TOWN OF WESTFORD, MASSACHUSETTS

REQUEST FOR BIDS

FOR

BITUMINOUS CONCRETE

Contract 2016-HWY-001

Advertisement Date:
March 23, 2016

HIGHWAY DEPARTMENT
28 NORTH STREET
WESTFORD, MASSACHUSETTS 01886
978-692-5520

RICHARD J. BARRETT, JR.
HIGHWAY SUPERINTENDENT

TOWN OF WESTFORD
Highway Department

2016 HIGHWAY DEPARTMENT MATERIALS/SERVICES

2016-HWY-001 BID ITEM

BITUMINOUS CONCRETE

INVITATION TO BID

Town of Westford through the Town Manager's Office, hereinafter called the "Awarding Authority," or "Town" is requesting sealed bids for: Bituminous Concrete materials and Bituminous Concrete work to be performed as necessary under the direction of the Awarding Authority personnel at selected sites throughout the Town of Westford.

Bids will be received by the Town Manager's Office, Town Hall Building, 55 Main Street, Westford, Massachusetts 01886, on or before **Wednesday, April 6, 2016 at 11:00 AM,** at which time they will be publicly opened and read aloud.

Each bid shall be submitted in a SEALED ENVELOPE MARKED "**TOWN OF WESTFORD HIGHWAY DEPARTMENT 2016-HWY-001 BID ITEM-BITUMINOUS CONCRETE"**. Bidder must use specifications. The sealed bid must include all completed forms provided in the enclosed Bid Form in order to be considered a responsive bid. These forms include: Unit Price Bid Sheets, Statement of Tax Compliance/Non-Collusion, Certificate of Vote, Contractor Certification, OSHA Compliance and References. Awarded bidder will be required to sign the Town's standard contract (sample contract attached as Appendix A).

All bids must be accompanied by a Bid deposit in the amount of 5% of the total bid. This may be cash, certified check or bid bond, payable to the Town of Westford.

Bid specifications may be obtained at the Town Manager's Office, Town Hall Building, 55 Main Street, Westford, MA 01886 or electronically at: www.westfordma.gov/bidlist.

GENERAL PROVISIONS

All proposals are subject to Commonwealth of Massachusetts Department of Labor and Industry Rates, EEOC Regulations, OSHA regulations, and MGL Chapter 30B, Chapter 30 39M, and Chapter 149, Section 44A, where applicable. State Prevailing Wage Rates are attached in Appendix B. MBE and WBE contractors are encouraged to bid.

Quantities shown on bid sheets are approximate only and will be used for comparison of bids and to set amount of bid deposit. All bids shall be held firm from the award date for one full calendar year and may be extended for one or two additional years at the option of the Town of Westford.

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At a minimum, all work shall be performed in compliance with MassDOT Standard Specifications for Highways and Bridges latest edition.

The Awarding Authority is exempt from sales and federal excise taxes to the extent permitted under law, proponents should not include such taxes in figuring or in reference to any bid.

INSURANCE

The following types of insurance shall be provided by the successful bidder, hereinafter referred to as the Contractor:

A. General Liability of at least $1,000,000 Bodily Injury and Property Damage Liability, Combined Single Limit with a $3,000,000 Annual Aggregate Limit. The Town should be named as an "Additional Insured".

B. Products and Completed Operations should be maintained for up to 3 years after the completion of the project.

C. Automobile Liability (applicable for any contractor who has an automobile operating exposure) of at least $1,000,000 Bodily Injury and Property Damage per accident. The Town should be named as an "Additional Insured".

D. Workers' Compensation Insurance as required by law.

E. Property Coverage for materials and supplies being transported by the contractor, as the Town's Property Contract provides coverage for personal property within 1000 feet of the premises.

F. Umbrella Liability of at least $2,000,000/ occurrence, $2,000,000/aggregate. The Town should be named as an Additional Insured.

The Contractor shall indemnify and save harmless the Town, all of its officers, agents and employees from all suits, actions or claims of any character.

All policies shall be so written that the Owner is co-insured with the Contractor for the full amounts stated above. Also, policies shall be so written that the Owner will be notified in writing of cancellation or restrictive amendments at least thirty (30) days prior to the effective date of such cancellation or amendments.

PAYMENT BOND

A payment bond equal to 50% of the contract or equivalent will be required from the successful bidder.

PRE-QUALIFICATION

The Contractor for Item 1 (Type I – 1 Bituminous Concrete In Place – machine) must be pre-qualified and on MassDOT list of approved contractors. All work under all contracts must conform to M.G.L c.30. sec.39S OSHA Compliance.

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REFERENCES

The Contractor must submit with his bid proposal a list of three (3) municipal jobs, which he has successfully completed, giving the name and the address of these projects so they can be investigated prior to the award of the contract.

RULE FOR AWARD

It is the intention of the Awarding Authority to award each individual bid item included in the Bid Sheets separately. A contract shall only be awarded to the responsive and responsible Contractor with the lowest unit bid price for the corresponding individual bid item solicited. The Awarding Authority reserves the right to waive any informality and in addition to reject any and all bids if deemed to be in the best interest of the Town to do so. Also, the Awarding Authority reserves the right to reject any Bid if it determines that such Bid does not represent the bid of a person competent to perform the Work as specified.

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BID FORM

2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE

Includes the following:

Unit Price Bid Sheets
Statement of Tax Compliance/Non-Collusion
Certificate of Vote
Contractor Certification
OSHA Compliance
References

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BID FORM

2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE
(Page 1)

UNIT PRICE BID SHEET

	ITEM DESCRIPTION	APPROX. QUANTITY	UNIT PRICE	TOTAL PRICE
1.	Type I-1 Bituminous Concrete In Place (Machine) (Small pulls, Parking lots, etc., including hand work)	200 Tons	$ _____ per ton*	$_____
2.	Type I-1 Bituminous Concrete Top & Binder Course (FOB at Plant) Plant Address:	500 Tons	$ _____ per ton*	$_____
3.	Type I-1 Bituminous Concrete Delivered	100 Tons	$ _____ per ton*	$_____
4.	Type I-1 Bituminous Concrete (Hand work)	100 Tons	$ _____ per ton*	$_____
5.	Type I-1 Bituminous Concrete Berm, In Place	2,000 L.F.	$ _____ per L.F.*	$_____
6.	Type I-1 Bituminous Concrete Sidewalk Top & Binder Course In Place	100 Tons	$ _____ per ton*	$_____

****NO MINIMUM AMOUNT OF WORK IS GUARANTEED****

Estimated Quantities for Bid Purposes Only

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BID FORM

2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE
(Page 2)

UNIT PRICE BID SHEET

	ITEM DESCRIPTION	APPROX. QUANTITY	UNIT PRICE	TOTAL PRICE
7.	Mass. Spec. Surface Treatment Bituminous Concrete In-Place	500 Tons	$ _____ per ton*	$_____
8.	Adjustment of castings to grade	25 Units	$_____ per unit*	$_____
9.	Bituminous Concrete Patching (up to 4 inches) prepped with Reclaiming drum	300 Sq. Yd.	$ _____ per Sq. Yd.*	$_____
10.	Bituminous Concrete Patching (each Additional inch beyond 4 inches) prepped with Reclaiming Drum	50 Sq. Yd.	$ _____ per Sq. Yd.*	$_____
11.	Bituminous Concrete Patching (up to 3 inches) prepped with Cold Planner	300 Sq. Yd.	$ _____ per Sq. Yd.*	$_____
12.	Bituminous Concrete Patching (up to 3 inches) prepped by Jack Hammer or Pavement Saw	300 Sq. Yd.	$ _____ per Sq. Yd.*	$_____
13.	Bituminous Concrete Patching (each Additional inch beyond 3 inches) prepped by Jack Hammer or Pavement Saw	50 Sq. Yd.	$ _____ per Sq. Yd.*	$_____

****NO MINIMUM AMOUNT OF WORK IS GUARANTEED****

Estimated Quantities for Bid Purposes Only

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BID FORM
2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE
(Page 3)

* Price Adjustment

This bid contains a Price Adjustment for bituminous concrete mixtures. The base price for liquid asphalt cement on this bid is $ **385.00** per ton (as of March 15, 2016).

The contract price of hot mix asphalt mixture will be paid under the respective item in the contract. The Price Adjustment, upwards and downwards, will be made as work is performed, using the most recent monthly posted price as determined by the MassDOT. If a price is not posted as scheduled, the previously posted price will remain in effect until the next scheduled posting occurs.

The Price Adjustment will be a separate payment item. It will be determined by multiplying the number of tons of hot mix asphalt mixtures placed during each monthly period times the liquid asphalt content percentage times the variance in price between Base Price and Period Price of liquid asphalt. See Special Provisions – Liquid Asphalt Price Adjustment for further detail.

Bidder acknowledges receipt of the following addenda:
No. _____
Dated: _____
No. _____
Dated: _____

All bids shall be held firm from the award date for one full calendar year and may be extended for one or two additional years at the option of the Town of Westford.

All entries shall be made clearly in ink or typewritten.

The unit prices shall include all labor, materials, installation, overhead, profit, insurance, etc., to cover the complete type of work/service called for.

The Contractor understands that all bids for this project are subject to the applicable bidding laws of the Commonwealth of Massachusetts.

The Contractor understands that the OWNER reserves the right to reject any or all bids and to waive any informality in the bidding.

The Contractor agrees that this Bid shall be good and may not be withdrawn for a period of 30 days, Saturdays, Sundays and legal holidays excluded, after the opening of Bids.

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BID FORM

2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE

(Page 4)

The undersigned hereby certifies that he/she is familiar will all conditions surrounding the proposed work and hereby proposes to furnish all labor materials, supplies and installation, and to perform the work in accordance with the documents, and at the unit prices stated. The undersigned also certifies that he will comply fully with all applicable laws and regulations.

COMPANY NAME _____

ADDRESS _____

PHONE # _____ **EMERGENCY #** _____**FAX #**_____

AUTHORIZED SIGNATURE _____

PRINT NAME AND TITLE _____

DATE _____

FEDERAL TAX ID#_____

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BID FORM

2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE
(Page 5)

STATEMENT OF TAX COMPLIANCE/NON-COLLUSION

As required under Chapter 233 and 701 of the Massachusetts Acts and Resolves of 1993, all bidders certify to the following, by signing this page in the space indicated below:

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

2. Pursuant to M.G.L. C62C S49A, I certify under the penalties of perjury that I, to the best of my knowledge and belief, have filed all state tax returns and paid all state taxes required under law.

Social Security Number or Federal Tax Identification Number of

Bidder: _____

Date: _____

Name of Company:_____

Business Address: _____

_____

_____

Authorized Signature:_____

Title:_____

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BID FORM

2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE

(Page 6)

CERTIFICATE OF VOTE

I, _____, Clerk of _____, hereby certify that at a meeting of the Board of Directors of said Corporation duly held on _____, 20____, at which a quorum was present (date must be earlier than contract) and voting throughout, the following vote was duly passed and is now in full force and effect:

"VOTED: That _____

(Name of Officer Authorized to Sign for Corporation)

be and hereby is authorized, directed an empowered for, in the name and on behalf of this Corporation to sign, seal with corporate seal, execute, acknowledge and deliver all contracts, bonds, and other obligations of this Corporation, the execution of any such contract, bond or obligation by such _____

(Name of Officer)

to be valid and binding upon this Corporation for all purposes, and that a certificate of the Clerk of this Corporation setting forth this vote shall be delivered to the Town of Westford; and that this vote shall remain in full force and effect unless and until the same has been altered, amended or revoked by a subsequent vote of such directors and certificate of such later vote attested by the Clerk of this Corporation is delivered to the Town of Westford."

I further certify that _____, is the duly

(Name of Officer)

elected _____ of said Corporation.

(Title)

Signed: _____

(Clerk-Secretary)

Place of Business: _____

Date of Contract: _____

In the event that the Clerk or Secretary is the same person as the Officer authorized to sign the contract or other instrument for the Corporation this certificate must be countersigned by another officer of the Corporation.

