Solicitation for:
Operation & Maintenance of Street Lights
IFB 19-13
City of Woburn, Massachusetts

Posted: December 5, 2018
Due: December 19, 2018 @ 11:00 AM
Questions by: December 12, 2018 @ 12:30 PM
To: odeluca@cityofwoburn.com

Deliver to:
City of Woburn
Purchasing Department
ATTN: Orazio DeLuca
Chief Procurement Officer
10 Common Street
Woburn, MA 01801

SOLICITATION FOR:

OPERATION AND MAINTENANCE OF STREET LIGHTS

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CITY OF WOBURN, MASSACHUSETTS

RELEASED:
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DUE BY:
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DELIVER TO:
City of Woburn
Purchasing Department
Attn: Orazio DeLuca, Chief Procurement Officer
10 Common St.
Woburn, MA 01801
odeluca@cityofwoburn.com

SECTION 1.0
INSTRUCTIONS TO OFFEROR

1.1 General

- When submitting bid, please identify the solicitation title and number clearly on the submitted envelope. All responses must be sealed and delivered to: Purchasing Department, City of Woburn, 10 Common St. Woburn, MA 01801
- Bid submitted must be an original
- The completion of the following forms is necessary for consideration of a potential contract award. When submitting bid documents, please retain the order of documents as originally provided:

    a. 5% Bid Bond
    b. Signed Terms, Conditions and Certifications
    c. Completed Bid Pricing Page
    d. Completed Certificate of Authority
    e. Completed Appendix A - Past Performance / References
    f. Evidence of International Municipal Signal Association (IMSA) certification in Roadway Lighting Level I.

    NOTE: If Vendor is incorporated, an updated "CERTIFICATE OF GOOD STANDING" from the Commonwealth of Massachusetts may be required for the awarded vendor only.
- Please review and return with your sealed bids as sent. Also, insure that all forms are completed and your bid response is submitted as requested.

1.2 General Information & Submission Instructions

1.2.1 Bid Delivery

Responses must be delivered by **Wednesday, December 19, 2018 at 11:00AM EST** to City of Woburn, Purchasing Department, Attn: Orazio DeLuca, 10 Common St. Woburn, MA 01801. One (1) copy of the response should be submitted. Responses must be sealed and marked with the solicitation tile and number. All bids must include a bulleted items listed in Section 1.1.

1.2.2 Bid Signature

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

1.2.3 Time for Bid Acceptance

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

1.2.4 Bonding Requirements

- 5% Bid Bond included with bid response
- 50% Payment Bond (Required for Awarded Contractor Only) provided within 10 business days of award notice. Labor and Materials Bond from a surety company qualified to do business under the Laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority in the amount stated.

1.2.5 Changes & Addenda

If any changes are made to this solicitation, an addendum will be issued. Addenda will be emailed or faxed to all bidders on record as having picked up the solicitation. No changes may be made to the solicitation documents by the Offerors without written authorization and/or an addendum from the Purchasing Department. **It is also the responsibility of the vendor to monitor the City's website for addenda. The web address is: www.cityofwoburn.com**

1.2.6 Modification or Withdrawal of Bids, Mistakes, and Minor Informalities

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

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

1.2.7 Right to Cancel/Reject Bids

The City of Woburn may cancel this solicitation, or reject in whole or in part any and all bids, if the City determines that cancellation or rejection serves the best interests of the City.

1.2.8 Bid Prices to Remain Firm

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

1.2.9 Unbalanced Bids

The City reserves the right to reject unbalanced, front-loaded and conditional bids.

1.2.10 Unforeseen Office Closure

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

1.2.11 Price Submission
All prices must contain the unit rate as requested on the bid price form in this solicitation. All prices are to include delivery, the cost of fuel, the cost of labor and all other charges related to the products or services listed. Prices are to remain fixed for the contract period of performance.

1.2.12 Estimated Quantities
The City of Woburn has provided estimated quantities for services over the course of the contract period. These estimates are estimates only and not guaranteed.

1.2.13 Brand Name "or Equal"
Any references to any brand name or proprietary product in the specifications shall require the acceptance of an equal or better brand. The City has the right to make the final determination as to whether an alternate brand is equal to the brand specified.

1.2.14 Warranty
The Offeror warrants that (1) the Supplies sold are merchantable, (2) that they are fit for the purpose for which they are being purchased, (3) that they are absent any latent defects and (4) that they are in conformity with any sample which may have been presented to the City. The bidder guarantees that upon inspection, any defective or inferior Supplies shall be replaced without additional cost to the City. The Vendor will assume any additional cost accrued by the City due to the defective or inferior Supplies. The bidder guarantees all Supplies for a period of one (1) year, or as otherwise specified herein.

1.2.15 Cancellation
The City reserves the right to cancel this contract at any time on any grounds, including the vendor's failure to comply with the Scope of Work (SOW) provided herein.

1.3 Questions about the Solicitation
Questions concerning this solicitation must be submitted in writing to: Orazio DeLuca, City of Woburn, Purchasing Department, 10 Common St. Woburn, MA 01801 **before 12:30PM on December 12, 2018.** Questions may be delivered, mailed, or e-mailed to odeluca@cityofwoburn.com. Written responses will be mailed or faxed to all bidders on record as having picked up the IFB. If any bidders or proposers contact anyone outside of the Purchasing Department regarding this bid/proposal, that bidder/proposer will be disqualified immediately.

1.4 Pre-bid Site Visit
Not applicable to this solicitation

1.5 Rule for Award
Per M.G.L. c. 30 §39M, the contract will be awarded to the responsible and eligible bidder offering the lowest fully burdened hourly rate for contract line item number (CLIN) 1.

SECTION 2.0
GENERAL TERMS, CONDITIONS, CERTIFICATIONS

2.1 Bid Offers

The right is reserved to reject any and all bids or parts of bids and to make an award as may be determined to be in the best interests of the City of Woburn. Bids not submitted in duplicate may be rejected. Bids with erasures or alterations will be rejected.

2.2 Prices

Must be F.O.B. Delivered Destination-Woburn, MA. No charges will be allowed for packing, crating, freight, handling, or cartage unless specifically stated and included with bid.

2.3 Awards

to a bidder may be cancelled if the bidder shall fail to prosecute the work with promptness and diligence.

2.4. Payment

The City of Woburn shall make no payment for a supply or service rendered prior to execution of a written Contract. Bills for services, materials, or supplies furnished by bidders under Contract should be submitted before the first day of the in which payment is to be made to insure payment by twentieth day of that month, except where the allowance for a discount differs from the above. Contractor agrees to submit bills and delivery slips to the City Department in sufficient time for such discounts to be taken advantage of by the City and, in any event, shall not be less than ten (10) days from the submission to the Department of such bills and delivery slips. Time in connection with a discount offered will be computed from the date of delivery to the City, as specified on the order or from the date a correct invoice is received by the using agency of the City, if the latter date is later than the date of delivery.

2.5. Guarantees

The successful bidder shall repair, replace, or make good, without cost to the City, any defects or faults arising within one (1) year after the date of acceptance of articles furnished hereunder resulting from imperfect or defective work done or materials furnished by the Seller.

2.6 Patents

The Seller shall indemnify and save harmless the City and all persons acting for or on behalf of it from all suits and claims against them, or any of them, arising from or occasioned by the use of any material, equipment, or apparatus, or any part thereof, which infringes or is alleged to infringe on any patent rights. In case such material, equipment, or apparatus, or any part thereof, in any such suit is held to constitute an infringement, the Seller within a reasonable time, will, at its expense and as the City may elect, replace such material, equipment, or apparatus, or remove the material, equipment, or apparatus and refund the sums paid.

2.7 Legality
The successful bidder shall comply with all applicable United States, Massachusetts, and/or City of Woburn codes, statutes, ordinances, rules, and regulations.

2.8 Taxes
Purchases made by the City are exempt from Massachusetts Sales Tax and Federal Excise Taxes. Bid prices must exclude any such taxes. Exemption certificates will be furnished upon request.

