	\$9.90	\$15.13	\$0.00	\$51.89
3	75	\$30.99	\$9.90	\$16.10	\$0.00	\$56.99
4	85	\$35.12	\$9.90	\$17.06	\$0.00	\$62.08

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 1	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2018	\$23.14	\$11.00	\$15.50	\$0.00	\$49.64
	12/01/2018	\$23.71	\$11.00	\$15.50	\$0.00	\$50.21
	06/01/2019	\$24.26	\$11.00	\$15.50	\$0.00	\$50.76
	12/01/2019	\$24.83	\$11.00	\$15.50	\$0.00	\$51.33
	06/01/2020	\$25.38	\$11.00	\$15.50	\$0.00	\$51.88
	12/01/2020	\$25.95	\$11.00	\$15.50	\$0.00	\$52.45
	06/01/2021	\$26.50	\$11.00	\$15.50	\$0.00	\$53.00
	12/01/2021	\$27.08	\$11.00	\$15.50	\$0.00	\$53.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2018	\$27.40	\$11.00	\$15.50	\$0.00	\$53.90
	12/01/2018	\$28.07	\$11.00	\$15.50	\$0.00	\$54.57
	06/01/2019	\$28.72	\$11.00	\$15.50	\$0.00	\$55.22
	12/01/2019	\$29.39	\$11.00	\$15.50	\$0.00	\$55.89
	06/01/2020	\$30.04	\$11.00	\$15.50	\$0.00	\$56.54
	12/01/2020	\$30.72	\$11.00	\$15.50	\$0.00	\$57.22
	06/01/2021	\$31.36	\$11.00	\$15.50	\$0.00	\$57.86
	12/01/2021	\$32.04	\$11.00	\$15.50	\$0.00	\$58.54

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2018	\$46.70	\$8.15	\$20.15	\$0.00	\$75.00
	01/01/2019	\$47.05	\$8.15	\$20.85	\$0.00	\$76.05
	07/01/2019	\$48.15	\$8.15	\$20.85	\$0.00	\$77.15
	01/01/2020	\$49.25	\$8.15	\$20.85	\$0.00	\$78.25
	07/01/2020	\$50.35	\$8.15	\$20.85	\$0.00	\$79.35
	01/01/2021	\$51.45	\$8.15	\$20.85	\$0.00	\$80.45

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.35	\$8.15	\$0.00	\$0.00	\$31.50
2	55	\$25.69	\$8.15	\$5.34	\$0.00	\$39.18
3	60	\$28.02	\$8.15	\$5.82	\$0.00	\$41.99
4	65	\$30.36	\$8.15	\$6.31	\$0.00	\$44.82
5	70	\$32.69	\$8.15	\$17.24	\$0.00	\$58.08
6	75	\$35.03	\$8.15	\$17.73	\$0.00	\$60.91
7	80	\$37.36	\$8.15	\$18.21	\$0.00	\$63.72
8	90	\$42.03	\$8.15	\$19.18	\$0.00	\$69.36

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.53	\$8.15	\$0.00	\$0.00	\$31.68
2	55	\$25.88	\$8.15	\$5.64	\$0.00	\$39.67
3	60	\$28.23	\$8.15	\$6.15	\$0.00	\$42.53
4	65	\$30.58	\$8.15	\$6.66	\$0.00	\$45.39
5	70	\$32.94	\$8.15	\$17.78	\$0.00	\$58.87
6	75	\$35.29	\$8.15	\$18.29	\$0.00	\$61.73
7	80	\$37.64	\$8.15	\$18.80	\$0.00	\$64.59
8	90	\$42.35	\$8.15	\$19.83	\$0.00	\$70.33

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2018	\$44.76	\$8.15	\$20.15	\$0.00	\$73.06
	01/01/2019	\$45.11	\$8.15	\$20.85	\$0.00	\$74.11
	07/01/2019	\$46.21	\$8.15	\$20.85	\$0.00	\$75.21
	01/01/2020	\$47.31	\$8.15	\$20.85	\$0.00	\$76.31
	07/01/2020	\$48.41	\$8.15	\$20.85	\$0.00	\$77.41
	01/01/2021	\$49.51	\$8.15	\$20.85	\$0.00	\$78.51