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BID FORM

2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE

(Page 7)

INSTRUCTIONS:

Executive Order 481 applies to all state agencies in the Executive Branch, including all executive offices, boards, commissions, agencies, departments, divisions, councils, bureaus, and offices, now existing and hereafter established. As it is the policy of the Executive Branch to prohibit the use of undocumented workers in connection with the performance of state contracts, all contracts entered into after February 23, 2007 require that contractors, as a condition of receiving Commonwealth funds under any Executive Branch contract, make the following certification:

CONTRACTOR CERTIFICATION:

As evidenced by the signature of the Contractor's Authorized Signatory below, the Contractor certifies under the pains and penalties of perjury that the Contractor shall not knowingly use undocumented workers in connection with the performance of all Executive Branch contracts; that pursuant to federal requirements, the Contractor shall verify the immigration status of all workers assigned to such contracts without engaging in unlawful discrimination; and that the Contractor shall not knowingly or recklessly alter, falsify, or accept altered or falsified documents from any such worker(s). The Contractor understands and agrees that breach of any of these terms during the period of each contract may be regarded as a material breach, subjecting the Contractor to sanctions, including but not limited to monetary penalties, withholding of payments, contract suspension or termination.

_____ Date: _____

Contractor Authorizing Signature

_____

Print Name

Title:_____ Telephone: _____

Fax: _____ Email: _____

The Contractor is required to sign this Certification only once and may provide a copy of the signed Certification for any contract executed with an Executive Branch Department. A copy of this signed Certification must be attached to the "record copy" of all contracts with this Contractor that are filed with the contracting Department.

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BID FORM
2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE
(Page 8)

OSHA Compliance

The undersigned certifies under pains and penalties of perjury that all work pertaining to this bid is in compliance with M.G.L. c.30. sec. 39S as further described below;

Section 39S. (a) As used in this section the word “person” shall mean any natural person, joint venture, partnership corporation or other business or legal entity. Any person submitting a bid for, or signing a contract to work on, the construction, reconstruction, alteration, remodeling or repair of any public work by the Commonwealth, or political subdivision thereof, or by any county, city, town, district, or housing authority, and estimated by the awarding authority to cost more than $10,000, and any person submitting a bid for, or signing a contract to work on, the construction, reconstruction, installation, demolition, maintenance or repair of any building by a public agency, estimated to cost more than $10,000, shall certify on the bid, or contract, under penalties of perjury, as follows:

(1) that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (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.

(b) Any employee found on a worksite subject to this section without documentation of successful completion of a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration shall be subject to immediate removal.

(c) The attorney general, or his designee, shall have the power to enforce this section including the power to institute and prosecute proceedings in the superior court to restrain the award of contracts and the performance of contracts in all cases where, after investigation of the facts, he has made a finding that the award or performance has resulted in violation, directly or indirectly, of subsection (b), and he shall not be required to pay to the clerk of the court an entry fee in connection with the institution of the proceeding.

_____
(Signature of individual responsible)

_____
(Name of Business)

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BID FORM
2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE
(Page 9)

REFERENCES

Contact Name	Contact Address	Contact Telephone #	Municipal Project (w/ Date Completed)

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SPECIFICATIONS
2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE

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SPECIFICATIONS
2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE

All work shall be in conformance with the MassDOT STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES LATEST EDITION, THE SUPPLEMENTAL SPECIFICATIONS DATED DECEMBER 11, 2002, 1992 AASHTO SPECIFICATIONS FOR HIGHWAYS AND BRIDGES WITH INTERIMS THROUGH 1994, MHD BRIDGE MANUAL PART I AND PART II, BUILDING CODE REQUIREMENTS FOR REINFORCED CONCRETE (ACI 318-89) OR LATER, THE 1977 CONSTRUCTION STANDARDS, THE 2003 EDITION OF THE MANUAL ON UNIFORM TRAFFIC CONTROL DEVICES (MUTCD).

All workmanship shall be of the highest quality. Any workmanship determined to be below the high standards of the particular craft involved will not be accepted, and will be corrected and/or replaced as required by the Highway Superintendent.

BITUMINOUS CONCRETE (Items 1 – 7)

All materials, paving, and rolling, shall conform to standards established by the MassDOT. A tack coat shall be applied over the entire surface of the project with a distributor truck and a sand and emulsion sealer shall be applied at the beginning and end of every joint and driveway throughout the project.

Standard Specifications published annually by the American Society for Testing Materials, Viscosity Grade AC-20.

ADJUSTMENT OF CASTING TO GRADE (Item 8)

Scope of Work
All work shall conform to Section 201 of MassDOT Specifications. The bid price shall include cost of labor and equipment necessary for compliance with specifications. Paving is to begin within six (6) business days upon completion of raising of castings.

Equipment Specifications and Requirements
The Contractor must supply all labor and equipment, to adjust catch basins. Equipment shall include but not be limited to backhoe, truck, air-compressor, jet-hammer, compactor, concrete mixer, hand tools, etc.

BITUMINOUS CONCRETE PATCHING (Items 9 - 13)

Scope of Work
The work under this contract consists of furnishing all necessary labor, materials, equipment and services to do Patching of various streets in Westford. The work also includes, but is not limited to, the removal of bituminous pavement through means of a reclaiming drum and/or a cold planer, as well as all incidental items necessary to complete work described herein.

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Set-up
Prior to starting any work the Westford Highway Department will need ample notification in order to install proper signage and schedule Police details where necessary. The need for these uniformed detail officers will be determined by and paid directly by the Town. Patching area shall be clearly marked and dig-safe notified in advance of scheduling the work.

PATCHING PREPPED WITH RECLAIMING DRUM (Items 9 & 10)

Preparation
The existing damaged asphalt areas shall be removed to the limits and depth determined by the Town. The removal shall be by means of recycling equipment (reclaiming drum) and shall consist of manufacturing a stabilized base course through the recycling of the existing pavement structure and a specified depth of sub-base material. The equipment must be capable of preparing an area as narrow as 2 feet in width. The lateral ends of the patch must be sawcut to ensure a vertical face on all sides of the pavement. The cut shall be straight and with approved power driven saw with an abrasive blade and sawed dry. The saw cut shall be a minimum of 3/8" wide and extend to the existing pavement bottom. Depth of removal and subsequent patch will be determined by the Town. Excess material must be removed and disposed of at the highway garage located at 28 North Street. Sub-base material must be thoroughly compacted to reach a minimum dry density of 95% of ASTM D-1557 modified proctor as tested through means of ASTM D-2922 Nuclear Densiometer.

Patching
The vertical face of the pavement is to be heavily tack coated with penetrating asphalt emulsion, as per material specification M3.03 prior to any mix placement. Binder and Top gradations of Bituminous Concrete and/or Patching materials strictly conforming to material specification of Bituminous Concrete Type I item, shall be obtain from separate, solid metallic, heated storage units. These individual containers must be capable of maintaining the paving materials at constant temperature throughout the working day. Placement temperature of the Bituminous Concrete must not fall below 200 degrees Fahrenheit. Each course is to be placed in layers not to exceed a depth of two and one half inches (2 ½") and compacted by a means to achieve a density equal to that of surrounding pavement. Finish course shall also be compacted by a means resulting in a smooth surface level with the existing roadway. Sealing with the penetrating emulsion will be performed between each layer and again on the surface of the butted joint. Mineral filler shall be broadcast over the completed repair to blot out the emulsion and prevent tracking. The temporary patch is to be immediately level with the adjacent surface and opened to traffic. Final patch cross-section shall consist of two and one-half inches (2 ½") of binder course and one and one-half inches (1 ½") of top course.

Break-down
Prior to leaving the site all excess materials must be properly disposed of and all needed work on the patch must be completed.

Payment
Payment shall be made on a square yard of patch basis per Item 9. Reclamation, sawcutting, tackcoat, material excavation and transport, compaction, and four inches (4") of asphalt in two lifts shall be considered incidental to the patching item, with no additional measurement or payment to be made. All labor, materials, and equipment required to perform Bituminous Concrete for Patching (up to four inches) prepped with Reclaiming drum shall be considered incidental to the bid item, with no additional measurement or payment to be made.

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Any patching that is greater than four inches (4”) in total depth shall receive additional compensation per Item 10. Measurement shall be made on a square yard basis and be paid as such for each additional inch (1”) of preparation and patching completed. Reclamation, sawcutting, tackcoat, material excavation and transport, compaction, and one inch (1”) of asphalt shall be considered incidental to the patching item 10 with no additional measurement or payment to be made. All labor, materials, and equipment required to perform Bituminous Concrete for Patching (each additional inch beyond 4”) prepped with Reclaiming drum shall be considered incidental to the bid item, with no additional measurement or payment to be made.

PATCHING PREPPED WITH COLD PLANNER (Item 11)

Preparation

The existing damaged asphalt areas shall be removed to the limits and depth determined by the Town. The removal shall be by means of recycling equipment (Cold Planer) and shall consist of removing bituminous concrete by Cold Planer in designated areas. The Cold Planer shall be designed and built for planing flexible pavements and possess the ability to plane cement concrete patches when encountered in bituminous pavement. A three inch cut to predetermined grade or any specified lesser depth will be required in one pass. The equipment must be capable of preparing an area as narrow as 2 feet in width. The lateral ends of the patch must be sawcut to ensure a vertical face on all sides of the pavement. The cut shall be straight and with approved power driven saw with an abrasive blade and sawed dry. The saw cut shall be a minimum of 3/8" wide and extend to the depth of the planed surface. Depth of removal will be three inches (3”) unless otherwise directed by the Town. Excess material must be removed and disposed of at the highway garage located at 28 North Street.

Patching

The vertical face of the pavement is to be heavily tack coated with penetrating asphalt emulsion, as per material specification M3.03 prior to any mix placement. Binder and Top gradations of Bituminous Concrete and/or Patching materials strictly conforming to material specification of Bituminous Concrete Type I item, shall be obtain from separate, solid metallic, heated storage units. These individual containers must be capable of maintaining the paving materials at constant temperature throughout the working day. Placement temperature of the Bituminous Concrete must not fall below 200 degrees Fahrenheit. Each course is to be placed in layers not to exceed a depth of one and one half inches (1 ½ “) and compacted by a means to achieve a density equal to that of surrounding pavement. Finish course shall also be compacted by a means resulting in a smooth surface level with the existing roadway. Sealing with the penetrating emulsion will be performed between each layer and again on the surface of the butted joint. Mineral filler shall be broadcast over the completed repair to blot out the emulsion and prevent tracking. The temporary patch is to be immediately level with the adjacent surface and opened to traffic. Final patch cross-section shall consist of one and one-half inches (1 ½”)of binder course and one and one-half inches (1 ½”) of top course.

Break-down

Prior to leaving the site all excess materials must be properly disposed of and all needed work on the patch must be completed.

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Payment

Payment shall be made on a square yard of patch basis per Item 11 Cold Planing, sawcutting, tack coat, material excavation and transport, compaction, and three inches (3”) of asphalt in two lifts shall be considered incidental to the patching item, with no additional measurement or payment to be made. All labor, materials, and equipment required to perform Bituminous Concrete for Patching prepped with Cold Planer shall be considered incidental to the bid item, with no additional measurement or payment to be made.

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SPECIAL PROVISIONS

LIQUID ASPHALT PRICE ADJUSTMENT
2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE

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SPECIAL PROVISIONS
2016-HWY-001 BID ITEM - BITUMINOUS CONCRETE

Monthly Price Adjustment for Hot Mix Asphalt (HMA) Mixtures

This provision applies to all items using hot mix asphalt (HMA) mixtures containing liquid asphalt cement.

The Price Adjustment will be based on the variance in price for the liquid asphalt component only from the Base Price to the Period Price. It shall not include transportation or other charges. This Price Adjustment will occur on a monthly basis.

Base Price
The Base Price of liquid asphalt on a project as listed on the Bid Form in the bid documents is a fixed price determined at the time of bid by the Department by using the same method as for the determination of the Period Price detailed below.

Period Price
Please note that, starting December 15, 2008, two sets of period prices will be posted each month on the MassDOT website at http://www.massdot.state.ma.us/. They will be labeled "New Asphalt Period Price Method" and "Old Asphalt Period Price Method".

