TOWN OF WESTFORD, MASSACHUSETTS

REQUEST FOR BIDS

FOR

IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

Contract 2016-HWY-010

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-010 BID ITEM

IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

INVITATION TO BID

Town of Westford through the Town Manager's Office, hereinafter called the "Awarding Authority," or "Town" is requesting sealed bids for: In Place Reclaiming of Bituminous Concrete Surface 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-010 BID ITEM-IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE"**. 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 Sheet, 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.

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

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.

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

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 a contract to the responsive and responsible Contractor with the lowest total bid price. 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.

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

BID FORM

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

Includes the following:

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

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

BID FORM

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

(Page 1)

UNIT PRICE BID SHEET

	ITEM DESCRIPTION	APPROX. QUANTITY	UNIT PRICE	TOTAL PRICE
1.	In-Place Reclaiming of Bituminous Concrete Surface	10,000 Sq. Yard	$_____	$_____
2.	Calcium Chloride	50 Gallons	$_____	$_____

TOTAL BID PRICE $_____

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

Estimated Quantities for Bid Purposes Only

Bidder acknowledges receipt of the following addenda:
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.

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

BID FORM

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

(Page 2)

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#_____

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

BID FORM

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

(Page 3)

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:_____

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

BID FORM

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

(Page 4)

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.

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

BID FORM

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

(Page 5)

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.

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

BID FORM

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

(Page 6)

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)

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

BID FORM

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

(Page 7)

REFERENCES

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

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

SPECIFICATIONS

2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

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

SPECIFICATIONS
2016-HWY-010 BID ITEM – IN PLACE RECLAIMING OF BITUMINOUS CONCRETE SURFACE

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.

Description

This work shall consist of scarifying, pulverizing, mixing, regrading, compacting, fine grading and otherwise preparing the existing roadway for the placing of a bituminous concrete surface.

Material

General: No materials are required for this process.

Gravel: Material to be used for backfilling unsuitable areas shall be Gravel Base Course as specified elsewhere in these Specifications.

Equipment

Crusher/Mixer: The work shall be performed by machine or machines specifically designed to crush and fracture bituminous pavement and small cobbles in gravel base course, and blend the crushed material into a homogenous mass. In general, a road planer or cold milling machine does not have the capability of achieving the specified gradations.

Compactors: Rollers and small compactors for use around structures shall be as required to attain the density specified.

Construction Methods

Preparation: All proposed drainage work shall be completed, and excavations backfilled and compacted, before the recycling process begins. Existing castings on structures to remain shall be adjusted to grade.

Approval of Equipment: As soon as possible following award of this Contract, the Contractor shall submit to the Engineer a full description of his planned recycling operation, including the equipment to be used. Information to be provided shall include a history of similar work performed by the equipment proposed.

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

Test Section: The Engineer may require that a test section of 100 square yards be fully prepared as herein specified to demonstrate the Contractors' capability of performing the work. Test sections will be located on site, and if prepared successfully will be measured and paid for. If the Engineer does not require a test section, and subsequent failure of the Contractor to meet this specification occurs, the omission of the test section shall in no way relieve the Contractor of his responsibility to perform the work as specified herein.

Recycling: The existing road pavement shall be scarified and mixed with the base course material existing in the roadway foundation. The mixture of scarified pavement and base course material shall be crushed simultaneously. The simultaneous crushing shall blend the asphalt and base material into a homogenous mass, utilizing the asphalt acquired from the existing pavement as a stabilizer which shall bond the material together when compacted.

The method used shall ensure that the entire mass of material so worked shall be uniformly graded to project specifications. The required gradations and depths for each location are specified in the Special Provisions.

Grading and Compaction: After the material has been thoroughly worked as described in the above paragraph, it shall be shaped and graded to the required lines and elevations.

Water shall be applied during the entire operation to ensure optimum moisture content at the time of compaction. The restored cross-section shall be thoroughly compacted to a dense consolidated mass not less than 95% of the maximum dry density of the material as determined by the Standard ASTM D-1557, D (Proctor Test) at optimum moisture content (See "Contractor Quality Control" section herein). The finished pavement shall be tested for smoothness and accuracy of grade and if any problem is found to lack required smoothness or accuracy, such portion shall be rescarified, reshaped, re-compacted, and otherwise manipulated until the required smoothness and accuracy are obtained. The finished surface shall be even and true to the proposed lines and grades within a tolerance of 1/4" above or below the required cross sectional elevations and to a maximum irregularity not exceeding 1/4" under a 10 foot line longitudinally. The Contractor is responsible for all finish grades and is also responsible for insuring the proper drainage of all reconstructed areas.

Maintenance of Traffic: General requirements for maintenance of traffic through the work site are specified in the General Requirements and the Special Provisions. If a section of roadway being prepared under this Section is to be opened for traffic, it shall be graded and fully compacted.

Unsuitable Material: If, during the course of the recycling operation, unanticipated sections of unsuitable material are encountered, the unsuitable material will be removed and disposed of off-site. The Engineer will mark the limits of unsuitable material and the Contractor will excavate to the limits directed. The excavation shall be filled with compacted gravel base course. Payment will be made under the appropriate excavation and base course items.

Surplus Material: The Contractor shall be responsible for grade control and assuring the grades and minimum thicknesses indicated are met. Some swell may be experienced during this recycling operation, and surplus material may result.

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

It is the intent of these Specifications that all the material be used in the work, if possible. If surplus material is generated in areas of minor change to existing grade, it shall be used in fill areas on the same street, instead of additional gravel or extra binder course. There will be no extra compensation for such balancing of the material. If there is a surplus of material on the street as a whole, payment will be made under the excavation item, measured loose in the truck being hauled away, unless the material can be used as fill or gravel base on another street that is part of this Contract.

Final Preparation: Completed areas shall be protected until the binder course is placed. Any loose or damaged areas shall be reworked and re-compacted immediately before paving at no additional cost.

Testing: Compaction testing shall be as specified for Gravel Base Course. A gradation test of the loose material shall be conducted each day of the operation. Additional tests may be ordered by the Engineer. The Contractor will pay for all normal testing, and any additional tests ordered whose results show non-conformance with the Specifications.

Measurement and Payment

The recycling of existing pavements and bases into a compacted, stabilized base will be measured by the square yard of prepared surface area for each location. Payment will be made at the unit price or price bid per square yard and will be full compensation for all material, labor and equipment necessary to perform the described in this section, including scarifying, crushing, mixing, grading, watering, compacting, testing and all else incidental to the work described to prepare a stabilized base for the placement of a bituminous pavement.

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

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.

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

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.

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

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.

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.

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

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

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

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

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

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.