2.9 Bonds
If this Invitation requires bid surety, the surety shall be in the form of bid bond of a MA Licensed Company, certified check, bank check, money order from a responsible bank, made payable to City of Woburn and must be filed with the original bid at the Office of the Purchasing Agent. Failure to submit surety will cause the bid to be rejected. The bid surety will be returned to the successful bidder within seven (7) days after the execution of the awarded contract and approval by the City of the performance bond. In the case of a default, the bid surety shall be forfeited to the City of Woburn. The successful bidder may be required to furnish a performance bond in an amount and with a MA licensed Surety satisfactory to the City. The Contractor will assume all costs for bonds.

2.10 Orders
Verbal Orders are not binding on the City of Woburn, and any delivery made or work performed without written order or written Contract are at the risk of the Seller or Contractor and may result in an unenforceable claim. The actual needs of City Departments shall govern the actual amount delivered under Contract to be drawn and entered into between the successful bidder and the City. Purchase Orders issued by the City to pay for goods or services shall be made part of Contract.

2.11 Indemnity
Contractor shall agree to Indemnify, Defend, and Hold the City Harmless from any and all claims arising out of the performance of this contract from the negligence, willful acts or omissions of the contractor, its employees, agents, or any sub-contractors.

2.12. Equality Where trade names or specific manufacturers are mentioned in the specifications, the City does not intend to limit competition, but merely to indicate the general type of commodity to be supplied. The City invites offers on comparable commodities to those named or described in the specification. Naming of any commercial name, trademark or other identifier shall not be construed to exclude any item or manufacturer not mentioned by name or as limiting competition, but shall establish a standard of equality only. An item shall be considered equal to the item so named or described if:(a)it is at least equal in quality, durability, appearance, strength, and design;(b)it will perform at least equally the function imposed by the general design for the purpose being contracted for or the material being purchased; and(c)it conforms in a substantial way, even with deviations, to the detailed requirements for the item in the specifications. The name and identification of all materials, other than the one named, shall be submitted to the City in writing for approval, prior to the purchase, use, or fabrication of such items. Subject to the

provisions of M.G.L., Ch.30,s.39J, or other applicable statute, approval shall be at the sole discretion of the City, it shall be in writing to be effective, and the decision of the City shall be final. The City may require tests of all materials so submitted to establish quality standards at the vendor's expense. All directions, specifications, and advice by the manufacturer for the proper installation, handling, storage, adjustment, or operation of their equipment shall be complied with and the responsibility for the proper performance shall continue to rest with the vendor. Include a written brochure outlining all features of the product offered whenever possible.

2.13 Minority Business Enterprise Plan

Pursuant to M.G.L. c 7, §40N and M.G.L. c. 7, §61, the Supplier Diversity Office ("SDO") (formerly SOMWBA) and the Division of Capital Asset Management ("DCAM") have set revised participation goals for Minority Business Enterprise ("MBE") and Women Business Enterprise ("WBE") participation for affected state funded building projects and state assisted municipal building projects as defined in the above referenced laws and related Executive Orders, including Executive Orders 524 and 526.

Effective January 1, 2012, and until such time as the goals may be revised, the MBE and WBE participation goals for building construction and design awards and expenditures on new projects advertised on or after the effective date will be a combined MBE/WBE goal as follows:

10.4% combined MBE/WBE participation on construction contract awards; and, 17.9% combined MBE/WBE participation on design contract awards.

Overall annual designations by awarding authorities, as well as MBE/WBE participation on individual projects with a combined MBE/WBE participation goal, must include a reasonable representation of both MBE and WBE firms that meets or exceeds the combined goal. Proposed MBE/WBE participation plans that include solely MBE or solely WBE participation, or do not include a reasonable amount of participation by both MBE and WBE firms to meet the combined goal, will not be considered responsive. Where the prime contractor or designer is an SDO certified MBE or WBE, the prime must bring a reasonable amount of participation by a firm or firms that hold the certification which is not held by the prime contractor or designer on the project. Proposed participation on construction projects or design projects which consists solely of either an MBE or WBE representing 100% of the overall combined goal will not be considered reasonable participation.

The SDO and DCAM will determine whether there is reasonable participation by both MBE and WBE firms on individual projects under their respective oversight. Firms submitting MBE/WBE participation plans which do not provide reasonable participation by both MBE/WBE firms shall be provided an opportunity to revise and resubmit their plans within the time frame set by the awarding authority; however no price adjustments shall be permitted as a result of the revised plan. Firms failing to submit an MBE/WBE participation plan deemed reasonable and accepted by the awarding authority shall not be awarded the contract.

Participation by MBE and WBE firms must be documented, tracked and reported on separately as MBE participation and WBE participation by prime vendors, subcontractors and awarding authorities.

2.14 Right to Know Legislation

M.G.L., Ch.111F and 454 CMR 21.06 All vendors furnishing substances or mixtures which may be classified as toxic or hazardous, pursuant to MGL,Ch.111F , are cautioned to obtain and read the Law and the Regulations referred to above. Copies may be obtained from the State House Bookstore, State House, Room 117, Boston, MA 02133 for a fee.

2.15 Non-Collusion Affidavit

M.G.L., Ch.30, s.39M and/or Ch.30B, s. 10 Any person submitting a bid or proposal for the procurement or disposal of supplies or services to any governmental body shall certify in writing on the bid or proposal, as follows: the undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

2.16 State Taxes Paid

Pursuant to M.G. L. Ch.62C, s.49A, the undersigned certifies that, to the best of their knowledge and belief, they have complied with all the laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting of child support.

2.17 Bid Offers

Bid offers will be reviewed and awards made as soon as is possible. Awards will be made within 30 business days from Bid Opening. Offers must be signed to be valid.

2.18 Unit Price

The case of arithmetical error in any offer involving extension of prices quoted herein, the unit price will govern the final price of quantities offered.

2.19 Insurance

Contractor shall purchase and maintain coverage for Workers' Compensation, Comprehensive General Liability, including products, completed operations, and contractual liability; Automobile Liability to protect their employees and others from bodily injury and damages to property which may arise out of or result from the Contractor's operations under this agreement, whether such operations be the Contractor's, any subcontractor, or anyone directly or indirectly employed by any of them. This insurance shall be in limits specified by Law, or as specified in the specifications. In no case shall the limits be less than $ 1,000,000 in Bodily Injury and in Property Damages. A certificate of insurance naming the City of Woburn as Additional Named Insured shall be filed with the City prior to the commencement of any contract's operations. All policies and certificates shall contain an endorsement requiring at least thirty (30) days written notice, non-

renewal or cancellation of coverage to City of Woburn. Compliance by the Contractor with the insurance requirements shall not relieve the Contractor from liability under the full indemnity provisions contained herein (see 11).

2.20 Independent Contractor

The contractor is neither an agent nor an employee of the City of Woburn and is not authorized to act in behalf of the City of Woburn.

2.21 Complete Agreement

The written contract supersedes all prior agreements or understandings between the parties and shall not be changed unless mutually agreed by both parties in writing.

2.22 Assignment / Sub-Contracting

The Contractor shall not assign any interest in a contract nor engage any other entity, company, subcontractor or individual to perform any obligation to the City without prior written consent of the City of Woburn.

2.23 Conflict of Interest

The bidder certifies that no official or employee of the City of Woburn has a financial interest in this offer or in the contract which the bidder offers to execute or in the expected profit to arise there from, unless there has been compliance with the provisions of M.G.L.,Ch.43, s.27 (Interest in Public Contracts by Public Employees) and of provisions of M.G.L.,Ch.268A,s.20 (Conflict of Interest Law) and that this offer is made in good faith without fraud or collusion or connection with any other person submitting an offer to the City of Woburn.