New Asphalt Period Price Method
The "New Asphalt Period Price Method" is for contracts bid after December 15, 2008 and will show the Period Price of liquid asphalt for each monthly period as determined by MassDOT using the average selling price per standard ton of PG64-28 paving grade (primary binder classification) asphalt, FOB manufacturer's terminal, as listed under the "East Coast Market – New England, Boston, Massachusetts area" section of the Poten & Partners, Inc. "Asphalt Weekly Monitor". This average selling price is listed in the issue having a publication date of the second Friday of the month and will be posted as the Period Price for that month. MassDOT will post this Period Price on this website within two (2) business days following their receipt of the relevant issue of the "Asphalt Weekly Monitor". Poten and Partners has granted MassDOT the right to publish this specific asphalt Price information sourced from the Asphalt Weekly Monitor.

New and Old Asphalt Period Price Methods
The paragraph below apply to both the New and Old Asphalt Period Price Methods.

The Contract Price of the hot mix asphalt mixture will be paid under the respective item in the Contract. The price adjustment, as herein provided, upwards or downwards, will be made after the work has been performed, using the monthly period price for the month during which the work was performed.

The Price Adjustment applies only to the actual virgin liquid asphalt content in the mixture placed on the job in accordance with the Standard Specifications for Highways and Bridges, Division III, Section M3.11.03.

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The Price Adjustment will be a separate payment item. It will be determined by multiplying the number of tons of hot mix asphalt mixtures placed during each monthly period times the liquid asphalt content percentage times the variance in price between Base Price and Period Price of liquid asphalt.

The Price Adjustment will be paid only if the variance from the Base Price is 5% or more for a monthly period. The complete adjustment will be paid in all cases with no deduction of the 5% from either upward or downward adjustments.

No Price Adjustment will be allowed beyond the Completion Date of this contract, unless there is a Department approved extension of time.

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APPENDIX A

TOWN OF WESTFORD
SAMPLE STANDARD CONTRACT

Highway Department • Engineering Department
28 North Street, Westford, MA 01886
Tel. (978) 692-5520 • (978) 692-5517 • (978) 692-5537 • Fax (978) 399-2726

SAMPLE
STANDARD GENERAL CONTRACT
FOR GOODS

Agreement effective the _____day of _____ 20___by and between the Town of Westford, 55 Main Street, Westford, MA 01886, a duly existing municipal corporation in the Commonwealth of Massachusetts, through its duly elected Board of Selectmen or its Town Manager as signed below, with no personal liability to themselves hereinafter referred to as the "Town" and (name & address) _____
_____
hereinafter referred to as the "Contractor".

RECITALS

WHEREAS the Contractor will furnish the Town with goods and;

WHEREAS the Town desires to obtain such from Contractor in a timely manner and;

WHEREAS it was one of the conditions of the award of this contract that a formal agreement should be executed, by the Contractor and Town, evidencing the terms of the award.

NOW THEREFORE in consideration of the mutual covenants contained the parties agree as follows:

ARTICLE I: Contractor shall furnish Town with: _____
_____
_____

subject to and in compliance with all conditions, covenants, stipulations, terms and provisions contained in the specifications, instructions to bidders and related documents, which if attached hereto are shown as lettered Exhibit(s) _____ and which are incorporated herein by reference, for the sum equal to the aggregate purchase price of that described above to be furnished by Contractor at the prices and rates specified in the proposal, which if also attached hereto is shown as Exhibit _____ and which is incorporated herein by reference.

ARTICLE II: Contractor shall commence the performance of this contract within _____ days of receiving written notice to proceed and shall have completed the work on or before _____ days after notice was received.

ARTICLE III: Contractor covenants and agrees to faithfully perform all of its obligations under this agreement and the incorporated documents hereto. Said performance shall be in a professional and workmanlike manner and in accordance with the standard of care and conduct that is generally acceptable in the business or profession.

ARTICLE IV: In addition to any other warrantees or guarantees in any documents incorporated herein by reference, Contractor warrants that what is being provided, described above in Article I, as the subject matter of this contract, is fit for the use or purpose intended. Contractor further certifies the suitability, professionalism and capability of all individuals employed to furnish any services specified in Article I above.

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ARTICLE V: The contractor shall purchase and maintain such insurance as will protect it and the Town from claims which arise out of or result from the Contractor's operations under the contract, whether such operations be by itself or by any subcontractor or anyone directly or indirectly employed by any of them. The insurance required shall be with a company authorized to do business in the Commonwealth of Massachusetts and satisfactory to the Town, and shall be written for limits of the liability satisfactory to the Town, and shall include insurance in the following amounts:

LIABILITY - *Limits to be Determined*
UMBRELLA - *Limits to be Determined*
WORKER'S COMPENSATION - per statutory requirements
AUTO LIABILITY – *Limits to be Determined*

Certificates of Insurance acceptable to the Town, naming the Town as an additional insurer, shall be submitted to the Town simultaneously with the execution of the Contract.

ARTICLE VI: The Town has waived the cost of the building permits if required for this project. All permits must still be obtained by the appropriate Contractors as normally required.

ARTICLE VII: This project is Tax Exempt. The tax exemption number will be furnished to the General Contractor by the Owner after award of the contract.

ARTICLE VIII: Termination/Right to Stop Work. The Town may terminate this contract if (a) any material misrepresentation is made by the contractor; (b) any failure by the Contractor 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 time specified due to a reason or circumstance within the Contractor'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 Contractor's reasonable control; (iii) failure to perform this contract in a manner reasonably satisfactory to the Town; (iv) failure to promptly re-perform, within reasonable time, the services that were rejected by the Town as erroneous or unsatisfactory; (v) discontinuance of the services for reasons not beyond the Contractor's reasonable control; (vi) failure to comply with a material term of this contract; and, (vii) any other acts specifically and expressly stated in this contract as constituting a basis for termination of this contract.

The Town may order the Contractor in writing to suspend, delay, or interrupt all or any part of the work for such a period of time as it may determine to be appropriate for the convenience of the Town. The Town may terminate this Contract at any time, with or without cause, upon thirty (30) days written notice to the other party, sent by certified mail, to the usual place of business of the other party.

ARTICLE IX: Damages - From any sums due to the Contractor for performance of this contract, the Town may keep for its own the whole or any part of the amount for expenses, losses and damages incurred by the Town as a consequence of the need to hire a third party to perform the work required by this contract, including the cost of labor and equipment as a result of any event of default, failure, omission or mistake of the Contractor in performing the work as provided in this Contract.

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It is further agreed by the Contractor that, in the event the Town is sued in a court of law or equity, or demand is made upon the Town for payment of any damages arising out of any errors or omissions on behalf of the Contractor, or the Contractor's performance or non-performance of this Contract, then the Contractor, without reservation, shall indemnify and hold harmless the Town against any and all claims arising out of the Contractor's performance or non-performance of the Agreement.

ARTICLE X: Confidentiality: The Contractor shall treat as confidential any personal or confidential information obtained from the Town during the negotiation of, or pursuant to, this Agreement and shall not divulge such information to any person (except to such Contractor's own employees or consultants who need to know the same) without the Town's prior written consent provided that this clause shall not extend to information which is already public or becomes so at a future date (otherwise than as a result of a breach of this clause) . The Contractor shall ensure that its employees and consultants are aware of and comply with this clause.

ARTICLE XI: Governing Ordinances and Laws - This contract is made subject to all the laws of the Commonwealth and the By-laws of the Town and if any such clause thereof does not conform to such Laws or Bylaws, such clause shall be void (the remainder of this Contract shall not be affected) and such Laws or By-laws shall be operative in lieu thereof.

ARTICLE XII: Equal Opportunity: The Contractor, in the performance of all work under this contract, will not discriminate on the grounds of race, color, sex, age, religious creed, disability, national origin or ancestry, sexual orientation, marital status, family status, military status, or source of income in the employment practices or in the selection or retention of subcontractors, and in the procurement of materials and rental of equipment. The Town may cancel, terminate or suspend the contract in whole or in part for any violation of this Article.

ARTICLE XIII. Assignability: The Contractor shall not assign, sell, subcontract or transfer any interest in this contract without prior written consent of the Town.

ARTICLE XIV. Notice: Any notice to be given by either party to the other shall be deemed duly given if mailed, via certified mail, return receipt requested, as follows:

In the case of the Town to:

Jodi Ross, Town Manager, 55 Main Street, Westford, MA 01886

In the case of the Contractor to:

ARTICLE XV. Amendments: This contract represents the entire agreement between the parties and the terms of this contract may not be altered or amended except by writing by the parties with the same formalities as this agreement.

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ARTICLE XVI. Severability: If any provision of this Agreement or any portion of such provision shall be held invalid or illegal, than the remainder of this Agreement or the remainder of such provision shall not be affected thereby.

ARTICLE XVII. Interpretation of Specifications and Contract Requirements: A decision of interpretation of the specifications, approval of equipment, material or any other approval, or progress of the work by the Contractor, shall be made promptly and, in any event, no later than thirty days after the written submission for decision by the Town, but if such decision requires extended investigation and study, the Town shall, within thirty days after the receipt of the submission, give the party making the submission written notice of the reasons why the decision cannot be made within the thirty day period and the date by which the decision will be made.

ARTICLE XVIII. Indemnification: The Contractor hereby assumes the entire responsibility and liability for any and all injuries to, or death of, all persons, including the Contractor's employees, and for any and all damage to property caused by, resulting from, or arising out of, any act, omission or neglect on the part of the Contractor or anyone directly or indirectly employed by the Contractor.

ARTICLE XIX: The Town agrees to faithfully pay the Contractor, when due and payable, and under the terms of all such incorporated documents and instruments to this agreement, all such contracted sums.

ARTICLE XX: COMPLIANCE – M.G.L. Chapter 62C, §49A

Prior to the issuance of the Contract, _____. shall attest under the penalties of perjury that it is in compliance with all the laws of the Commonwealth of Massachusetts relating to taxes. This statement is required in accordance with Massachusetts General Law c.62C, Section 49A.

Pursuant to M.G.L. c.62C, § 49A, I certify under the penalties of perjury that I, to the best of my best knowledge and belief, have filed all state tax returns and paid all state taxes, reported all employees and contractors, and withheld and remitted child support, as required by law.

(NAME OF COMPANY)

_____
Social Security Number or Federal
Identification Number

By_____
Corporation Officer or Authorized

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IN WITNESS WHEREOF, the parties hereto have set their hand and seals to this Agreement on the _____ day of _____, 20___.

Availability of Funds:

_____
Town Accountant

Town of Westford by its
Board of Selectmen or Town Administrator
Date if Board vote (if any) _____

_____

_____

_____

_____

_____
Contractor:

_____
Signature

_____
Print

_____
Title

Corporate Seal

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APPENDIX B

STATE PREVAILING WAGE RATES

Highway Department • Engineering Department
28 North Street, Westford, MA 01886
Tel. (978) 692-5520 • (978) 692-5517 • (978) 692-5537 • Fax (978) 399-2726

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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

RONALD L. WALKER, II
Secretary

WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Westford Highway Department

Contract Number:

City/Town: WESTFORD

Description of Work: Various construction and improvement works to the Town roadway infrastructure.