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.38	\$8.15	\$0.00	\$0.00	\$30.53
2	55	\$24.62	\$8.15	\$5.34	\$0.00	\$38.11
3	60	\$26.86	\$8.15	\$5.82	\$0.00	\$40.83
4	65	\$29.09	\$8.15	\$6.31	\$0.00	\$43.55
5	70	\$31.33	\$8.15	\$17.24	\$0.00	\$56.72
6	75	\$33.57	\$8.15	\$17.73	\$0.00	\$59.45
7	80	\$35.81	\$8.15	\$18.21	\$0.00	\$62.17
8	90	\$40.28	\$8.15	\$19.18	\$0.00	\$67.61

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.56	\$8.15	\$0.00	\$0.00	\$30.71
2	55	\$24.81	\$8.15	\$5.64	\$0.00	\$38.60
3	60	\$27.07	\$8.15	\$6.15	\$0.00	\$41.37
4	65	\$29.32	\$8.15	\$6.66	\$0.00	\$44.13
5	70	\$31.58	\$8.15	\$17.78	\$0.00	\$57.51
6	75	\$33.83	\$8.15	\$18.29	\$0.00	\$60.27
7	80	\$36.09	\$8.15	\$18.80	\$0.00	\$63.04
8	90	\$40.60	\$8.15	\$19.83	\$0.00	\$68.58

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 1	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1	07/01/2018	\$45.30	\$8.15	\$20.15	\$0.00	\$73.60
	01/01/2019	\$45.65	\$8.15	\$20.85	\$0.00	\$74.65
	07/01/2019	\$46.75	\$8.15	\$20.85	\$0.00	\$75.75
	01/01/2020	\$47.85	\$8.15	\$20.85	\$0.00	\$76.85
	07/01/2020	\$48.95	\$8.15	\$20.85	\$0.00	\$77.95
	01/01/2021	\$50.05	\$8.15	\$20.85	\$0.00	\$79.05

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.65	\$8.15	\$0.00	\$0.00	\$30.80
2	55	\$24.92	\$8.15	\$5.34	\$0.00	\$38.41
3	60	\$27.18	\$8.15	\$5.82	\$0.00	\$41.15
4	65	\$29.45	\$8.15	\$6.31	\$0.00	\$43.91
5	70	\$31.71	\$8.15	\$17.24	\$0.00	\$57.10
6	75	\$33.98	\$8.15	\$17.73	\$0.00	\$59.86
7	80	\$36.24	\$8.15	\$18.21	\$0.00	\$62.60
8	90	\$40.77	\$8.15	\$19.18	\$0.00	\$68.10

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.83	\$8.15	\$0.00	\$0.00	\$30.98
2	55	\$25.11	\$8.15	\$5.64	\$0.00	\$38.90
3	60	\$27.39	\$8.15	\$6.15	\$0.00	\$41.69
4	65	\$29.67	\$8.15	\$6.66	\$0.00	\$44.48
5	70	\$31.96	\$8.15	\$17.78	\$0.00	\$57.89
6	75	\$34.24	\$8.15	\$18.29	\$0.00	\$60.68
7	80	\$36.52	\$8.15	\$18.80	\$0.00	\$63.47
8	90	\$41.09	\$8.15	\$19.83	\$0.00	\$69.07

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2018	\$43.36	\$8.15	\$20.15	\$0.00	\$71.66
PAINTERS LOCAL 35 - ZONE 1	01/01/2019	\$43.71	\$8.15	\$20.85	\$0.00	\$72.71
	07/01/2019	\$44.81	\$8.15	\$20.85	\$0.00	\$73.81
	01/01/2020	\$45.91	\$8.15	\$20.85	\$0.00	\$74.91
	07/01/2020	\$47.01	\$8.15	\$20.85	\$0.00	\$76.01
	01/01/2021	\$48.11	\$8.15	\$20.85	\$0.00	\$77.11