2.24 Termination

The City of Woburn shall have the Right to terminate this
Agreement, if:(A) the Contractor neglects or fails to perform or observe any of its obligations hereunder and cure is not affected by the Contractor within Fifteen (15) Days next following its receipt of a termination notice issued by the City of Woburn, or,(B)a judgment or decree is entered against the Contractor approving a petition for arrangement, liquidation, dissolution or similar relief relating to any bankruptcy or insolvency and such judgment or decree remains un vacated for Thirty (30) Days; or Immediately, if Contractor shall file a voluntary petition in bankruptcy or any petition or answer seeking any arrangement, liquidation or dissolution relating to bankruptcy, insolvency or other relief of debtors, or shall seek or consent or acquiesce in appointment of any trustee, receiver or liquidation of Contractor's property; or (C) funds are not appropriated or otherwise made available to support continuation of performance in any Fiscal Year succeeding the first year of this Agreement. City of Woburn shall pay all reasonable and supportable costs incurred prior to termination which payment shall not exceed the value of any services provided. NOTICE: The City of Woburn may terminate this Contract or any Purchase Order issued hereunder without cause at anytime, effective upon the termination date stated in the notice of termination. The Contractor shall cease performance upon the stated termination date. If the Contract or any Purchase Order is terminated under this subsection, the Contractor shall be

entitled to be paid for supplies and/or services delivered and accepted prior to the notice of termination. In no event shall the Contractor be entitled to be paid for any supplies or services delivered after the effective date of termination.

2.25 Return of property

Upon termination, the Contractor shall immediately return to the City of Woburn, without limitation, all documents ,plans, drawings, tools, equipment, and items of any nature whatsoever supplied to the Contractor by the City, or items developed by the Contractor in accordance with the terms of a Contract with the City of Woburn.

2.26 Interpretations of Specifications

Any prospective bidder that requests an interpretation of existing specifications' terms or conditions must do so within five (5) working days before the scheduled bid opening or defined question due date located with the instructions to bidder. All requests shall be in writing to the Purchasing Agent.

2.27 Information

The submission of a bid offer authorizes the City to contact any and all parties referenced by the bidder in regard to financial and operational information. The City shall have the right to request verification of any information or qualifications submitted as part of any offer to the City.

2.28 Price Reduction

It is understood and agreed that should any price reductions occur between the opening of the bid offers and the completion of the delivery of goods or services that the benefit of all such reductions will be extended to City.

2.29 Governing Law

The offer and any Contract which may ensue shall be governed by the Laws of the Commonwealth of Massachusetts.

2.30. Enforceability

In the event that any provision of this offer or Contract is found to be legally unenforceable, such legal unenforceability shall not prevent enforcement of any other provisions of a Contract.

2.31 Samples

Any qualified bidder may be required to submit samples of the goods offered at the request of the Purchasing Agent. Evaluation for acceptability will be a determining factor in the selection process.

2.32 Discrimination

It is understood and agreed that it shall be a material breach of Contract resulting from this bid offer for the Contractor to engage in any practice which shall violate any provision of M.G.L., Ch.151B, relative to discrimination in hiring, discharge, or, terms or conditions of employment.

CERTIFICATIONS

Statements below shall be submitted with each Bid or Proposal and shall be duly dated and signed with an **original signature** and all other information, or, the Bid or Proposal will be **rejected.**

In witness whereof, the undersigned certifies, under the pains and penalties of perjury that:

1.STATE TAXES PAID: Pursuant to M.G.L. Chapter 62C, s. 49A, the undersigned certifies that, to the best of my knowledge and belief, have complied with all the laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting of child support.

2. **CERTIFICATE OF NON-COLLUSION**: M.G.L. C. 30, s. 39M and/or C. 30B, s.10 : Any person submitting a bid or proposal for the procurement or disposal of supplies or services to any governmental body shall certify in writing, on the bid or proposal, as follows: The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

3. PUBLIC CONTRACTS - DEBARMENT: M.G.L. C. 550, Acts of 1991: The undersigned certifies that the said "person" is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of C. 29, s. 29F, or any other applicable debarment provision of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder. Additionally, the undersigned is not presently debarred by any Agency of the Federal Government.

4. HEALTH & SAFETY ON PUBLIC CONSTRUCTION PROJECTS OVER $ 10,000.00: Chapter 306 of the Acts of 2004: The undersigned certifies that the firm 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 U.S. OSHA that is at least 10 hours in duration at the time that 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 U.S. OSHA that is at least 10 hours in duration.

5. COMPLIANCE: The undersigned is in compliance with all of the provisions, and shall remain in full compliance with the provisions for the life of any Contract resulting from this solicitation. That the bidder is qualified to perform any such Contract and possesses, or shall obtain, all requisite licenses and/or permits to complete performance; shall maintain all unemployment, workers' compensation, professional and personal liability insurance policies

sufficient to cover its performance under any such Contract; and shall comply with relevant prevailing wage rates and employment laws. To the best of its knowledge and belief has paid all local taxes, tax titles, utilities, motor vehicle excise taxes, water and wastewater bills in MA as required by Law.

Print Name _____

Circle: Corporation Partnership Individual

Authorized Signature _____

Print Name _____

Title of Person Signing Bid or Proposal _____

Date _____

Company Federal ID # or Social Security # _____

State of Incorporation _____

Approval of a Contract, or other Agreement, will not be granted unless this form is signed and fully complete.

SECTION 3.0
INVOICING REQUIREMENTS

3.1 General

Each invoice shall be mailed to the designated billing office at the following address on a monthly basis:

Woburn Department of Public Works
Attn: Teresa Cochran
50 North Warren Street
Woburn, MA 01801
tcochran@cityofwoburn.com

To ensure a proper invoice, the invoice must include the following information and/or attached documentation:

1) Name of the business concern, invoice number and invoice date;
2) Contract number, or authorization for delivery of property of performance of services; 3) Description, price, and quantity and services actually delivered or rendered (or SAR); 4) Shipping and payment terms;
5) Name (where practicable), title, phone number, and complete mailing address of responsible official to whom payment is to be sent; and
6) Other substantiating documentation or information as required by the contract.

Services Activity Report (SAR) shall be submitted to Project Manager that includes: Dates of services, location or pole number, quantity, personnel, hours and supplies used for routine service, and the dates, location or pole number, quantity, personnel, hours and supplies used for emergency service. This information should reflect work submitted for payment on monthly invoice.

Evidence of receipts from supplies purchased shall be submitted with each invoice for cost verification

Per M.G.L. c. 149, §§26-27D, certified payrolls are to be submitted to the Purchasing Department upon submission of each invoice

SECTION 4.0
STATEMENT OF WORK

4.1 Objective

The City of Woburn is issuing this Invitation for Bid (IFB) to secure as-needed repair and maintenance services to the City's streetlights from a qualified and licensed electrician. The City of Woburn maintains streetlights. At times, additional skilled and unskilled labor is needed to supplement City forces replacing damaged or rusted streetlights, poles, and foundations, along with the installation of new streetlights, and the performance of other various maintenance activities.

4.2 Scope

At the end of December 2014, the City of Woburn will have completed Phase II of its streetlight retrofit project to meet its "green communities" goal of 100% LED streetlight conversion. All newly installed lamp fixtures and photocells have a ten (10) year warranty. Previous installation work conducted by contractor has a one (1) year workmanship warranty. Therefore, the City of Woburn requires as needed contractor support to provide repairs and maintenance on fixtures beyond the one (1) year installation warranty, standard repairs and emergency work. Service, installation and repair includes but not limited to:

- Standard Repairs and Maintenance
- Emergency Repairs
- Pole Knockdowns
- Pole Transfers
- Fixture Repair (non warranty)
- Fixture Replacement (non warranty)
- Foundation
- Conduit
- Wiring

There are 2,400 lights and 1,837 poles throughout the City of Woburn. The poles vary from concrete, metal and wood. Most streetlights are on NSTAR-owned wood poles. The streetlight types include EC3-10M, EC1-4M, EC1-6M which are specified in Appendix B.

The contract type shall be Time and Materials (T&M) based with a not-to-exceed dollar ceiling threshold of $65,000.00. The contractor shall submit fully burdened hourly rates for both emergency and standard work conducted. The Contractor will provide all personnel, equipment, tools, materials, supervision, and all other items to perform tasks defined in Section 4.3. Materials and equipment will be billed to the City at cost. There shall be no materials or equipment markup on this contract.