Job Location: Town Wide

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 Division of Apprentice Standards (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. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Issue Date: 02/18/2016 **Wage Request Number:** 20160218-030

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.65	$10.41	$10.08	$0.00	$52.14
	06/01/2016	$32.15	$10.41	$10.08	$0.00	$52.64
	08/01/2016	$32.15	$10.91	$10.08	$0.00	$53.14
	12/01/2016	$32.15	$10.91	$10.89	$0.00	$53.95
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.72	$10.41	$10.08	$0.00	$52.21
	06/01/2016	$32.22	$10.41	$10.08	$0.00	$52.71
	08/01/2016	$32.22	$10.91	$10.08	$0.00	$53.21
	12/01/2016	$32.22	$10.91	$10.89	$0.00	$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.84	$10.41	$10.08	$0.00	$52.33
	06/01/2016	$32.34	$10.41	$10.08	$0.00	$52.83
	08/01/2016	$32.34	$10.91	$10.08	$0.00	$53.33
	12/01/2016	$32.34	$10.91	$10.89	$0.00	$54.14
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$88.29	$9.80	$19.23	$0.00	$117.32
AIR TRACK OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.45	$12.65	$0.00	$52.00
	06/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50
	12/01/2016	$33.15	$7.45	$12.65	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	12/01/2015	$34.38	$10.40	$5.95	$0.00	$50.73
ASPHALT RAKER *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.45	$12.65	$0.00	$52.00
	06/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50
	12/01/2016	$33.15	$7.45	$12.65	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER *BOILERMAKERS LOCAL 29*	01/01/2016	$41.62	$6.97	$16.21	$0.00	$64.80
	01/01/2017	$42.92	$6.97	$16.21	$0.00	$66.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *BOILERMAKER - Local 29*

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	$27.05	$6.97	$10.54	$0.00	$44.56
2	65	$27.05	$6.97	$10.54	$0.00	$44.56
3	70	$29.13	$6.97	$11.35	$0.00	$47.45
4	75	$31.22	$6.97	$12.16	$0.00	$50.35
5	80	$33.30	$6.97	$12.97	$0.00	$53.24
6	85	$35.38	$6.97	$13.78	$0.00	$56.13
7	90	$37.46	$6.97	$14.59	$0.00	$59.02
8	95	$39.54	$6.97	$15.40	$0.00	$61.91

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	$27.90	$6.97	$10.54	$0.00	$45.41
2	65	$27.90	$6.97	$10.54	$0.00	$45.41
3	70	$30.04	$6.97	$11.35	$0.00	$48.36
4	75	$32.19	$6.97	$12.16	$0.00	$51.32
5	80	$34.34	$6.97	$12.97	$0.00	$54.28
6	85	$36.48	$6.97	$13.78	$0.00	$57.23
7	90	$38.63	$6.97	$14.59	$0.00	$60.19
8	95	$40.77	$6.97	$15.40	$0.00	$63.14

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) *BRICKLAYERS LOCAL 3 (LOWELL)*	09/01/2015	$47.76	$10.18	$17.97	$0.00	$75.91
	03/01/2016	$47.76	$10.18	$18.54	$0.00	$76.48
	09/01/2016	$48.66	$10.18	$18.62	$0.00	$77.46
	03/01/2017	$49.23	$10.18	$18.62	$0.00	$78.03

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *BRICK/PLASTER/CEMENT MASON - Local 3 Lowell*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.88	$10.18	$17.97	$0.00	$52.03
2	60	$28.66	$10.18	$17.97	$0.00	$56.81
3	70	$33.43	$10.18	$17.97	$0.00	$61.58
4	80	$38.21	$10.18	$17.97	$0.00	$66.36
5	90	$42.98	$10.18	$17.97	$0.00	$71.13

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.88	$10.18	$18.54	$0.00	$52.60
2	60	$28.66	$10.18	$18.54	$0.00	$57.38
3	70	$33.43	$10.18	$18.54	$0.00	$62.15
4	80	$38.21	$10.18	$18.54	$0.00	$66.93
5	90	$42.98	$10.18	$18.54	$0.00	$71.70

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$36.45	$7.45	$13.75	$0.00	$57.65
	06/01/2016	$37.20	$7.45	$13.75	$0.00	$58.40
	12/01/2016	$38.20	$7.45	$13.75	$0.00	$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$35.30	$7.45	$13.75	$0.00	$56.50
	06/01/2016	$36.05	$7.45	$13.75	$0.00	$57.25
	12/01/2016	$37.05	$7.45	$13.75	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$35.30	$7.45	$13.75	$0.00	$56.50
	06/01/2016	$36.05	$7.45	$13.75	$0.00	$57.25
	12/01/2016	$37.05	$7.45	$13.75	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER *CARPENTERS -ZONE 2 (Eastern Massachusetts)*	03/01/2015	$35.75	$9.80	$16.48	$0.00	$62.03

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CARPENTER - Zone 2 Eastern MA*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$17.88	$9.80	$1.63	$0.00	$29.31
2	60	$21.45	$9.80	$1.63	$0.00	$32.88
3	70	$25.03	$9.80	$11.59	$0.00	$46.42
4	75	$26.81	$9.80	$11.59	$0.00	$48.20
5	80	$28.60	$9.80	$13.22	$0.00	$51.62
6	80	$28.60	$9.80	$13.22	$0.00	$51.62
7	90	$32.18	$9.80	$14.85	$0.00	$56.83
8	90	$32.18	$9.80	$14.85	$0.00	$56.83

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING *BRICKLAYERS LOCAL 3 (LOWELL)*	01/01/2016	$43.51	$10.90	$18.71	$1.30	$74.42

Apprentice - *CEMENT MASONRY/PLASTERING - Lowell*

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.76	$10.90	$12.21	$0.00	$44.87
2	60	$26.11	$10.90	$13.71	$1.30	$52.02
3	65	$28.28	$10.90	$14.71	$1.30	$55.19
4	70	$30.46	$10.90	$15.71	$1.30	$58.37
5	75	$32.63	$10.90	$16.71	$1.30	$61.54
6	80	$34.81	$10.90	$17.71	$1.30	$64.72
7	90	$39.16	$10.90	$18.71	$1.30	$70.07

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$44.73	$10.00	$14.90	$0.00	$69.63
	06/01/2016	$45.48	$10.00	$14.90	$0.00	$70.38
	12/01/2016	$46.73	$10.00	$14.90	$0.00	$71.63
	06/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
	12/01/2017	$48.73	$10.00	$14.90	$0.00	$73.63

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$14.90	$0.00	$55.03
	06/01/2016	$30.65	$10.00	$14.90	$0.00	$55.55
	12/01/2016	$31.52	$10.00	$14.90	$0.00	$56.42
	06/01/2017	$32.21	$10.00	$14.90	$0.00	$57.11
	12/01/2017	$32.90	$10.00	$14.90	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2016	$49.51	$7.85	$16.10	$0.00	$73.46
	07/01/2016	$50.46	$7.85	$16.10	$0.00	$74.41
	01/01/2017	$51.41	$7.85	$16.10	$0.00	$75.36

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.76	$7.85	$0.00	$0.00	$32.61
2	55	$27.23	$7.85	$3.66	$0.00	$38.74
3	60	$29.71	$7.85	$3.99	$0.00	$41.55
4	65	$32.18	$7.85	$4.32	$0.00	$44.35
5	70	$34.66	$7.85	$14.11	$0.00	$56.62
6	75	$37.13	$7.85	$14.44	$0.00	$59.42
7	80	$39.61	$7.85	$14.77	$0.00	$62.23
8	90	$44.56	$7.85	$15.44	$0.00	$67.85

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.23	$7.85	$0.00	$0.00	$33.08
2	55	$27.75	$7.85	$3.66	$0.00	$39.26
3	60	$30.28	$7.85	$3.99	$0.00	$42.12
4	65	$32.80	$7.85	$4.32	$0.00	$44.97
5	70	$35.32	$7.85	$14.11	$0.00	$57.28
6	75	$37.85	$7.85	$14.44	$0.00	$60.14
7	80	$40.37	$7.85	$14.77	$0.00	$62.99
8	90	$45.41	$7.85	$15.44	$0.00	$68.70

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN *LABORERS - ZONE 2*	12/01/2015	$35.50	$7.45	$13.55	$0.00	$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR *LABORERS - ZONE 2*	12/01/2015	$36.50	$7.45	$13.55	$0.00	$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS *LABORERS - ZONE 2*	12/01/2015	$36.25	$7.45	$13.55	$0.00	$57.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2015	$36.50	$7.45	$13.55	$0.00	$57.50
DEMO: JACKHAMMER OPERATOR *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2015	$36.25	$7.45	$13.55	$0.00	$57.25
DEMO: WRECKING LABORER *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2015	$35.50	$7.45	$13.55	$0.00	$56.50
DIRECTIONAL DRILL MACHINE OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$58.86	$9.80	$19.23	$0.00	$87.89
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$63.06	$9.80	$19.23	$0.00	$92.09
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$88.23	$9.80	$19.23	$0.00	$117.26
DRAWBRIDGE OPERATOR (Construction) *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.27	$13.00	$0.55	$0.00	$31.82
2	40	$18.27	$13.00	$0.55	$0.00	$31.82
3	45	$20.55	$13.00	$11.86	$0.00	$45.41
4	45	$20.55	$13.00	$11.86	$0.00	$45.41
5	50	$22.84	$13.00	$12.23	$0.00	$48.07
6	55	$25.12	$13.00	$12.58	$0.00	$50.70
7	60	$27.40	$13.00	$12.95	$0.00	$53.35
8	65	$29.69	$13.00	$13.32	$0.00	$56.01
9	70	$31.97	$13.00	$13.69	$0.00	$58.66
10	75	$34.25	$13.00	$14.06	$0.00	$61.31

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.47	$13.00	$0.55	$0.00	$32.02
2	40	$18.47	$13.00	$0.55	$0.00	$32.02
3	45	$20.78	$13.00	$11.84	$0.00	$45.62
4	45	$20.78	$13.00	$11.84	$0.00	$45.62
5	50	$23.09	$13.00	$12.71	$0.00	$48.80
6	55	$25.39	$13.00	$13.07	$0.00	$51.46
7	60	$27.70	$13.00	$13.39	$0.00	$54.09
8	65	$30.01	$13.00	$13.81	$0.00	$56.82
9	70	$32.32	$13.00	$14.18	$0.00	$59.50
10	75	$34.63	$13.00	$14.55	$0.00	$62.18

Notes: :

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2016	$54.53	$14.43	$14.96	$0.00	$83.92
	01/01/2017	$55.86	$15.28	$15.71	$0.00	$86.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELEVATOR CONSTRUCTOR - Local 4*

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.27	$14.43	$0.00	$0.00	$41.70
2	55	$29.99	$14.43	$14.96	$0.00	$59.38
3	65	$35.44	$14.43	$14.96	$0.00	$64.83
4	70	$38.17	$14.43	$14.96	$0.00	$67.56
5	80	$43.62	$14.43	$14.96	$0.00	$73.01

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.93	$15.28	$0.00	$0.00	$43.21
2	55	$30.72	$15.28	$15.71	$0.00	$61.71
3	65	$36.31	$15.28	$15.71	$0.00	$67.30
4	70	$39.10	$15.28	$15.71	$0.00	$70.09
5	80	$44.69	$15.28	$15.71	$0.00	$75.68

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2016	$38.17	$14.43	$14.96	$0.00	$67.56
	01/01/2017	$39.10	$15.28	$15.71	$0.00	$70.09
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2015	$40.49	$10.00	$14.55	$0.00	$65.04
	05/01/2016	$41.38	$10.00	$14.55	$0.00	$65.93
	11/01/2016	$41.97	$10.00	$14.55	$0.00	$66.52
	05/01/2017	$42.85	$10.00	$14.55	$0.00	$67.40
	11/01/2017	$43.58	$10.00	$14.55	$0.00	$68.13
	05/01/2018	$44.29	$10.00	$14.55	$0.00	$68.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2015	$41.93	$10.00	$14.55	$0.00	$66.48
	05/01/2016	$42.82	$10.00	$14.55	$0.00	$67.37
	11/01/2016	$43.42	$10.00	$14.55	$0.00	$67.97
	05/01/2017	$44.31	$10.00	$14.55	$0.00	$68.86
	11/01/2017	$45.04	$10.00	$14.55	$0.00	$69.59
	05/01/2018	$45.76	$10.00	$14.55	$0.00	$70.31
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2015	$21.71	$10.00	$14.55	$0.00	$46.26
	05/01/2016	$22.23	$10.00	$14.55	$0.00	$46.78
	11/01/2016	$22.58	$10.00	$14.55	$0.00	$47.13
	05/01/2017	$23.11	$10.00	$14.55	$0.00	$47.66
	11/01/2017	$23.53	$10.00	$14.55	$0.00	$48.08
	05/01/2018	$23.96	$10.00	$14.55	$0.00	$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING*ELECTRICIANS LOCAL 103*	09/01/2015	$34.25	$13.00	$14.06	$0.00	$61.31
	03/01/2016	$34.63	$13.00	$14.55	$0.00	$62.18
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$36.34	$10.00	$14.90	$0.00	$61.24
	06/01/2016	$36.96	$10.00	$14.90	$0.00	$61.86
	12/01/2016	$38.00	$10.00	$14.90	$0.00	$62.90
	06/01/2017	$38.84	$10.00	$14.90	$0.00	$63.74
	12/01/2017	$39.67	$10.00	$14.90	$0.00	$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER *LABORERS - ZONE 2*	12/01/2015	$20.50	$7.45	$12.65	$0.00	$40.60
	06/01/2016	$20.50	$7.45	$12.65	$0.00	$40.60
	12/01/2016	$20.50	$7.45	$12.65	$0.00	$40.60
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE I*	09/01/2015	$41.59	$9.80	$17.53	$0.00	$68.92