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.68	\$8.15	\$0.00	\$0.00	\$29.83
2	55	\$23.85	\$8.15	\$5.34	\$0.00	\$37.34
3	60	\$26.02	\$8.15	\$5.82	\$0.00	\$39.99
4	65	\$28.18	\$8.15	\$6.31	\$0.00	\$42.64
5	70	\$30.35	\$8.15	\$17.24	\$0.00	\$55.74
6	75	\$32.52	\$8.15	\$17.73	\$0.00	\$58.40
7	80	\$34.69	\$8.15	\$18.21	\$0.00	\$61.05
8	90	\$39.02	\$8.15	\$19.18	\$0.00	\$66.35

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.86	\$8.15	\$0.00	\$0.00	\$30.01
2	55	\$24.04	\$8.15	\$5.64	\$0.00	\$37.83
3	60	\$26.23	\$8.15	\$6.15	\$0.00	\$40.53
4	65	\$28.41	\$8.15	\$6.66	\$0.00	\$43.22
5	70	\$30.60	\$8.15	\$17.78	\$0.00	\$56.53
6	75	\$32.78	\$8.15	\$18.29	\$0.00	\$59.22
7	80	\$34.97	\$8.15	\$18.80	\$0.00	\$61.92
8	90	\$39.34	\$8.15	\$19.83	\$0.00	\$67.32

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.29	\$9.90	\$21.15	\$0.00	\$54.34
2	60	\$27.94	\$9.90	\$21.15	\$0.00	\$58.99
3	70	\$32.60	\$9.90	\$21.15	\$0.00	\$63.65
4	75	\$34.93	\$9.90	\$21.15	\$0.00	\$65.98
5	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
6	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
7	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96
8	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.47	\$9.90	\$21.15	\$0.00	\$55.52
2	60	\$29.36	\$9.90	\$21.15	\$0.00	\$60.41
3	70	\$34.26	\$9.90	\$21.15	\$0.00	\$65.31
4	75	\$36.71	\$9.90	\$21.15	\$0.00	\$67.76
5	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
6	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
7	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10
8	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10

Notes:

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER	09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
PIPEFITTERS LOCAL 537	09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
	09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.18	\$9.95	\$7.75	\$0.00	\$38.88
2	45	\$23.82	\$9.95	\$18.74	\$0.00	\$52.51
3	60	\$31.76	\$9.95	\$18.74	\$0.00	\$60.45
4	70	\$37.06	\$9.95	\$18.74	\$0.00	\$65.75
5	80	\$42.35	\$9.95	\$18.74	\$0.00	\$71.04

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.78	\$9.95	\$7.75	\$0.00	\$39.48
2	45	\$24.50	\$9.95	\$18.74	\$0.00	\$53.19
3	60	\$32.66	\$9.95	\$18.74	\$0.00	\$61.35
4	70	\$38.11	\$9.95	\$18.74	\$0.00	\$66.80
5	80	\$43.55	\$9.95	\$18.74	\$0.00	\$72.24

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:**

PIPELAYER	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS	09/01/2018	\$55.69	\$11.82	\$16.01	\$0.00	\$83.52
PLUMBERS & GASFITTERS LOCAL 12	03/01/2019	\$57.19	\$11.82	\$16.01	\$0.00	\$85.02
	09/01/2019	\$58.69	\$11.82	\$16.01	\$0.00	\$86.52
	03/01/2020	\$60.19	\$11.82	\$16.01	\$0.00	\$88.02
	09/01/2020	\$61.69	\$11.82	\$16.01	\$0.00	\$89.52
	03/01/2021	\$63.19	\$11.82	\$16.01	\$0.00	\$91.02

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.49	\$11.82	\$5.81	\$0.00	\$37.12
2	40	\$22.28	\$11.82	\$6.59	\$0.00	\$40.69
3	55	\$30.63	\$11.82	\$8.98	\$0.00	\$51.43
4	65	\$36.20	\$11.82	\$10.53	\$0.00	\$58.55
5	75	\$41.77	\$11.82	\$12.13	\$0.00	\$65.72

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.02	\$11.82	\$5.81	\$0.00	\$37.65
2	40	\$22.88	\$11.82	\$6.59	\$0.00	\$41.29
3	55	\$31.45	\$11.82	\$8.98	\$0.00	\$52.25
4	65	\$37.17	\$11.82	\$10.53	\$0.00	\$59.52
5	75	\$42.89	\$11.82	\$12.13	\$0.00	\$66.84