The previous contract year's labor hours were:

Type	Hours / year
Routine Fixed Price Maintenance Work*	420
Standard Hours (Non Routine)	100
Emergency Hours	None

**Previous contract had fixed price line item for weekly routine batch maintenance.*

These above amounts are not guaranteed to contractor and only provided for informational purposes. We anticipate that there will be slightly less level of effort (LEO) than stated in the table. Providing past fiscal years information before FY17 would be obsolete to the contractor, as SOW and contract type was different.

4.3 Description of Work

The price for all services shall be in accordance with the hourly rate proposed for this contract. All hourly rates shall begin at the time that the Contractor arrives to the job site. All repairs, adjustments, and alterations to the systems covered by this contract are subject to the owner's approval.

4.3.1 Standard Repairs and Maintenance

These are considered typical repairs made according to manufacturer's system maintenance recommendations or when a system fails. Any inspections and major repairs are to be made during normal business hours (7:00 AM through 4:00 PM).

4.3.2 Emergency Repairs

Emergency repairs shall be performed at any time during the week outside of normal business hours. The Contractor shall be obligated to respond for immediate repairs and the response time shall not exceed twenty four (24) hours to be on the jobsite after being notified by the City. Notice from the Police Department that Emergency Repair Service is necessary must be pre-approved in advance by the Project Manager or his designee. The City will require the contractor to provide a toll free number for calls and the appropriate staff to handle telephone calls as well as a web site available to the City for reporting necessary repairs. The City may require the Contractor to transfer of streetlight equipment from damaged or disabled pole to newly installed replacement pole.

4.4 Pole Numbers and Type

The total number of poles to be serviced is 1,837 throughout the City of Woburn. The poles are vary from concrete, metal and wood. Most streetlights are on NSTAR-owned wood poles.

4.4 Public Safety

The Contractor shall provide the necessary signage and barricades when making repairs to street lighting. The Contractor shall observe and take precautions to ensure the safety of pedestrians and vehicles especially when operating its boom trucks or lifts on City property.

The City will not be responsible for the cost of police details to the extent they are needed. However, the procedure for securing police detail assistance involves notifying and securing the approval of the Project Manager, followed by the direct scheduling of such assistance by the Contractor.

4.5 Electricity Supply

To the extent that it is necessary to interrupt the electricity supply in order to perform any streetlight maintenance, Utility crews shall be responsible for turning the electricity off and then back on again. The procedure for utilizing Utility Crews (National Grid) will include notifying and securing the approval of the Project Manager, followed by the direct scheduling of such assistance by the contractor. This procedure is important in order to minimize expense to the community.

4.6 Materials & Equipment

4.6.1 Materials

The contractor shall procure and provide all materials (parts, poles, the supply of photocells, bulbs, ballasts, heads, brackets, etc) that are routinely used for these repairs and maintenance at the lowest price possible, consistent with maintaining quality standards. The materials shall be consistent with the specifications detailed in Appendix B. Contractor shall have and keep an adequate inventory of materials to respond to these service requirements. If the failure of a LED light is a warranty issue, the contractor shall first replace the fixture with their existing inventory. The contractor shall then resupply their stock upon receipt of manufacturer's replacement fixture.

4.6.2 Equipment

Contractor shall supply all equipment and tools for the completion of work under this contract. All trucks and equipment shall be in compliance with all applicable federal, state, and local rules and regulations. Operators assigned by the Contractor must be familiar with the safe and efficient operation of each piece of equipment and shall be experienced in the use of the specific piece of equipment required to complete the work assigned. All vehicles and equipment used by the Contractor must be clearly identified with the name of the company, and phone number of local office on each side of the equipment. All equipment must be equipped in accordance with State laws. All equipment shall meet minimum standards as described as follows:

- Bucket Truck: Contractor shall have bucket truck available with a working height of up to thirty seven (37) feet.
- Boom/Crane Truck: Contractor shall have Boom/Crane truck available, capable

of standing poles up to forty five (45) feet in height.

- Pole Trailer: Contractor shall have a pole trailer, or equivalent available, capable of hauling poles up to forty five (45) feet in length.
- Hauling Equipment: Contractor shall have a truck or trailer available capable or hauling off construction debris, including foundation bases weighing up to two (2) tons.
- Hand Tools: Contractor shall supply all other tools needed to complete work under this service agreement.

The City will not provide storage space for Contractors' vehicles, materials, supplies, or equipment.

4.6.3 Materials & Equipment Billing Procedures

The Contractor must separately identify for each part and material costs submitted for payment to the City the amount of that cost that is allowable and allocable to the contract. The City will exclude all unallowable costs from its billing documents and certify that only allowable costs are submitted for payment and records have been established that maintain the visibility of unallowable costs, including directly associated costs in a manner suitable for contract cost determination and verification. Materials and equipment shall be billed to the City at cost. There is no markup on materials and equipment.

4.7 Period of Performance

The contract period shall be for a period of one (1) base year with two (2), one year option years.

4.8 Place of Performance

All services, delivery and other required support shall be conducted throughout the City of Woburn. Meetings between the Contractor and DPW personnel shall be held at the City of Woburn, Massachusetts.

4.9 Hours of Operation

The awarded Contractor shall schedule his working hours for standard maintenance to coincide with the working hours of the DPW. The normal working hours are 7:00 a.m. and 4:00 p.m. Monday – Friday.

4.9.1 Inclement Weather Days

In the event of inclement weather, the Contractor is responsible for listening to the public media to determine if the City has been closed because of the weather. The Contractor is encouraged to coordinate work schedules with the Project Manager to accommodate support requirements, other personnel availability, meeting schedules and vacation schedules.

4.10 Deliverables:

The Contractor shall consider the below items as contract deliverables. The Contractor shall provide for all day-to-day supervision, inspection and monitoring of all work performed to ensure compliance with the contract requirements. The Contractor shall follow through to

assure that all City and Contractor identified defects or omissions in the contract requirements are corrected. All items noted within the below sections will be reviewed by the Project Manager. The Project Manager will monitor the Contractor's performance to assure that the performance thresholds and standards of performance are met in accordance with the statement of work. The City reserves the right to inspect or test any supplies or services that have been tendered for acceptance. The City may require repair or replacement of nonconforming supplies or re-performance of nonconforming services at no increase in contract price.

4.10.1 The Contractor shall provide a written report on the conditions found and if any repairs are required. The report shall be given to the Project Manager or its designated representative.

4.10.2 The Contractor shall provide the names of those employees who will provide maintenance within the City to include telephone numbers. The initial list of Contracted employees shall be provided to the Project Manager within 15 days after contract award.

4.10.3 Services Activity Report (SAR). The Contractor shall submit the SAR to the Project Manager upon completion of work. All SAR reports should reflect work completed and detailed on monthly invoice. The SAR is defined in Section 3.0.

4.11 Contractor Qualifications

4.11.1 Contractor shall be qualified for all licensing required licensing for streetlight maintenance work. The contractor shall possess International Municipal Signal Association (IMSA) certification in Roadway Lighting Level I. Please enclose a copy of said certification for all those who will work with the City of Woburn.

4.11.2 Firm shall have a minimum of five (5) years experience maintaining MA municipal streetlights and be able to demonstrate performance of such work to the satisfaction of that local authority.

4.11.3 Demonstrated capacity to complete this project with the current workload with other public and private workloads.

4.11.4 The Contractor shall have safety training either on-the-job or class room type in electrical safety outlined in the OSHA Standard 29 Code of Federal Regulations, CFR 1910 Subpart S and NFPA 70E – Standard for electrical safety in the workplace. Contractor's training certifications shall be submitted to the Project Manager prior to start of contract work. If no training certifications are available, the Contractor shall certify that the service technician has met this requirement in writing and submit it to the Project Manager prior to start of contract work.