Apprentice - *FLOORCOVERER - Local 2168 Zone I*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.80	$9.80	$1.79	$0.00	$32.39
2	55	$22.87	$9.80	$1.79	$0.00	$34.46
3	60	$24.95	$9.80	$12.16	$0.00	$46.91
4	65	$27.03	$9.80	$12.16	$0.00	$48.99
5	70	$29.11	$9.80	$13.95	$0.00	$52.86
6	75	$31.19	$9.80	$13.95	$0.00	$54.94
7	80	$33.27	$9.80	$15.74	$0.00	$58.81
8	85	$35.35	$9.80	$15.74	$0.00	$60.89

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$14.90	$0.00	$55.03
	06/01/2016	$30.65	$10.00	$14.90	$0.00	$55.55
	12/01/2016	$31.52	$10.00	$14.90	$0.00	$56.42
	06/01/2017	$32.21	$10.00	$14.90	$0.00	$57.11
	12/01/2017	$32.90	$10.00	$14.90	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 35 (ZONE 2)*	01/01/2016	$39.01	$7.85	$16.10	$0.00	$62.96
	07/01/2016	$39.96	$7.85	$16.10	$0.00	$63.91
	01/01/2017	$40.91	$7.85	$16.10	$0.00	$64.86

Apprentice - *GLAZIER - Local 35 Zone 2*

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.51	$7.85	$0.00	$0.00	$27.36
2	55	$21.46	$7.85	$3.66	$0.00	$32.97
3	60	$23.41	$7.85	$3.99	$0.00	$35.25
4	65	$25.36	$7.85	$4.32	$0.00	$37.53
5	70	$27.31	$7.85	$14.11	$0.00	$49.27
6	75	$29.26	$7.85	$14.44	$0.00	$51.55
7	80	$31.21	$7.85	$14.77	$0.00	$53.83
8	90	$35.11	$7.85	$15.44	$0.00	$58.40

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.98	$7.85	$0.00	$0.00	$27.83
2	55	$21.98	$7.85	$3.66	$0.00	$33.49
3	60	$23.98	$7.85	$3.99	$0.00	$35.82
4	65	$25.97	$7.85	$4.32	$0.00	$38.14
5	70	$27.97	$7.85	$14.11	$0.00	$49.93
6	75	$29.97	$7.85	$14.44	$0.00	$52.26
7	80	$31.97	$7.85	$14.77	$0.00	$54.59
8	90	$35.96	$7.85	$15.44	$0.00	$59.25

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.05	$10.00	$0.00	$0.00	$34.05
2	60	$26.24	$10.00	$14.90	$0.00	$51.14
3	65	$28.42	$10.00	$14.90	$0.00	$53.32
4	70	$30.61	$10.00	$14.90	$0.00	$55.51
5	75	$32.80	$10.00	$14.90	$0.00	$57.70
6	80	$34.98	$10.00	$14.90	$0.00	$59.88
7	85	$37.17	$10.00	$14.90	$0.00	$62.07
8	90	$39.36	$10.00	$14.90	$0.00	$64.26

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.46	$10.00	$0.00	$0.00	$34.46
2	60	$26.69	$10.00	$14.90	$0.00	$51.59
3	65	$28.91	$10.00	$14.90	$0.00	$53.81
4	70	$31.14	$10.00	$14.90	$0.00	$56.04
5	75	$33.36	$10.00	$14.90	$0.00	$58.26
6	80	$35.58	$10.00	$14.90	$0.00	$60.48
7	85	$37.81	$10.00	$14.90	$0.00	$62.71
8	90	$40.03	$10.00	$14.90	$0.00	$64.93

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2016	$43.31	$10.70	$21.95	$2.28	$78.24
	08/01/2016	$44.46	$10.70	$21.95	$2.28	$79.39
	02/01/2017	$45.56	$10.70	$21.95	$2.28	$80.49
	08/01/2017	$46.66	$10.70	$21.95	$2.28	$81.59
	02/01/2018	$47.81	$10.70	$21.95	$2.28	$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	02/01/2016	$43.31	$10.70	$21.95	$2.28	$78.24
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2016	$44.46	$10.70	$21.95	$2.28	$79.39
	02/01/2017	$45.56	$10.70	$21.95	$2.28	$80.49
	08/01/2017	$46.66	$10.70	$21.95	$2.28	$81.59
	02/01/2018	$47.81	$10.70	$21.95	$2.28	$82.74
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
PIPEFITTERS LOCAL 537	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
PIPEFITTERS LOCAL 537	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2015	$31.90	$7.45	$12.65	$0.00	$52.00
LABORERS - ZONE 2	06/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50
	12/01/2016	$33.15	$7.45	$12.65	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS)	09/01/2015	$43.81	$11.50	$13.80	$0.00	$69.11
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2016	$45.81	$11.50	$13.80	$0.00	$71.11
	09/01/2017	$47.81	$11.50	$13.80	$0.00	$73.11
	09/01/2018	$50.06	$11.50	$13.80	$0.00	$75.36
	09/01/2019	$52.56	$11.50	$13.80	$0.00	$77.86

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

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.91	$11.50	$10.05	$0.00	$43.46
2	60	$26.29	$11.50	$10.80	$0.00	$48.59
3	70	$30.67	$11.50	$11.55	$0.00	$53.72
4	80	$35.05	$11.50	$12.30	$0.00	$58.85

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$22.91	$11.50	$10.05	$0.00	$44.46
2	60	$27.49	$11.50	$10.80	$0.00	$49.79
3	70	$32.07	$11.50	$11.55	$0.00	$55.12
4	80	$36.65	$11.50	$12.30	$0.00	$60.45

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (LAWRENCE AREA)*	09/16/2015	$37.99	$7.80	$20.85	$0.00	$66.64
	03/16/2016	$38.99	$7.80	$20.85	$0.00	$67.64
	09/16/2016	$39.64	$7.80	$20.85	$0.00	$68.29
	03/16/2017	$40.24	$7.80	$20.85	$0.00	$68.89

Apprentice - *IRONWORKER - Local 7 Lawrence*

Effective Date - 09/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$22.79	$7.80	$20.85	$0.00	$51.44
2	70	$26.59	$7.80	$20.85	$0.00	$55.24
3	75	$28.49	$7.80	$20.85	$0.00	$57.14
4	80	$30.39	$7.80	$20.85	$0.00	$59.04
5	85	$32.29	$7.80	$20.85	$0.00	$60.94
6	90	$34.19	$7.80	$20.85	$0.00	$62.84

Effective Date - 03/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$23.39	$7.80	$20.85	$0.00	$52.04
2	70	$27.29	$7.80	$20.85	$0.00	$55.94
3	75	$29.24	$7.80	$20.85	$0.00	$57.89
4	80	$31.19	$7.80	$20.85	$0.00	$59.84
5	85	$33.14	$7.80	$20.85	$0.00	$61.79
6	90	$35.09	$7.80	$20.85	$0.00	$63.74

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER *LABORERS - ZONE 2*	12/01/2015	$31.15	$7.45	$12.65	$0.00	$51.25
	06/01/2016	$31.65	$7.45	$12.65	$0.00	$51.75
	12/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LABORER - Zone 2*

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.69	$7.45	$12.65	$0.00	$38.79
2	70	$21.81	$7.45	$12.65	$0.00	$41.91
3	80	$24.92	$7.45	$12.65	$0.00	$45.02
4	90	$28.04	$7.45	$12.65	$0.00	$48.14

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.99	$7.45	$12.65	$0.00	$39.09
2	70	$22.16	$7.45	$12.65	$0.00	$42.26
3	80	$25.32	$7.45	$12.65	$0.00	$45.42
4	90	$28.49	$7.45	$12.65	$0.00	$48.59

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER *LABORERS - ZONE 2*	12/01/2015	$31.15	$7.45	$12.65	$0.00	$51.25
	06/01/2016	$31.65	$7.45	$12.65	$0.00	$51.75
	12/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 2*	12/01/2015	$31.15	$7.45	$12.65	$0.00	$51.25
	06/01/2016	$31.65	$7.45	$12.65	$0.00	$51.75
	12/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 2*	12/01/2015	$31.35	$7.45	$12.60	$0.00	$51.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 2*	12/01/2015	$31.15	$7.45	$12.65	$0.00	$51.25
	06/01/2016	$31.65	$7.45	$12.65	$0.00	$51.75
	12/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 2*	12/01/2015	$31.15	$7.45	$12.65	$0.00	$51.25
	06/01/2016	$31.65	$7.45	$12.65	$0.00	$51.75
	12/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50
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 *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2016	$38.08	$10.18	$17.70	$0.00	$65.96
	08/01/2016	$38.78	$10.18	$17.78	$0.00	$66.74
	02/01/2017	$39.24	$10.18	$17.78	$0.00	$67.20

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

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.04	$10.18	$17.70	$0.00	$46.92
2	60	$22.85	$10.18	$17.70	$0.00	$50.73
3	70	$26.66	$10.18	$17.70	$0.00	$54.54
4	80	$30.46	$10.18	$17.70	$0.00	$58.34
5	90	$34.27	$10.18	$17.70	$0.00	$62.15

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.39	$10.18	$17.78	$0.00	$47.35
2	60	$23.27	$10.18	$17.78	$0.00	$51.23
3	70	$27.15	$10.18	$17.78	$0.00	$55.11
4	80	$31.02	$10.18	$17.78	$0.00	$58.98
5	90	$34.90	$10.18	$17.78	$0.00	$62.86

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2016	$49.90	$10.18	$19.14	$0.00	$79.22
	08/01/2016	$50.80	$10.18	$19.22	$0.00	$80.20
	02/01/2017	$51.37	$10.18	$19.22	$0.00	$80.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.95	$10.18	$19.14	$0.00	$54.27
2	60	$29.94	$10.18	$19.14	$0.00	$59.26
3	70	$34.93	$10.18	$19.14	$0.00	$64.25
4	80	$39.92	$10.18	$19.14	$0.00	$69.24
5	90	$44.91	$10.18	$19.14	$0.00	$74.23

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.40	$10.18	$19.22	$0.00	$54.80
2	60	$30.48	$10.18	$19.22	$0.00	$59.88
3	70	$35.56	$10.18	$19.22	$0.00	$64.96
4	80	$40.64	$10.18	$19.22	$0.00	$70.04
5	90	$45.72	$10.18	$19.22	$0.00	$75.12

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2) *MILLWRIGHTS LOCAL 1121 - Zone 2*	04/01/2015	$34.69	$9.80	$16.21	$0.00	$60.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 2*

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$19.08	$9.80	$4.48	$0.00	$33.36
2	65	$22.55	$9.80	$13.36	$0.00	$45.71
3	75	$26.02	$9.80	$14.18	$0.00	$50.00
4	85	$29.49	$9.80	$14.99	$0.00	$54.28

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$22.27	$10.00	$14.90	$0.00	$47.17
	06/01/2016	$22.66	$10.00	$14.90	$0.00	$47.56
	12/01/2016	$23.31	$10.00	$14.90	$0.00	$48.21
	06/01/2017	$23.82	$10.00	$14.90	$0.00	$48.72
	12/01/2017	$24.34	$10.00	$14.90	$0.00	$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$26.08	$10.00	$14.90	$0.00	$50.98
	06/01/2016	$26.54	$10.00	$14.90	$0.00	$51.44
	12/01/2016	$27.29	$10.00	$14.90	$0.00	$52.19
	06/01/2017	$27.89	$10.00	$14.90	$0.00	$52.79
	12/01/2017	$28.50	$10.00	$14.90	$0.00	$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2016	$49.51	$7.85	$16.10	$0.00	$73.46
	07/01/2016	$50.46	$7.85	$16.10	$0.00	$74.41
	01/01/2017	$51.41	$7.85	$16.10	$0.00	$75.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.76	$7.85	$0.00	$0.00	$32.61
2	55	$27.23	$7.85	$3.66	$0.00	$38.74
3	60	$29.71	$7.85	$3.99	$0.00	$41.55
4	65	$32.18	$7.85	$4.32	$0.00	$44.35
5	70	$34.66	$7.85	$14.11	$0.00	$56.62
6	75	$37.13	$7.85	$14.44	$0.00	$59.42
7	80	$39.61	$7.85	$14.77	$0.00	$62.23
8	90	$44.56	$7.85	$15.44	$0.00	$67.85