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$62.12, Step5 with lic\$69.27

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
	09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
	09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63

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

PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 1	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER LABORERS - ZONE 1	06/01/2018	\$39.00	\$7.70	\$15.20	\$0.00	\$61.90
	12/01/2018	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	06/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	12/01/2019	\$41.95	\$7.70	\$15.20	\$0.00	\$64.85
	06/01/2020	\$42.94	\$7.70	\$15.20	\$0.00	\$65.84
	12/01/2020	\$43.92	\$7.70	\$15.20	\$0.00	\$66.82
	06/01/2021	\$44.94	\$7.70	\$15.20	\$0.00	\$67.84
	12/01/2021	\$45.95	\$7.70	\$15.20	\$0.00	\$68.85

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25a</i>	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25a</i>	07/01/2017	\$31.44	\$8.48	\$9.72	\$0.00	\$49.64
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
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>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofing) <i>ROOFERS LOCAL 33</i>	08/01/2018	\$42.36	\$11.35	\$15.90	\$0.00	\$69.61
	02/01/2019	\$43.51	\$11.35	\$15.90	\$0.00	\$70.76

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.18	\$11.35	\$3.69	\$0.00	\$36.22
2	60	\$25.42	\$11.35	\$15.90	\$0.00	\$52.67
3	65	\$27.53	\$11.35	\$15.90	\$0.00	\$54.78
4	75	\$31.77	\$11.35	\$15.90	\$0.00	\$59.02
5	85	\$36.01	\$11.35	\$15.90	\$0.00	\$63.26

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.76	\$11.35	\$3.69	\$0.00	\$36.80
2	60	\$26.11	\$11.35	\$15.90	\$0.00	\$53.36
3	65	\$28.28	\$11.35	\$15.90	\$0.00	\$55.53
4	75	\$32.63	\$11.35	\$15.90	\$0.00	\$59.88
5	85	\$36.98	\$11.35	\$15.90	\$0.00	\$64.23

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>	08/01/2018	\$42.61	\$11.35	\$15.90	\$0.00	\$69.86
	02/01/2019	\$43.76	\$11.35	\$15.90	\$0.00	\$71.01

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
2	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
3	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
4	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
5	50	\$22.06	\$12.20	\$11.80	\$1.38	\$47.44
6	50	\$22.06	\$12.20	\$12.05	\$1.39	\$47.70
7	60	\$26.47	\$12.20	\$13.70	\$1.57	\$53.94
8	65	\$28.67	\$12.20	\$14.65	\$1.67	\$57.19
9	75	\$33.08	\$12.20	\$16.56	\$1.86	\$63.70
10	85	\$37.49	\$12.20	\$17.96	\$2.03	\$69.68

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR <i>PAINTERS LOCAL 35 - ZONE 1</i>	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Apprentice - SIGN ERECTOR - Local 35 Zone 1

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
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SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.83	\$10.91	\$10.89	\$0.00	\$55.63
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	03/01/2018	\$57.78	\$9.12	\$18.15	\$0.00	\$85.05
	10/01/2018	\$58.53	\$9.12	\$18.90	\$0.00	\$86.55
	01/01/2019	\$57.98	\$9.47	\$19.10	\$0.00	\$86.55
	03/01/2019	\$59.48	\$9.47	\$19.10	\$0.00	\$88.05
	10/01/2019	\$60.98	\$9.47	\$19.10	\$0.00	\$89.55
	03/01/2020	\$62.48	\$9.47	\$19.10	\$0.00	\$91.05
	10/01/2020	\$63.98	\$9.47	\$19.10	\$0.00	\$92.55
	03/01/2021	\$65.48	\$9.47	\$19.10	\$0.00	\$94.05

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

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.22	\$9.12	\$8.90	\$0.00	\$38.24
2	40	\$23.11	\$9.12	\$8.90	\$0.00	\$41.13
3	45	\$26.00	\$9.12	\$8.90	\$0.00	\$44.02
4	50	\$28.89	\$9.12	\$8.90	\$0.00	\$46.91
5	55	\$31.78	\$9.12	\$8.90	\$0.00	\$49.80
6	60	\$34.67	\$9.12	\$10.40	\$0.00	\$54.19
7	65	\$37.56	\$9.12	\$10.40	\$0.00	\$57.08
8	70	\$40.45	\$9.12	\$10.40	\$0.00	\$59.97
9	75	\$43.34	\$9.12	\$10.40	\$0.00	\$62.86
10	80	\$46.22	\$9.12	\$10.40	\$0.00	\$65.74