4.11.5 The Contractor shall be equipped with all necessary tools, equipment, and Personal Protective Equipment (PPE) to perform the work safely, effectively and timely.

4.12 Contractor Conduct

The Contractor's employees shall comply with all City regulations, policies and procedures. The vendor shall ensure that their employees present professional work attire at all times. The project manager may at his/her sole discretion, remove any vendor employee from City facilities for misconduct or safety reasons. Such rule does not relieve the vendor of their responsibility to provide sufficient and timely service. The City will provide the vendor with immediate written rationale notice for removal of employee through the City Solicitor's office.

SECTION 5.0
PRICING

Contractor shall supply labor, transportation, resources, materials and equipment necessary to perform operations and maintenance services on exterior street light system and perform repairs as required and per Statement of Work for the City of Woburn, Department of Public Works. Refer to Section 4.0 SOW for requirement details.

The bidder proposes to furnish and deliver the services specified at the following hourly rates.

CLIN	Description	Qty	Unit	Unit Price	Total Amount
	YEAR 1 January 1, 2019 through December 31, 2019				
001	Fully burdened hourly rate (Standard Hours)	1	HR		
002	Fully burdened hourly rate (Emergencies)	1	HR		

CLIN	Description	Qty	Unit	Unit Price	Total Amount
	YEAR 2 January 1, 2020 through December 31, 2020				
201	Fully burdened hourly rate (Standard Hours)	1	HR		
202	Fully burdened hourly rate (Emergencies)	1	HR		

CLIN	Description	Qty	Unit	Unit Price	Total Amount
	YEAR 3 January 1, 2021 through December 31, 2021				
301	Fully burdened hourly rate (Standard Hours)	1	HR		
302	Fully burdened hourly rate (Emergencies)	1	HR		

NAME OF COMPANY / INDIVIDUAL: _____

ADDRESS:_____

CITY/STATE/ZIP: _____

TELEPHONE/FAX/EMAIL: _____

SIGNATURE OF AUTHORIZED INDIVIDUAL:

X_____

ACKNOWLEDGEMENT OF ADDENDUMS:

Addendum #1 _____ #2 _____ #3_____ #4 _____

SECTION 6.0
FORMS

Form **W-9**
(Rev. December 2011)
Department of the Treasury
Internal Revenue Service

Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

Print or type
See Specific Instructions on page 2.

Name (as shown on your income tax return)

Business name/disregarded entity name, if different from above

Check appropriate box for federal tax classification:
☐ Individual/sole proprietor ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶

☐ Other (see instructions) ▶

☐ Exempt payee

Address (number, street, and apt. or suite no.)

Requester's name and address (optional)

City, state, and ZIP code

List account number(s) here (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on the "Name" line to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Social security number

			–			–				

Employer identification number

		–							

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here Signature of U.S. person ▶ Date ▶

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

Form:___ CITY OF WOBURN
Contract Number:_____

OSHA GENERAL CONTRACTOR CERTIFICATION FORM

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

GENERAL CONTRACTOR'S CERTIFICATION – BID FORM

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

(1) certify 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 a 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.

As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Signature: _____
(Individual Submitting Bid)
Duly Authorized

Name of Business or Entity:_____

Date: _____

RETURN THIS FORM WITH YOUR BID

CERTIFICATE OF AUTHORITY

At a duly authorized meeting of the Board of Directors of _____
(Name of Corporation)

held on _____ it was VOTED that:
(Date)

_____ _____
(Name) (Officer)

of this corporation, be and he/she hereby is authorized to submit bids and proposals, execute contracts, deeds and bonds in the name and on behalf of said corporation, and affix its corporate seal hereto; and such execution of any contract, deed or obligation in this corporation's name on its behalf by such _____ under seal of the company, shall be valid
(Officer)
and binding upon this corporation.

A True Copy,

ATTEST: _____

TITLE: _____

PLACE OF BUSINESS: _____

_____

DATE OF THIS CERTIFICATE: _____

I hereby certify that I am the clerk of the _____
(Corporation)

that _____ is the duly elected _____ of
(Name) (Office)
said corporation, and that the above vote has not been amended or rescinded and remains in full force and effect as of the date of this contract.

_____
(Clerk)

CORPORATE SEAL:

CERTIFICATE OF GOOD STANDING

TO: Contractor

FROM: Purchasing Department

RE: CERTIFICATE OF GOOD STANDING

The Contractor must comply with our request for a CURRENT "Certificate of Good Standing".

If you require information on how to obtain the "Certificate of Good Standing" or Certificate of Registration (Foreign Corporations) from the Commonwealth of Massachusetts, please call the Secretary of State's Office at (617) 727-2850 (Press #1) located at One (1) Ashburton Place, 17th Floor, Boston, MA 02133 or you may access their web site at:

www.sec.state.ma.us/corp/certificates/certificate_request.asp

If your company is incorporated outside of Massachusetts and therefore is a "foreign corporation", but is registered to do business in Massachusetts, please comply with our request for the Certificate of Registration from the Commonwealth of Massachusetts. If your company is a foreign corporation, but is not registered to do business in Massachusetts, please provide the Certificate of Good Standing from your state of incorporation.

Please note that without the above certificate (s), the City of Woburn cannot execute your contract.

IMPORTANT NOTICE
Requests for Certificates of Good Standing by mail may take a substantial amount of time. A certificate may be obtained immediately in person at the Secretary's Office at the address above. Also, at this time, the Secretary of State's Office may not have your current annual report recorded. If this is the case, and you are therefore unable to obtain the Certificate of Good Standing, please forward a copy of your annual report filing fee check with your signed contracts. Please forward your original Certificate of Good Standing to the Purchasing Department upon receipt.

Thank You,

Purchasing Agent

CERTIFICATE OF NON-COLLUSION

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

Signature of individual submitting bid or proposal

Name of Business (please type or print)

CERTIFICATE OF TAX COMPLIANCE

Pursuant to Massachusetts General Law Chapter 62C, Section 49A, the undersigned acting on behalf of the Contractor*, certify under penalties of perjury that to the best knowledge and belief, the Contractor* is in compliance with all laws of the Commonwealth relating to taxes, reporting of employee and contractors, and withholding and remitting child support.

Individual

Signature Date

Name (please print or type) Social Security Number

Corporate

Corporate Name (please print or type)

Signature of Corporate Officer Date

Name of Corporate Officer (please print or type) Title

Taxpayer Identification Number

- As used in this certification, the word "Contractor" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

INSURANCE SPECIFICATIONS
INSURANCE REQUIREMENTS FOR AWARDED VENDOR ONLY:

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

A. GENERAL LIABILITY - Comprehensive Form

Bodily Injury Liability.....….....$ One Million
Property Damage Liability.....$ One Million

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

WORKER'S COMPENSATION.….....$ Statutory
EMPLOYERS' LIABILITY..….....……$ Statutory

C. AUTOMOBILE LIABILITY INSURANCE AS LISTED BELOW:

BODILY INJURY LIABILITY.....$ Statutory

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

Certificate Should Be Made Out To:
City Of Woburn
Purchasing Department
10 Common St.
Woburn, MA 01801

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

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

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

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

PRODUCER	CONTACT NAME:	
	PHONE (A/C, No, Ext):	FAX (A/C, No):
	E-MAIL ADDRESS:	

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A :	
INSURER B :	
INSURER C :	
INSURER D :	
INSURER E :	
INSURER F :	

INSURED

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

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

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

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

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

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

CERTIFICATE HOLDER

CERTIFICATES SHOULD BE MADE OUT TO:

CITY OF WOBURN
PURCHASING DEPARTMENT
10 COMMON ST
WOBURN, MA 01801

CANCELLATION

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

AUTHORIZED REPRESENTATIVE

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APPENDIX A
PAST PERFORMANCE / REFERENCE SHEET

The City requires that the Contractor demonstrate experience providing similar services in **size, scope and completely** for a minimum of three (3) projects. Three (3) references shall be provided for past performance.

Please use the below format for all references submitted and provide as much detail as possible in the Summary section.