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.23	$7.85	$0.00	$0.00	$33.08
2	55	$27.75	$7.85	$3.66	$0.00	$39.26
3	60	$30.28	$7.85	$3.99	$0.00	$42.12
4	65	$32.80	$7.85	$4.32	$0.00	$44.97
5	70	$35.32	$7.85	$14.11	$0.00	$57.28
6	75	$37.85	$7.85	$14.44	$0.00	$60.14
7	80	$40.37	$7.85	$14.77	$0.00	$62.99
8	90	$45.41	$7.85	$15.44	$0.00	$68.70

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2016	$40.41	$7.85	$16.10	$0.00	$64.36
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	07/01/2016	$41.36	$7.85	$16.10	$0.00	$65.31
	01/01/2017	$42.31	$7.85	$16.10	$0.00	$66.26

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.21	$7.85	$0.00	$0.00	$28.06
2	55	$22.23	$7.85	$3.66	$0.00	$33.74
3	60	$24.25	$7.85	$3.99	$0.00	$36.09
4	65	$26.27	$7.85	$4.32	$0.00	$38.44
5	70	$28.29	$7.85	$14.11	$0.00	$50.25
6	75	$30.31	$7.85	$14.44	$0.00	$52.60
7	80	$32.33	$7.85	$14.77	$0.00	$54.95
8	90	$36.37	$7.85	$15.44	$0.00	$59.66

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.68	$7.85	$0.00	$0.00	$28.53
2	55	$22.75	$7.85	$3.66	$0.00	$34.26
3	60	$24.82	$7.85	$3.99	$0.00	$36.66
4	65	$26.88	$7.85	$4.32	$0.00	$39.05
5	70	$28.95	$7.85	$14.11	$0.00	$50.91
6	75	$31.02	$7.85	$14.44	$0.00	$53.31
7	80	$33.09	$7.85	$14.77	$0.00	$55.71
8	90	$37.22	$7.85	$15.44	$0.00	$60.51

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2016	$38.47	$7.85	$16.10	$0.00	$62.42
	07/01/2016	$39.42	$7.85	$16.10	$0.00	$63.37
	01/01/2017	$40.37	$7.85	$16.10	$0.00	$64.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.24	$7.85	$0.00	$0.00	$27.09
2	55	$21.16	$7.85	$3.66	$0.00	$32.67
3	60	$23.08	$7.85	$3.99	$0.00	$34.92
4	65	$25.01	$7.85	$4.32	$0.00	$37.18
5	70	$26.93	$7.85	$14.11	$0.00	$48.89
6	75	$28.85	$7.85	$14.44	$0.00	$51.14
7	80	$30.78	$7.85	$14.77	$0.00	$53.40
8	90	$34.62	$7.85	$15.44	$0.00	$57.91

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.71	$7.85	$0.00	$0.00	$27.56
2	55	$21.68	$7.85	$3.66	$0.00	$33.19
3	60	$23.65	$7.85	$3.99	$0.00	$35.49
4	65	$25.62	$7.85	$4.32	$0.00	$37.79
5	70	$27.59	$7.85	$14.11	$0.00	$49.55
6	75	$29.57	$7.85	$14.44	$0.00	$51.86
7	80	$31.54	$7.85	$14.77	$0.00	$54.16
8	90	$35.48	$7.85	$15.44	$0.00	$58.77

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) *LABORERS - ZONE 2*	12/01/2015	$31.15	$7.45	$12.65	$0.00	$51.25
	06/01/2016	$31.65	$7.45	$12.65	$0.00	$51.75
	12/01/2016	$32.40	$7.45	$12.65	$0.00	$52.50
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 2*	01/01/2016	$39.01	$7.85	$16.10	$0.00	$62.96
	07/01/2016	$39.96	$7.85	$16.10	$0.00	$63.91
	01/01/2017	$40.91	$7.85	$16.10	$0.00	$64.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER - Local 35 Zone 2 - BRUSH NEW*

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.51	$7.85	$0.00	$0.00	$27.36
2	55	$21.46	$7.85	$3.66	$0.00	$32.97
3	60	$23.41	$7.85	$3.99	$0.00	$35.25
4	65	$25.36	$7.85	$4.32	$0.00	$37.53
5	70	$27.31	$7.85	$14.11	$0.00	$49.27
6	75	$29.26	$7.85	$14.44	$0.00	$51.55
7	80	$31.21	$7.85	$14.77	$0.00	$53.83
8	90	$35.11	$7.85	$15.44	$0.00	$58.40

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.98	$7.85	$0.00	$0.00	$27.83
2	55	$21.98	$7.85	$3.66	$0.00	$33.49
3	60	$23.98	$7.85	$3.99	$0.00	$35.82
4	65	$25.97	$7.85	$4.32	$0.00	$38.14
5	70	$27.97	$7.85	$14.11	$0.00	$49.93
6	75	$29.97	$7.85	$14.44	$0.00	$52.26
7	80	$31.97	$7.85	$14.77	$0.00	$54.59
8	90	$35.96	$7.85	$15.44	$0.00	$59.25

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	01/01/2016	$37.07	$7.85	$16.10	$0.00	$61.02
	07/01/2016	$38.02	$7.85	$16.10	$0.00	$61.97
	01/01/2017	$38.97	$7.85	$16.10	$0.00	$62.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 Zone 2 - BRUSH REPAINT*

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.54	$7.85	$0.00	$0.00	$26.39
2	55	$20.39	$7.85	$3.66	$0.00	$31.90
3	60	$22.24	$7.85	$3.99	$0.00	$34.08
4	65	$24.10	$7.85	$4.32	$0.00	$36.27
5	70	$25.95	$7.85	$14.11	$0.00	$47.91
6	75	$27.80	$7.85	$14.44	$0.00	$50.09
7	80	$29.66	$7.85	$14.77	$0.00	$52.28
8	90	$33.36	$7.85	$15.44	$0.00	$56.65

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.01	$7.85	$0.00	$0.00	$26.86
2	55	$20.91	$7.85	$3.66	$0.00	$32.42
3	60	$22.81	$7.85	$3.99	$0.00	$34.65
4	65	$24.71	$7.85	$4.32	$0.00	$36.88
5	70	$26.61	$7.85	$14.11	$0.00	$48.57
6	75	$28.52	$7.85	$14.44	$0.00	$50.81
7	80	$30.42	$7.85	$14.77	$0.00	$53.04
8	90	$34.22	$7.85	$15.44	$0.00	$57.51

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2012	$30.28	$9.07	$8.00	$0.00	$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07
PILE DRIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 1*

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.02	$9.80	$19.23	$0.00	$50.05
2	60	$25.22	$9.80	$19.23	$0.00	$54.25
3	70	$29.43	$9.80	$19.23	$0.00	$58.46
4	75	$31.53	$9.80	$19.23	$0.00	$60.56
5	80	$33.63	$9.80	$19.23	$0.00	$62.66
6	80	$33.63	$9.80	$19.23	$0.00	$62.66
7	90	$37.84	$9.80	$19.23	$0.00	$66.87
8	90	$37.84	$9.80	$19.23	$0.00	$66.87

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER *PIPEFITTERS LOCAL 537*	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28

Apprentice - *PIPEFITTER - Local 537*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$19.88	$9.70	$7.50	$0.00	$37.08
2	45	$22.36	$9.70	$16.89	$0.00	$48.95
3	60	$29.81	$9.70	$16.89	$0.00	$56.40
4	70	$34.78	$9.70	$16.89	$0.00	$61.37
5	80	$39.75	$9.70	$16.89	$0.00	$66.34

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$20.28	$9.70	$7.50	$0.00	$37.48
2	45	$22.81	$9.70	$16.89	$0.00	$49.40
3	60	$30.41	$9.70	$16.89	$0.00	$57.00
4	70	$35.48	$9.70	$16.89	$0.00	$62.07
5	80	$40.55	$9.70	$16.89	$0.00	$67.14

Notes:

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

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
PLUMBERS & GASFITTERS *PLUMBERS & GASFITTERS LOCAL 12*	09/01/2015	$50.46	$10.82	$15.14	$0.00	$76.42
	03/01/2016	$51.61	$10.82	$15.14	$0.00	$77.57
	09/01/2016	$52.66	$10.82	$15.14	$0.00	$78.62
	03/01/2017	$53.66	$10.82	$15.14	$0.00	$79.62

Apprentice - *PLUMBER/GASFITTER - Local 12*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$17.66	$10.82	$5.63	$0.00	$34.11
2	40	$20.18	$10.82	$6.37	$0.00	$37.37
3	55	$27.75	$10.82	$8.56	$0.00	$47.13
4	65	$32.80	$10.82	$10.03	$0.00	$53.65
5	75	$37.85	$10.82	$11.48	$0.00	$60.15

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$18.06	$10.82	$5.63	$0.00	$34.51
2	40	$20.64	$10.82	$6.37	$0.00	$37.83
3	55	$28.39	$10.82	$8.56	$0.00	$47.77
4	65	$33.55	$10.82	$10.03	$0.00	$54.40
5	75	$38.71	$10.82	$11.48	$0.00	$61.01

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic$56.90 Step5 with lic$63.40

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) *PIPEFITTERS LOCAL 537*	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER *LABORERS - ZONE 2*	12/01/2015	$32.15	$7.45	$12.65	$0.00	$52.25
	06/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
	12/01/2016	$33.40	$7.45	$12.65	$0.00	$53.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$14.90	$0.00	$55.03
	06/01/2016	$30.65	$10.00	$14.90	$0.00	$55.55
	12/01/2016	$31.52	$10.00	$14.90	$0.00	$56.42
	06/01/2017	$32.21	$10.00	$14.90	$0.00	$57.11
	12/01/2017	$32.90	$10.00	$14.90	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER *TEAMSTERS LOCAL 49*	05/01/2010	$22.88	$6.97	$3.94	$0.00	$33.79
RECLAIMERS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) *CARPENTERS -ZONE 2 (Residential Wood)*	04/01/2011	$24.24	$8.67	$15.51	$0.00	$48.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.*CARPENTERS -ZONE 2 (Residential Wood)*	05/01/2011	$24.24	$6.34	$6.23	$0.00	$36.81

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CARPENTER (Residential Wood Frame) - Zone 2*

Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$14.54	$6.34	$0.00	$0.00	$20.88
2	60	$14.54	$6.34	$6.23	$0.00	$27.11
3	65	$15.76	$6.34	$6.23	$0.00	$28.33
4	70	$16.97	$6.34	$6.23	$0.00	$29.54
5	75	$18.18	$6.34	$6.23	$0.00	$30.75
6	80	$19.39	$6.34	$6.23	$0.00	$31.96
7	85	$20.60	$6.34	$6.23	$0.00	$33.17
8	90	$21.82	$6.34	$6.23	$0.00	$34.39

Notes:

Apprentice to Journeyworker Ratio:1:5

RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 33*	02/01/2016	$40.11	$11.00	$12.90	$0.00	$64.01

Apprentice - *ROOFER - Local 33*

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.06	$11.00	$3.39	$0.00	$34.45
2	60	$24.07	$11.00	$12.90	$0.00	$47.97
3	65	$26.07	$11.00	$12.90	$0.00	$49.97
4	75	$30.08	$11.00	$12.90	$0.00	$53.98
5	85	$34.09	$11.00	$12.90	$0.00	$57.99

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.