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.49	\$9.12	\$8.90	\$0.00	\$38.51
2	40	\$23.41	\$9.12	\$8.90	\$0.00	\$41.43
3	45	\$26.34	\$9.12	\$8.90	\$0.00	\$44.36
4	50	\$29.27	\$9.12	\$8.90	\$0.00	\$47.29
5	55	\$32.19	\$9.12	\$8.90	\$0.00	\$50.21
6	60	\$35.12	\$9.12	\$10.40	\$0.00	\$54.64
7	65	\$38.04	\$9.12	\$10.40	\$0.00	\$57.56
8	70	\$40.97	\$9.12	\$10.40	\$0.00	\$60.49
9	75	\$43.90	\$9.12	\$10.40	\$0.00	\$63.42
10	80	\$46.82	\$9.12	\$10.40	\$0.00	\$66.34

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2018	\$37.97	\$13.00	\$16.35	\$0.00	\$67.32
	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.19	\$13.00	\$0.46	\$0.00	\$28.65
2	40	\$15.19	\$13.00	\$0.46	\$0.00	\$28.65
3	45	\$17.09	\$13.00	\$13.06	\$0.00	\$43.15
4	45	\$17.09	\$13.00	\$13.06	\$0.00	\$43.15
5	50	\$18.99	\$13.00	\$13.37	\$0.00	\$45.36
6	55	\$20.88	\$13.00	\$13.67	\$0.00	\$47.55
7	60	\$22.78	\$13.00	\$13.96	\$0.00	\$49.74
8	65	\$24.68	\$13.00	\$14.26	\$0.00	\$51.94
9	70	\$26.58	\$13.00	\$14.56	\$0.00	\$54.14
10	75	\$28.48	\$13.00	\$14.85	\$0.00	\$56.33

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79
2	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79
3	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67
4	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67
5	50	\$19.17	\$13.00	\$13.73	\$0.00	\$45.90
6	55	\$21.08	\$13.00	\$14.03	\$0.00	\$48.11
7	60	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34
8	65	\$24.91	\$13.00	\$14.66	\$0.00	\$52.57
9	70	\$26.83	\$13.00	\$14.96	\$0.00	\$54.79
10	75	\$28.75	\$13.00	\$15.27	\$0.00	\$57.02

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2018	\$51.85	\$10.75	\$20.66	\$0.00	\$83.26
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
	08/01/2019	\$53.84	\$10.75	\$20.80	\$0.00	\$85.39
	02/01/2020	\$54.48	\$10.75	\$20.80	\$0.00	\$86.03
	08/01/2020	\$55.83	\$10.75	\$20.95	\$0.00	\$87.53
	02/01/2021	\$56.47	\$10.75	\$20.95	\$0.00	\$88.17
	08/01/2021	\$57.87	\$10.75	\$21.11	\$0.00	\$89.73
	02/01/2022	\$58.46	\$10.75	\$21.11	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.93	\$10.75	\$20.03	\$0.00	\$56.71
2	60	\$31.11	\$10.75	\$20.03	\$0.00	\$61.89
3	70	\$36.30	\$10.75	\$20.03	\$0.00	\$67.08
4	80	\$41.48	\$10.75	\$20.03	\$0.00	\$72.26
5	90	\$46.67	\$10.75	\$20.03	\$0.00	\$77.45

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.25	\$10.75	\$20.03	\$0.00	\$57.03
2	60	\$31.49	\$10.75	\$20.03	\$0.00	\$62.27
3	70	\$36.74	\$10.75	\$20.03	\$0.00	\$67.52
4	80	\$41.99	\$10.75	\$20.03	\$0.00	\$72.77
5	90	\$47.24	\$10.75	\$20.03	\$0.00	\$78.02