Past Performance / Reference Title:	
Period of Performance	
Contract $ Value	
Technical & Contractual POC Names & Titles	
Telephone numbers	
Email addresses	
Detailed summary of services provided	

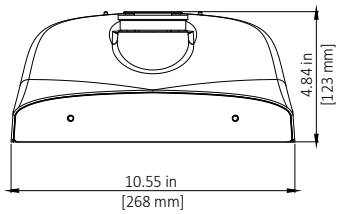
APPENDIX B
STREETLIGHT PICTURES AND SPECIFICATIONS

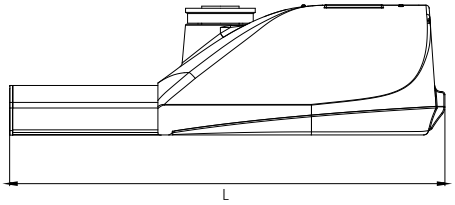
EC
ECobra-head™ LED Street Light

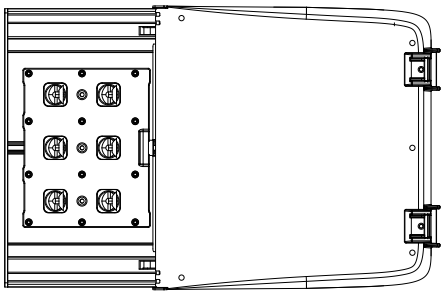
Project
Type
Catalog No.

Luminaire Data

	L	Weight	EPA
EC1	16.1 in [409 mm]	10.8 lb [4.9 kg]	0.40 ft²
EC3	20.8 in [528 mm]	12.7 lb [5.8 kg]	0.45 ft²
EC4	23.5 in [597 mm]	14.0 lb [6.3kg]	0.48 ft²
EC7	30.6 in [777 mm]	19.3 lb [8.8 kg]	0.57 ft²
EC9	35.4 in [899 mm]	21.3 lb [9.7kg]	0.63 ft²







Ordering Information

Sample Catalog No. EC1 4M MV NW 2 GY 700 PCR5 WL

Product & No. & Type of LEDs	Voltage	Nominal Color Temperature[1]	Distribution	Finish[2]	Drive Current[3]	Options
EC1 4M **EC1 6M** **EC3 10M** **EC4 14M** **EC7 18M** **EC7 20M** **EC7 24M** **EC9 30M**	**MV** 120-277V **HV** 347-480V	**NW** 4000K	**2** Type 2 **3** Type 3	**GY** Gray	**350** 350mA **530** 530mA **700** 700mA	**BSK** Bird Spider Kit **SPB** Square Pole Bracket **RPB** Round Pole Bracket **PTB** Pole-Top Bracket **DSC** Door Safety Cable **HSS**[4] House Side Shield **CSS**[5] Cul-de-sac Side Shield **FDC**[6] Fixed Drive Current **LPCR** Less Photocontrol Receptacle **PCR5** ANSI 5-wire Photocontrol Receptacle **PCR7** ANSI 7-wire Photocontrol Receptacle **SC** PCR Shorting Cap **WL** Utility Wattage Label

Notes:
1 4000K standard, consult factory for other color temperatures.
2 Gray standard, consult factory for other finishes.
3 Factory set drive current, field adjustable standard. Refer to performance data on page 3.
4 Flush mounted House Side Shield factory installed, also available for field installation. Shield cuts light off at 1/2 mounting height behind luminaire.
5 Flush mounted Cul-de-sac Shield factory installed, also available for field installation. Shield cuts light off at 1 mounting height on either side of luminaire.
6 Non-field adjustable drive current. Specify 350mA, 530mA or 700mA setting.

© 2014 Leotek Electronics USA

EC
ECobra-head™ LED Street Light

Luminaire Specifications

Housing
Die cast and extruded aluminum housing with universal two-bolt slip fitter mounts to 1-1/4" to 2" (1-5/8" to 2-3/8" O.D.) diameter mast arm. Leveling adjustment of +/-5°. Meets ANSI C136.31-2001 Normal Application, Bridge & Overpass, and Caltrans 611 Vibration Standards. Electrical components are accessed without tools and are mounted on a removable power door. Power door features quick electrical disconnects to terminal block and LED board.

Light Emitting Diodes
Hi-flux/Hi-power white LEDs produce a minimum of 95% of initial intensity at 100,000 hours of life. LEDs are tested in accordance with IES LM-80 testing procedures. Mean correlated color temperature of 4000K (standard) and 70 minimum CRI. LEDs are 100% mercury and lead free.

Optical Systems
Micro-lens systems produce IESNA Type 2 or Type 3 distributions. Luminaire produces 0% total lumens above 90° (BUG Rating, U=0). Optional house side shield cuts light off at 1/2 mounting height behind luminaire. Cul-de-sac shield provides back and side light control for end of cul-de-sac applications. Both shields are field installable without tools.

Electrical
Power supply drive current is field adjustable (350mA, 530mA or 700mA). Power supply features a minimum power factor of .90 and <20% Total Harmonic Distortion (THD). EMC meets or exceeds FCC CFR Part 15. Transient voltage complies with ANSI C62.41 Cat. A. Integral surge protector is tested per ANSI/IEEE C62.45 procedures based on ANSI/IEEE C62.41.2 definitions for standard and optional waveforms for Location Category C High. Photocontrol receptacle is standard, ANSI C136.41 5-wire (PCR5) or 7-wire (PCR7) dimming receptacle optional. Photocontrol or control module is provided by others. Power Supply is 0-10V dimmable standard with PCR5 or PCR7 option.

Finish
Housing receives a fade and abrasion resistant, epoxy polyester powder coat, light gray finish standard. Aluminum extruded components are anodized. Meets 3000 hours salt spray test.

Listings/Ratings/Labels
Luminaires are UL listed for use in wet locations in the United States and Canada. Optical systems maintain an IP66 rating. Design Lights Consortium qualified product.

Photometry
Luminaires are photometrically tested by certified independent testing laboratories in accordance with IES LM-79 testing procedures.

Warranty
10-year limited warranty is standard on luminaire and components.

Performance Data
See next page

© 2014 Leotek Electronics USA

EC
ECobra-head™ LED Street Light

Performance Data

All data nominal, consult factory for IES files or LM-79 reports.

			Type 2			Type 3		
No. of LEDs & Type	**Drive Current (mA)**	**System Wattage (W)**	**Delivered Lumens (Lm)**	**Efficacy (Lm/W)**	**BUG Rating**	**Delivered Lumens (Lm)**	**Efficacy (Lm/W)**	**BUG Rating**
EC1 4M	350*	19	1900	100	B1 U0 G1	1800	95	B1 U0 G1
	450	23	2300	100	B1 U0 G1	2200	96	B1 U0 G1
	530	27	2700	100	B1 U0 G1	2500	93	B1 U0 G1
	700	35	3300	94	B1 U0 G1	3100	89	B1 U0 G1
EC1 6M	350	29	3000	103	B1 U0 G1	2900	100	B1 U0 G1
	530	42	4100	98	B1 U0 G1	4000	95	B1 U0 G1
	700	54	5000	93	B1 U0 G1	5000	93	B1 U0 G1
EC3 10M	350	40	4700	118	B1 U0 G1	4500	113	B1 U0 G1
	530	63	6500	103	B2 U0 G2	6500	103	B1 U0 G1
	700	87	8300	95	B2 U0 G2	8300	95	B2 U0 G1
EC4 14M	350	65	6800	105	B2 U0 G2	6800	105	B1 U0 G1
	530	98	9400	96	B2 U0 G2	9400	96	B2 U0 G2
	700	130	11700	90	B2 U0 G2	11700	90	B2 U0 G2
EC7 18M	350	82	8700	106	B2 U0 G2	8600	105	B2 U0 G2
	530	122	12000	98	B2 U0 G2	11900	98	B2 U0 G2
	700	163	15000	92	B2 U0 G2	14800	91	B2 U0 G2
EC7 20M	350	90	9700	108	B2 U0 B2	9600	107	B2 U0 G2
	530	137	13300	97	B3 U0 G3	13200	96	B2 U0 G2
	700	180	16700	93	B3 U0 G3	16500	92	B3 U0 G2
EC7 24M	350	109	11600	106	B3 U0 G3	11500	106	B2 U0 G2
	530	165	16000	97	B3 U0 G3	15800	96	B2 U0 G2
	700	215	20000	93	B3 U0 G3	19700	92	B3 U0 G3
EC9 30M	350	130	14000	108	B3 U0 G3	13800	106	B3 U0 G2
	530	198	19300	97	B3 U0 G3	19100	96	B3 U0 G2
	700	260	24000	92	B3 U0 G3	23700	91	B3 U0 G3