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE *ROOFERS LOCAL 33*	02/01/2016	$40.36	$11.00	$12.90	$0.00	$64.26
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2016	$43.31	$10.70	$21.95	$2.28	$78.24
	08/01/2016	$44.46	$10.70	$21.95	$2.28	$79.39
	02/01/2017	$45.56	$10.70	$21.95	$2.28	$80.49
	08/01/2017	$46.66	$10.70	$21.95	$2.28	$81.59
	02/01/2018	$47.81	$10.70	$21.95	$2.28	$82.74

Apprentice - *SHEET METAL WORKER - Local 17-A*

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.32	$10.70	$4.90	$0.00	$32.92
2	40	$17.32	$10.70	$4.90	$0.00	$32.92
3	45	$19.49	$10.70	$9.79	$1.20	$41.18
4	45	$19.49	$10.70	$9.79	$1.20	$41.18
5	50	$21.66	$10.70	$10.65	$1.29	$44.30
6	50	$21.66	$10.70	$10.90	$1.30	$44.56
7	60	$25.99	$10.70	$12.37	$1.47	$50.53
8	65	$28.15	$10.70	$13.24	$1.56	$53.65
9	75	$32.48	$10.70	$14.97	$1.74	$59.89
10	85	$36.81	$10.70	$16.18	$1.91	$65.60

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.78	$10.70	$4.90	$0.00	$33.38
2	40	$17.78	$10.70	$4.90	$0.00	$33.38
3	45	$20.01	$10.70	$9.79	$1.22	$41.72
4	45	$20.01	$10.70	$9.79	$1.22	$41.72
5	50	$22.23	$10.70	$10.65	$1.31	$44.89
6	50	$22.23	$10.70	$10.90	$1.31	$45.14
7	60	$26.68	$10.70	$12.37	$1.49	$51.24
8	65	$28.90	$10.70	$13.24	$1.59	$54.43
9	75	$33.35	$10.70	$14.97	$1.77	$60.79
10	85	$37.79	$10.70	$16.18	$1.94	$66.61

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR *PAINTERS LOCAL 35 - ZONE 2*	06/01/2013	$25.81	$7.07	$7.05	$0.00	$39.93

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SIGN ERECTOR - Local 35 Zone 2*

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.94	$10.41	$10.08	$0.00	$52.43
	06/01/2016	$32.44	$10.41	$10.08	$0.00	$52.93
	08/01/2016	$32.44	$10.91	$10.08	$0.00	$53.43
	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$32.23	$10.41	$10.08	$0.00	$52.72
	06/01/2016	$32.73	$10.41	$10.08	$0.00	$53.22
	08/01/2016	$32.73	$10.91	$10.08	$0.00	$53.72
	12/01/2016	$32.73	$10.91	$10.89	$0.00	$54.53
SPRINKLER FITTER *SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1*	01/01/2016	$54.43	$8.67	$15.80	$0.00	$78.90
	03/01/2016	$55.43	$8.67	$15.80	$0.00	$79.90
	10/01/2016	$56.58	$8.67	$15.80	$0.00	$81.05
	03/01/2017	$57.58	$8.67	$15.80	$0.00	$82.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$19.05	$8.67	$8.55	$0.00	$36.27
2	40	$21.77	$8.67	$8.55	$0.00	$38.99
3	45	$24.49	$8.67	$8.55	$0.00	$41.71
4	50	$27.22	$8.67	$8.55	$0.00	$44.44
5	55	$29.94	$8.67	$8.55	$0.00	$47.16
6	60	$32.66	$8.67	$8.55	$0.00	$49.88
7	65	$35.38	$8.67	$8.55	$0.00	$52.60
8	70	$38.10	$8.67	$8.55	$0.00	$55.32
9	75	$40.82	$8.67	$8.55	$0.00	$58.04
10	80	$43.54	$8.67	$8.55	$0.00	$60.76

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$19.40	$8.67	$8.55	$0.00	$36.62
2	40	$22.17	$8.67	$8.55	$0.00	$39.39
3	45	$24.94	$8.67	$8.55	$0.00	$42.16
4	50	$27.72	$8.67	$8.55	$0.00	$44.94
5	55	$30.49	$8.67	$8.55	$0.00	$47.71
6	60	$33.26	$8.67	$8.55	$0.00	$50.48
7	65	$36.03	$8.67	$8.55	$0.00	$53.25
8	70	$38.80	$8.67	$8.55	$0.00	$56.02
9	75	$41.57	$8.67	$8.55	$0.00	$58.79
10	80	$44.34	$8.67	$8.55	$0.00	$61.56

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

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN *ELECTRICIANS LOCAL 103*	09/01/2015	$34.25	$13.00	$14.06	$0.00	$61.31
	03/01/2016	$34.63	$13.00	$14.55	$0.00	$62.18

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TELECOMMUNICATION TECHNICIAN - Local 103*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$13.70	$13.00	$0.41	$0.00	$27.11
2	40	$13.70	$13.00	$0.41	$0.00	$27.11
3	45	$15.41	$13.00	$11.03	$0.00	$39.44
4	45	$15.41	$13.00	$11.03	$0.00	$39.44
5	50	$17.13	$13.00	$11.30	$0.00	$41.43
6	55	$18.84	$13.00	$11.58	$0.00	$43.42
7	60	$20.55	$13.00	$11.86	$0.00	$45.41
8	65	$22.26	$13.00	$12.13	$0.00	$47.39
9	70	$23.98	$13.00	$12.41	$0.00	$49.39
10	75	$25.69	$13.00	$12.68	$0.00	$51.37

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$13.85	$13.00	$0.42	$0.00	$27.27
2	40	$13.85	$13.00	$0.42	$0.00	$27.27
3	45	$15.58	$13.00	$11.52	$0.00	$40.10
4	45	$15.58	$13.00	$11.52	$0.00	$40.10
5	50	$17.32	$13.00	$11.79	$0.00	$42.11
6	55	$19.05	$13.00	$12.06	$0.00	$44.11
7	60	$20.78	$13.00	$12.34	$0.00	$46.12
8	65	$22.51	$13.00	$12.62	$0.00	$48.13
9	70	$24.24	$13.00	$12.90	$0.00	$50.14
10	75	$25.97	$13.00	$13.17	$0.00	$52.14

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2016	$48.80	$10.18	$19.14	$0.00	$78.12
	08/01/2016	$49.70	$10.18	$19.22	$0.00	$79.10
	02/01/2017	$50.27	$10.18	$19.22	$0.00	$79.67

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TERRAZZO FINISHER - Local 3 Marble & Tile*

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.40	$10.18	$19.14	$0.00	$53.72
2	60	$29.28	$10.18	$19.14	$0.00	$58.60
3	70	$34.16	$10.18	$19.14	$0.00	$63.48
4	80	$39.04	$10.18	$19.14	$0.00	$68.36
5	90	$43.92	$10.18	$19.14	$0.00	$73.24

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.85	$10.18	$19.22	$0.00	$54.25
2	60	$29.82	$10.18	$19.22	$0.00	$59.22
3	70	$34.79	$10.18	$19.22	$0.00	$64.19
4	80	$39.76	$10.18	$19.22	$0.00	$69.16
5	90	$44.73	$10.18	$19.22	$0.00	$74.13

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$36.70	$7.45	$13.75	$0.00	$57.90
	06/01/2016	$37.45	$7.45	$13.75	$0.00	$58.65
	12/01/2016	$38.45	$7.45	$13.75	$0.00	$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$35.42	$7.45	$13.75	$0.00	$56.62
	06/01/2016	$36.17	$7.45	$13.75	$0.00	$57.37
	12/01/2016	$37.17	$7.45	$13.75	$0.00	$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$35.30	$7.45	$13.75	$0.00	$56.50
	06/01/2016	$36.05	$7.45	$13.75	$0.00	$57.25
	12/01/2016	$37.05	$7.45	$13.75	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$32.52	$10.41	$10.08	$0.00	$53.01
	06/01/2016	$33.02	$10.41	$10.08	$0.00	$53.51
	08/01/2016	$33.02	$10.91	$10.08	$0.00	$54.01
	12/01/2016	$33.02	$10.91	$10.89	$0.00	$54.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR *LABORERS (COMPRESSED AIR)*	12/01/2015	$47.58	$7.45	$14.15	$0.00	$69.18
	06/01/2016	$48.33	$7.45	$14.15	$0.00	$69.93
	12/01/2016	$49.33	$7.45	$14.15	$0.00	$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) *LABORERS (COMPRESSED AIR)*	12/01/2015	$49.58	$7.45	$14.15	$0.00	$71.18
	06/01/2016	$50.33	$7.45	$14.15	$0.00	$71.93
	12/01/2016	$51.33	$7.45	$14.15	$0.00	$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR *LABORERS (FREE AIR TUNNEL)*	12/01/2015	$39.65	$7.45	$14.15	$0.00	$61.25
	06/01/2016	$40.40	$7.45	$14.15	$0.00	$62.00
	12/01/2016	$41.40	$7.45	$14.15	$0.00	$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	12/01/2015	$41.65	$7.45	$14.15	$0.00	$63.25
	06/01/2016	$42.40	$7.45	$14.15	$0.00	$64.00
	12/01/2016	$43.40	$7.45	$14.15	$0.00	$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.94	$10.41	$10.08	$0.00	$52.43
	06/01/2016	$32.44	$10.41	$10.08	$0.00	$52.93
	08/01/2016	$32.44	$10.91	$10.08	$0.00	$53.43
	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
WAGON DRILL OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.40	$7.45	$12.65	$0.00	$51.50
	06/01/2016	$31.90	$7.45	$12.65	$0.00	$52.00
	12/01/2016	$32.65	$7.45	$12.65	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER *PLUMBERS & GASFITTERS LOCAL 12*	09/01/2015	$50.46	$10.82	$15.14	$0.00	$76.42
	03/01/2016	$51.61	$10.82	$15.14	$0.00	$77.57
	09/01/2016	$52.66	$10.82	$15.14	$0.00	$78.62
	03/01/2017	$53.66	$10.82	$15.14	$0.00	$79.62
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$26.11	$7.25	$1.78	$0.00	$35.14
	08/28/2016	$26.61	$7.50	$1.80	$0.00	$35.91
	09/03/2017	$27.14	$7.75	$1.81	$0.00	$36.70
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$36.98	$7.25	$8.12	$0.00	$52.35
	08/28/2016	$37.70	$7.50	$8.87	$0.00	$54.07
	09/03/2017	$38.45	$7.75	$9.53	$0.00	$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$30.46	$7.25	$8.34	$0.00	$46.05
	08/28/2016	$31.05	$7.50	$8.89	$0.00	$47.44
	09/03/2017	$31.66	$7.75	$9.44	$0.00	$48.85
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$23.93	$7.25	$1.72	$0.00	$32.90
	08/28/2016	$24.39	$7.50	$1.73	$0.00	$33.62
	09/03/2017	$24.88	$7.75	$1.75	$0.00	$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$36.98	$7.25	$12.29	$0.00	$56.52
	08/28/2016	$37.70	$7.50	$12.95	$0.00	$58.15
	09/03/2017	$38.45	$7.75	$13.61	$0.00	$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$32.63	$7.25	$9.05	$0.00	$48.93
	08/28/2016	$33.26	$7.50	$9.63	$0.00	$50.39
	09/03/2017	$33.92	$7.75	$10.21	$0.00	$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$23.93	$7.25	$1.72	$0.00	$32.90
	08/28/2016	$24.39	$7.50	$1.73	$0.00	$33.62
	09/03/2017	$24.88	$7.75	$1.75	$0.00	$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$19.58	$7.25	$1.59	$0.00	$28.42
	08/28/2016	$19.96	$7.50	$1.60	$0.00	$29.06
	09/03/2017	$20.35	$7.75	$1.61	$0.00	$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	08/30/2015	$43.51	$7.25	$15.06	$0.00	$65.82
	08/28/2016	$44.35	$7.50	$15.83	$0.00	$67.68
	09/03/2017	$45.23	$7.75	$16.61	$0.00	$69.59

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LINEMAN (Outside Electrical) - East Local 104*