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$39.35	\$7.70	\$15.40	\$0.00	\$62.45
	12/01/2018	\$40.30	\$7.70	\$15.40	\$0.00	\$63.40
	06/01/2019	\$41.30	\$7.70	\$15.40	\$0.00	\$64.40
	12/01/2019	\$42.30	\$7.70	\$15.40	\$0.00	\$65.40
	06/01/2020	\$43.29	\$7.70	\$15.40	\$0.00	\$66.39
	12/01/2020	\$44.27	\$7.70	\$15.40	\$0.00	\$67.37
	06/01/2021	\$45.29	\$7.70	\$15.40	\$0.00	\$68.39
	12/01/2021	\$46.30	\$7.70	\$15.40	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$38.07	\$7.70	\$15.40	\$0.00	\$61.17
	12/01/2018	\$39.02	\$7.70	\$15.40	\$0.00	\$62.12
	06/01/2019	\$40.02	\$7.70	\$15.40	\$0.00	\$63.12
	12/01/2019	\$41.02	\$7.70	\$15.40	\$0.00	\$64.12
	06/01/2020	\$42.01	\$7.70	\$15.40	\$0.00	\$65.11
	12/01/2020	\$42.99	\$7.70	\$15.40	\$0.00	\$66.09
	06/01/2021	\$44.01	\$7.70	\$15.40	\$0.00	\$67.11
	12/01/2021	\$45.02	\$7.70	\$15.40	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2018	\$50.23	\$7.70	\$15.80	\$0.00	\$73.73
	12/01/2018	\$51.18	\$7.70	\$15.80	\$0.00	\$74.68
	06/01/2019	\$52.18	\$7.70	\$15.80	\$0.00	\$75.68
	12/01/2019	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2020	\$54.17	\$7.70	\$15.80	\$0.00	\$77.67
	12/01/2020	\$55.15	\$7.70	\$15.80	\$0.00	\$78.65
	06/01/2021	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2021	\$57.18	\$7.70	\$15.80	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2018	\$52.23	\$7.70	\$15.80	\$0.00	\$75.73
	12/01/2018	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2019	\$54.18	\$7.70	\$15.80	\$0.00	\$77.68
	12/01/2019	\$55.18	\$7.70	\$15.80	\$0.00	\$78.68
	06/01/2020	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2020	\$57.15	\$7.70	\$15.80	\$0.00	\$80.65
	06/01/2021	\$58.17	\$7.70	\$15.80	\$0.00	\$81.67
	12/01/2021	\$59.18	\$7.70	\$15.80	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2018	\$42.30	\$7.70	\$15.80	\$0.00	\$65.80
	12/01/2018	\$43.25	\$7.70	\$15.80	\$0.00	\$66.75
	06/01/2019	\$44.25	\$7.70	\$15.80	\$0.00	\$67.75
	12/01/2019	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2020	\$46.24	\$7.70	\$15.80	\$0.00	\$69.74
	12/01/2020	\$47.22	\$7.70	\$15.80	\$0.00	\$70.72
	06/01/2021	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2021	\$49.25	\$7.70	\$15.80	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2018	\$44.30	\$7.70	\$15.80	\$0.00	\$67.80
	12/01/2018	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2019	\$46.25	\$7.70	\$15.80	\$0.00	\$69.75
	12/01/2019	\$47.25	\$7.70	\$15.80	\$0.00	\$70.75
	06/01/2020	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2020	\$49.22	\$7.70	\$15.80	\$0.00	\$72.72
	06/01/2021	\$50.24	\$7.70	\$15.80	\$0.00	\$73.74
	12/01/2021	\$51.25	\$7.70	\$15.80	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2018	\$55.69	\$11.82	\$16.01	\$0.00	\$83.52
	03/01/2019	\$57.19	\$11.82	\$16.01	\$0.00	\$85.02
	09/01/2019	\$58.69	\$11.82	\$16.01	\$0.00	\$86.52
	03/01/2020	\$60.19	\$11.82	\$16.01	\$0.00	\$88.02
	09/01/2020	\$61.69	\$11.82	\$16.01	\$0.00	\$89.52
	03/01/2021	\$63.19	\$11.82	\$16.01	\$0.00	\$91.02
	For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"					

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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