Effective Date - 08/30/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$26.11	$7.25	$3.28	$0.00	$36.64
2	65	$28.28	$7.25	$3.35	$0.00	$38.88
3	70	$30.46	$7.25	$3.41	$0.00	$41.12
4	75	$32.63	$7.25	$4.98	$0.00	$44.86
5	80	$34.81	$7.25	$5.04	$0.00	$47.10
6	85	$36.98	$7.25	$5.11	$0.00	$49.34
7	90	$39.16	$7.25	$7.17	$0.00	$53.58

Effective Date - 08/28/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$26.61	$7.50	$3.30	$0.00	$37.41
2	65	$28.83	$7.50	$3.36	$0.00	$39.69
3	70	$31.05	$7.50	$3.43	$0.00	$41.98
4	75	$33.26	$7.50	$5.00	$0.00	$45.76
5	80	$35.48	$7.50	$5.06	$0.00	$48.04
6	85	$37.70	$7.50	$5.13	$0.00	$50.33
7	90	$39.92	$7.50	$7.20	$0.00	$54.62

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	01/01/2016	$28.98	$4.25	$3.12	$0.00	$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	01/01/2016	$27.31	$4.25	$3.07	$0.00	$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	01/01/2016	$27.31	$4.25	$3.07	$0.00	$34.63
TREE TRIMMER *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	01/31/2016	$18.51	$3.55	$0.00	$0.00	$22.06

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

TREE TRIMMER GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	01/31/2016	$16.32	$3.55	$0.00	$0.00	$19.87

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Rental of Equipment - East

(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.65	$10.41	$0.00	$0.00	$42.06
	06/01/2016	$32.15	$10.41	$0.00	$0.00	$42.56
	08/01/2016	$32.15	$10.91	$0.00	$0.00	$43.06
	12/01/2016	$32.15	$10.91	$0.00	$0.00	$43.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.72	$10.41	$0.00	$0.00	$42.13
	06/01/2016	$32.22	$10.41	$0.00	$0.00	$42.63
	08/01/2016	$32.22	$10.91	$0.00	$0.00	$43.13
	12/01/2016	$32.22	$10.91	$0.00	$0.00	$43.13
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.84	$10.41	$0.00	$0.00	$42.25
	06/01/2016	$32.34	$10.41	$0.00	$0.00	$42.75
	08/01/2016	$32.34	$10.91	$0.00	$0.00	$43.25
	12/01/2016	$32.34	$10.91	$0.00	$0.00	$43.25
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$88.29	$9.80	$0.00	$0.00	$98.09
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$0.00	$0.00	$53.73
	06/01/2016	$44.48	$10.00	$0.00	$0.00	$54.48
	12/01/2016	$45.73	$10.00	$0.00	$0.00	$55.73
	06/01/2017	$46.73	$10.00	$0.00	$0.00	$56.73
	12/01/2017	$47.73	$10.00	$0.00	$0.00	$57.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$0.00	$0.00	$53.73
	06/01/2016	$44.48	$10.00	$0.00	$0.00	$54.48
	12/01/2016	$45.73	$10.00	$0.00	$0.00	$55.73
	06/01/2017	$46.73	$10.00	$0.00	$0.00	$56.73
	12/01/2017	$47.73	$10.00	$0.00	$0.00	$57.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$0.00	$0.00	$53.31
	06/01/2016	$44.06	$10.00	$0.00	$0.00	$54.06
	12/01/2016	$45.29	$10.00	$0.00	$0.00	$55.29
	06/01/2017	$46.28	$10.00	$0.00	$0.00	$56.28
	12/01/2017	$47.27	$10.00	$0.00	$0.00	$57.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$44.73	$10.00	$0.00	$0.00	$54.73
	06/01/2016	$45.48	$10.00	$0.00	$0.00	$55.48
	12/01/2016	$46.73	$10.00	$0.00	$0.00	$56.73
	06/01/2017	$47.73	$10.00	$0.00	$0.00	$57.73
	12/01/2017	$48.73	$10.00	$0.00	$0.00	$58.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$0.00	$0.00	$40.13
	06/01/2016	$30.65	$10.00	$0.00	$0.00	$40.65
	12/01/2016	$31.52	$10.00	$0.00	$0.00	$41.52
	06/01/2017	$32.21	$10.00	$0.00	$0.00	$42.21
	12/01/2017	$32.90	$10.00	$0.00	$0.00	$42.90
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$58.86	$9.80	$0.00	$0.00	$68.66
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$0.00	$0.00	$51.84
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$63.06	$9.80	$0.00	$0.00	$72.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$88.23	$9.80	$0.00	$0.00	$98.03
FLAGGER & SIGNALER *LABORERS - ZONE 2*	12/01/2015	$20.50	$7.45	$0.00	$0.00	$27.95
	06/01/2016	$20.50	$7.45	$0.00	$0.00	$27.95
	12/01/2016	$20.50	$7.45	$0.00	$0.00	$27.95
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$0.00	$0.00	$53.73
	06/01/2016	$44.48	$10.00	$0.00	$0.00	$54.48
	12/01/2016	$45.73	$10.00	$0.00	$0.00	$55.73
	06/01/2017	$46.73	$10.00	$0.00	$0.00	$56.73
	12/01/2017	$47.73	$10.00	$0.00	$0.00	$57.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$0.00	$0.00	$40.13
	06/01/2016	$30.65	$10.00	$0.00	$0.00	$40.65
	12/01/2016	$31.52	$10.00	$0.00	$0.00	$41.52
	06/01/2017	$32.21	$10.00	$0.00	$0.00	$42.21
	12/01/2017	$32.90	$10.00	$0.00	$0.00	$42.90
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$0.00	$0.00	$53.73
	06/01/2016	$44.48	$10.00	$0.00	$0.00	$54.48
	12/01/2016	$45.73	$10.00	$0.00	$0.00	$55.73
	06/01/2017	$46.73	$10.00	$0.00	$0.00	$56.73
	12/01/2017	$47.73	$10.00	$0.00	$0.00	$57.73

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.05	$10.00	$0.00	$0.00	$34.05
2	60	$26.24	$10.00	$0.00	$0.00	$36.24
3	65	$28.42	$10.00	$0.00	$0.00	$38.42
4	70	$30.61	$10.00	$0.00	$0.00	$40.61
5	75	$32.80	$10.00	$0.00	$0.00	$42.80
6	80	$34.98	$10.00	$0.00	$0.00	$44.98
7	85	$37.17	$10.00	$0.00	$0.00	$47.17
8	90	$39.36	$10.00	$0.00	$0.00	$49.36

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.46	$10.00	$0.00	$0.00	$34.46
2	60	$26.69	$10.00	$0.00	$0.00	$36.69
3	65	$28.91	$10.00	$0.00	$0.00	$38.91
4	70	$31.14	$10.00	$0.00	$0.00	$41.14
5	75	$33.36	$10.00	$0.00	$0.00	$43.36
6	80	$35.58	$10.00	$0.00	$0.00	$45.58
7	85	$37.81	$10.00	$0.00	$0.00	$47.81
8	90	$40.03	$10.00	$0.00	$0.00	$50.03

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER *LABORERS - ZONE 2*	12/01/2015	$31.15	$7.45	$0.00	$0.00	$38.60
	06/01/2016	$31.65	$7.45	$0.00	$0.00	$39.10
	12/01/2016	$32.40	$7.45	$0.00	$0.00	$39.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LABORER - Zone 2*

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.69	$7.45	$0.00	$0.00	$26.14
2	70	$21.81	$7.45	$0.00	$0.00	$29.26
3	80	$24.92	$7.45	$0.00	$0.00	$32.37
4	90	$28.04	$7.45	$0.00	$0.00	$35.49

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.99	$7.45	$0.00	$0.00	$26.44
2	70	$22.16	$7.45	$0.00	$0.00	$29.61
3	80	$25.32	$7.45	$0.00	$0.00	$32.77
4	90	$28.49	$7.45	$0.00	$0.00	$35.94

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$22.27	$10.00	$0.00	$0.00	$32.27
	06/01/2016	$22.66	$10.00	$0.00	$0.00	$32.66
	12/01/2016	$23.31	$10.00	$0.00	$0.00	$33.31
	06/01/2017	$23.82	$10.00	$0.00	$0.00	$33.82
	12/01/2017	$24.34	$10.00	$0.00	$0.00	$34.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$26.08	$10.00	$0.00	$0.00	$36.08
	06/01/2016	$26.54	$10.00	$0.00	$0.00	$36.54
	12/01/2016	$27.29	$10.00	$0.00	$0.00	$37.29
	06/01/2017	$27.89	$10.00	$0.00	$0.00	$37.89
	12/01/2017	$28.50	$10.00	$0.00	$0.00	$38.50
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$0.00	$0.00	$53.31
	06/01/2016	$44.06	$10.00	$0.00	$0.00	$54.06
	12/01/2016	$45.29	$10.00	$0.00	$0.00	$55.29
	06/01/2017	$46.28	$10.00	$0.00	$0.00	$56.28
	12/01/2017	$47.27	$10.00	$0.00	$0.00	$57.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2012	$30.28	$9.07	$0.00	$0.00	$39.35
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$0.00	$0.00	$53.73
	06/01/2016	$44.48	$10.00	$0.00	$0.00	$54.48
	12/01/2016	$45.73	$10.00	$0.00	$0.00	$55.73
	06/01/2017	$46.73	$10.00	$0.00	$0.00	$56.73
	12/01/2017	$47.73	$10.00	$0.00	$0.00	$57.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$0.00	$0.00	$53.73
	06/01/2016	$44.48	$10.00	$0.00	$0.00	$54.48
	12/01/2016	$45.73	$10.00	$0.00	$0.00	$55.73
	06/01/2017	$46.73	$10.00	$0.00	$0.00	$56.73
	12/01/2017	$47.73	$10.00	$0.00	$0.00	$57.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$0.00	$0.00	$40.13
	06/01/2016	$30.65	$10.00	$0.00	$0.00	$40.65
	12/01/2016	$31.52	$10.00	$0.00	$0.00	$41.52
	06/01/2017	$32.21	$10.00	$0.00	$0.00	$42.21
	12/01/2017	$32.90	$10.00	$0.00	$0.00	$42.90
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$0.00	$0.00	$53.31
	06/01/2016	$44.06	$10.00	$0.00	$0.00	$54.06
	12/01/2016	$45.29	$10.00	$0.00	$0.00	$55.29
	06/01/2017	$46.28	$10.00	$0.00	$0.00	$56.28
	12/01/2017	$47.27	$10.00	$0.00	$0.00	$57.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.94	$10.41	$0.00	$0.00	$42.35
	06/01/2016	$32.44	$10.41	$0.00	$0.00	$42.85
	08/01/2016	$32.44	$10.91	$0.00	$0.00	$43.35
	12/01/2016	$32.44	$10.91	$0.00	$0.00	$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$32.23	$10.41	$0.00	$0.00	$42.64
	06/01/2016	$32.73	$10.41	$0.00	$0.00	$43.14
	08/01/2016	$32.73	$10.91	$0.00	$0.00	$43.64
	12/01/2016	$32.73	$10.91	$0.00	$0.00	$43.64
TRACTORS/PORTABLE STEAM GENERATORS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$0.00	$0.00	$53.31
	06/01/2016	$44.06	$10.00	$0.00	$0.00	$54.06
	12/01/2016	$45.29	$10.00	$0.00	$0.00	$55.29
	06/01/2017	$46.28	$10.00	$0.00	$0.00	$56.28
	12/01/2017	$47.27	$10.00	$0.00	$0.00	$57.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$32.52	$10.41	$0.00	$0.00	$42.93
	06/01/2016	$33.02	$10.41	$0.00	$0.00	$43.43
	08/01/2016	$33.02	$10.91	$0.00	$0.00	$43.93
	12/01/2016	$33.02	$10.91	$0.00	$0.00	$43.93
TREE TRIMMER *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	01/31/2016	$18.51	$3.55	$0.00	$0.00	$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	01/31/2016	$16.32	$3.55	$0.00	$0.00	$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.94	$10.41	$0.00	$0.00	$42.35
	06/01/2016	$32.44	$10.41	$0.00	$0.00	$42.85
	08/01/2016	$32.44	$10.91	$0.00	$0.00	$43.35
	12/01/2016	$32.44	$10.91	$0.00	$0.00	$43.35

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.