Note:
* DLC qualification for EC1 4M at 350mA limited to 120-240V

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APPENDIX C
PREVAILING WAGE RATES

WEEKLY PAYROLL RECORDS REPORT
& STATEMENT OF COMPLIANCE

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

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

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

STATEMENT OF COMPLIANCE

_____, 20_____

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

do hereby state:

That I pay or supervise the payment of the persons employed by _____ on the _____
(Contractor, subcontractor or public body) (Building or project)

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

Signature _____

Title _____

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

Prevailing Wage Rates

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

ROSALIN ACOSTA
Secretary

WILLIAM D MCKINNEY
Director

Awarding Authority: City of Woburn

Contract Number:

City/Town: WOBURN

Description of Work: Operation Repairs & Service of Street Lights

Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$47.08	$11.00	$15.50	$0.00	$73.58
	12/01/2018	$48.23	$11.00	$15.50	$0.00	$74.73
	06/01/2019	$49.33	$11.00	$15.50	$0.00	$75.83
	12/01/2019	$50.48	$11.00	$15.50	$0.00	$76.98
	06/01/2020	$51.58	$11.00	$15.50	$0.00	$78.08
	12/01/2020	$52.73	$11.00	$15.50	$0.00	$79.23
	06/01/2021	$53.83	$11.00	$15.50	$0.00	$80.33
	12/01/2021	$54.98	$11.00	$15.50	$0.00	$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 1*	06/01/2018	$38.75	$7.70	$15.20	$0.00	$61.65
	12/01/2018	$39.70	$7.70	$15.20	$0.00	$62.60
	06/01/2019	$40.70	$7.70	$15.20	$0.00	$63.60
	12/01/2019	$41.70	$7.70	$15.20	$0.00	$64.60
	06/01/2020	$42.69	$7.70	$15.20	$0.00	$65.59
	12/01/2020	$43.67	$7.70	$15.20	$0.00	$66.57
	06/01/2021	$44.69	$7.70	$15.20	$0.00	$67.59
	12/01/2021	$45.70	$7.70	$15.20	$0.00	$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER *BOILERMAKERS LOCAL 29*	03/01/2018	$43.57	$7.07	$17.46	$0.00	$68.10
	01/01/2019	$44.71	$7.07	$17.72	$0.00	$69.50
	01/01/2020	$46.10	$7.07	$17.98	$0.00	$71.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *BOILERMAKER - Local 29*

Effective Date - 03/01/2018

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

Effective Date - 01/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:4

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:5

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2018	$37.95	$7.70	$15.40	$0.00	$61.05
	12/01/2018	$38.90	$7.70	$15.40	$0.00	$62.00
	06/01/2019	$39.90	$7.70	$15.40	$0.00	$63.00
	12/01/2019	$40.90	$7.70	$15.40	$0.00	$64.00
	06/01/2020	$41.89	$7.70	$15.40	$0.00	$64.99
	12/01/2020	$42.87	$7.70	$15.40	$0.00	$65.97
	06/01/2021	$43.89	$7.70	$15.40	$0.00	$66.99
	12/01/2021	$44.90	$7.70	$15.40	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2018	$37.95	$7.70	$15.40	$0.00	$61.05
	12/01/2018	$38.90	$7.70	$15.40	$0.00	$62.00
	06/01/2019	$39.90	$7.70	$15.40	$0.00	$63.00
	12/01/2019	$40.90	$7.70	$15.40	$0.00	$64.00
	06/01/2020	$41.89	$7.70	$15.40	$0.00	$64.99
	12/01/2020	$42.87	$7.70	$15.40	$0.00	$65.97
	06/01/2021	$43.89	$7.70	$15.40	$0.00	$66.99
	12/01/2021	$44.90	$7.70	$15.40	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
CARPENTER *CARPENTERS -ZONE 2 (Eastern Massachusetts)*	09/01/2018	$41.32	$9.90	$17.50	$0.00	$68.72
	03/01/2019	$42.35	$9.90	$17.50	$0.00	$69.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CARPENTER - Zone 2 Eastern MA*

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.66	$9.90	$1.73	$0.00	$32.29
2	60	$24.79	$9.90	$1.73	$0.00	$36.42
3	70	$28.92	$9.90	$12.31	$0.00	$51.13
4	75	$30.99	$9.90	$12.31	$0.00	$53.20
5	80	$33.06	$9.90	$14.04	$0.00	$57.00
6	80	$33.06	$9.90	$14.04	$0.00	$57.00
7	90	$37.19	$9.90	$15.77	$0.00	$62.86
8	90	$37.19	$9.90	$15.77	$0.00	$62.86

Effective Date - 03/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.18	$9.90	$1.73	$0.00	$32.81
2	60	$25.41	$9.90	$1.73	$0.00	$37.04
3	70	$29.65	$9.90	$12.31	$0.00	$51.86
4	75	$31.76	$9.90	$12.31	$0.00	$53.97
5	80	$33.88	$9.90	$14.04	$0.00	$57.82
6	80	$33.88	$9.90	$14.04	$0.00	$57.82
7	90	$38.12	$9.90	$15.77	$0.00	$63.79
8	90	$38.12	$9.90	$15.77	$0.00	$63.79

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 $30.22/ 3&4 $36.03/ 5&6 $52.86/ 7&8 $58.73

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME *CARPENTERS -ZONE 2 (Wood Frame)*	10/01/2018	$27.09	$7.07	$7.86	$0.00	$42.02
	04/01/2019	$27.52	$7.07	$7.86	$0.00	$42.45
	10/01/2019	$27.95	$7.07	$7.86	$0.00	$42.88

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$16.25	$7.07	$0.00	$0.00	$23.32
2	60	$16.25	$7.07	$0.00	$0.00	$23.32
3	65	$17.61	$7.07	$7.86	$0.00	$32.54
4	70	$18.96	$7.07	$7.86	$0.00	$33.89
5	75	$20.32	$7.07	$7.86	$0.00	$35.25
6	80	$21.67	$7.07	$7.86	$0.00	$36.60
7	85	$23.03	$7.07	$7.86	$0.00	$37.96
8	90	$24.38	$7.07	$7.86	$0.00	$39.31

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$16.51	$7.07	$0.00	$0.00	$23.58
2	60	$16.51	$7.07	$0.00	$0.00	$23.58
3	65	$17.89	$7.07	$7.86	$0.00	$32.82
4	70	$19.26	$7.07	$7.86	$0.00	$34.19
5	75	$20.64	$7.07	$7.86	$0.00	$35.57
6	80	$22.02	$7.07	$7.86	$0.00	$36.95
7	85	$23.39	$7.07	$7.86	$0.00	$38.32
8	90	$24.77	$7.07	$7.86	$0.00	$39.70

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 $19.26/ 3&4 $26.72/ 5&6 $33.89/ 7&8 $36.60

Apprentice to Journeyworker Ratio:1:5

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham)*

Effective Date - 07/01/2018

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

Effective Date - 01/01/2019

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

Notes:

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

Apprentice to Journeyworker Ratio:1:3

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

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$31.90	$11.00	$15.50	$0.00	$58.40
	12/01/2018	$32.68	$11.00	$15.50	$0.00	$59.18
	06/01/2019	$33.43	$11.00	$15.50	$0.00	$59.93
	12/01/2019	$34.22	$11.00	$15.50	$0.00	$60.72
	06/01/2020	$34.97	$11.00	$15.50	$0.00	$61.47
	12/01/2020	$35.75	$11.00	$15.50	$0.00	$62.25
	06/01/2021	$36.50	$11.00	$15.50	$0.00	$63.00
	12/01/2021	$37.29	$11.00	$15.50	$0.00	$63.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2018	$50.01	$8.15	$20.15	$0.00	$78.31
	01/01/2019	$50.36	$8.15	$20.85	$0.00	$79.36
	07/01/2019	$51.46	$8.15	$20.85	$0.00	$80.46
	01/01/2020	$52.56	$8.15	$20.85	$0.00	$81.56
	07/01/2020	$53.66	$8.15	$20.85	$0.00	$82.66
	01/01/2021	$54.76	$8.15	$20.85	$0.00	$83.76

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2018

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

Effective Date - 01/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

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

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2018

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

Effective Date - 03/01/2019

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

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

Apprentice to Journeyworker Ratio:2:3***

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELEVATOR CONSTRUCTOR - Local 4*

Effective Date - 01/01/2018

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

Effective Date - 01/01/2019

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

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2018	$40.33	$15.43	$16.61	$0.00	$72.37
	01/01/2019	$41.63	$15.58	$17.51	$0.00	$74.72
	01/01/2020	$42.99	$15.73	$18.41	$0.00	$77.13
	01/01/2021	$44.43	$15.88	$19.31	$0.00	$79.62
	01/01/2022	$45.93	$16.03	$20.21	$0.00	$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2018	$43.19	$11.00	$15.50	$0.00	$69.69
	05/01/2019	$44.33	$11.00	$15.50	$0.00	$70.83
	11/01/2019	$45.33	$11.00	$15.50	$0.00	$71.83
	05/01/2020	$46.48	$11.00	$15.50	$0.00	$72.98
	11/01/2020	$47.48	$11.00	$15.50	$0.00	$73.98
	05/01/2021	$48.68	$11.00	$15.50	$0.00	$75.18
	11/01/2021	$49.63	$11.00	$15.50	$0.00	$76.13
	05/01/2022	$50.78	$11.00	$15.50	$0.00	$77.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2018	$44.67	$11.00	$15.50	$0.00	$71.17
	05/01/2019	$45.82	$11.00	$15.50	$0.00	$72.32
	11/01/2019	$46.83	$11.00	$15.50	$0.00	$73.33
	05/01/2020	$47.98	$11.00	$15.50	$0.00	$74.48
	11/01/2020	$48.99	$11.00	$15.50	$0.00	$75.49
	05/01/2021	$50.15	$11.00	$15.50	$0.00	$76.65
	11/01/2021	$51.16	$11.00	$15.50	$0.00	$77.66
	05/01/2022	$52.32	$11.00	$15.50	$0.00	$78.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2018	$22.45	$11.00	$15.50	$0.00	$48.95
	05/01/2019	$23.13	$11.00	$15.50	$0.00	$49.63
	11/01/2019	$23.72	$11.00	$15.50	$0.00	$50.22
	05/01/2020	$24.39	$11.00	$15.50	$0.00	$50.89
	11/01/2020	$24.98	$11.00	$15.50	$0.00	$51.48
	05/01/2021	$25.66	$11.00	$15.50	$0.00	$52.16
	11/01/2021	$26.26	$11.00	$15.50	$0.00	$52.76
	05/01/2022	$26.93	$11.00	$15.50	$0.00	$53.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 103*	09/01/2018	$50.62	$13.00	$18.37	$0.00	$81.99
	03/01/2019	$51.10	$13.00	$18.88	$0.00	$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING*ELECTRICIANS LOCAL 103*	09/01/2018	$37.97	$13.00	$16.35	$0.00	$67.32
	03/01/2019	$38.33	$13.00	$16.82	$0.00	$68.15
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$38.83	$11.00	$15.50	$0.00	$65.33
	12/01/2018	$39.78	$11.00	$15.50	$0.00	$66.28
	06/01/2019	$40.69	$11.00	$15.50	$0.00	$67.19
	12/01/2019	$41.64	$11.00	$15.50	$0.00	$68.14
	06/01/2020	$42.55	$11.00	$15.50	$0.00	$69.05
	12/01/2020	$43.50	$11.00	$15.50	$0.00	$70.00
	06/01/2021	$44.41	$11.00	$15.50	$0.00	$70.91
	12/01/2021	$45.36	$11.00	$15.50	$0.00	$71.86
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER *LABORERS - ZONE 1*	06/01/2018	$21.50	$7.70	$15.20	$0.00	$44.40
	12/01/2018	$22.50	$7.70	$15.20	$0.00	$45.40
	06/01/2019	$22.50	$7.70	$15.20	$0.00	$45.40
	12/01/2019	$23.50	$7.70	$15.20	$0.00	$46.40
	06/01/2020	$23.50	$7.70	$15.20	$0.00	$46.40
	12/01/2020	$24.50	$7.70	$15.20	$0.00	$47.40
	06/01/2021	$24.50	$7.70	$15.20	$0.00	$47.40
	12/01/2021	$24.50	$7.70	$15.20	$0.00	$47.40
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE I*	03/01/2016	$42.13	$9.80	$17.62	$0.00	$69.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *FLOORCOVERER - Local 2168 Zone I*

Effective Date - 03/01/2016

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

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

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$47.08	$11.00	$15.50	$0.00	$73.58
	12/01/2018	$48.23	$11.00	$15.50	$0.00	$74.73
	06/01/2019	$49.33	$11.00	$15.50	$0.00	$75.83
	12/01/2019	$50.48	$11.00	$15.50	$0.00	$76.98
	06/01/2020	$51.58	$11.00	$15.50	$0.00	$78.08
	12/01/2020	$52.73	$11.00	$15.50	$0.00	$79.23
	06/01/2021	$53.83	$11.00	$15.50	$0.00	$80.33
	12/01/2021	$54.98	$11.00	$15.50	$0.00	$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$31.90	$11.00	$15.50	$0.00	$58.40
	12/01/2018	$32.68	$11.00	$15.50	$0.00	$59.18
	06/01/2019	$33.43	$11.00	$15.50	$0.00	$59.93
	12/01/2019	$34.22	$11.00	$15.50	$0.00	$60.72
	06/01/2020	$34.97	$11.00	$15.50	$0.00	$61.47
	12/01/2020	$35.75	$11.00	$15.50	$0.00	$62.25
	06/01/2021	$36.50	$11.00	$15.50	$0.00	$63.00
	12/01/2021	$37.29	$11.00	$15.50	$0.00	$63.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 35 (ZONE 2)*	07/01/2018	$39.51	$8.15	$20.15	$0.00	$67.81
	01/01/2019	$39.86	$8.15	$20.85	$0.00	$68.86
	07/01/2019	$40.96	$8.15	$20.85	$0.00	$69.96
	01/01/2020	$42.06	$8.15	$20.85	$0.00	$71.06
	07/01/2020	$43.16	$8.15	$20.85	$0.00	$72.16
	01/01/2021	$44.26	$8.15	$20.85	$0.00	$73.26

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *GLAZIER - Local 35 Zone 2*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.76	$8.15	$0.00	$0.00	$27.91
2	55	$21.73	$8.15	$5.34	$0.00	$35.22
3	60	$23.71	$8.15	$5.82	$0.00	$37.68
4	65	$25.68	$8.15	$6.31	$0.00	$40.14
5	70	$27.66	$8.15	$17.24	$0.00	$53.05
6	75	$29.63	$8.15	$17.73	$0.00	$55.51
7	80	$31.61	$8.15	$18.21	$0.00	$57.97
8	90	$35.56	$8.15	$19.18	$0.00	$62.89

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.93	$8.15	$0.00	$0.00	$28.08
2	55	$21.92	$8.15	$5.64	$0.00	$35.71
3	60	$23.92	$8.15	$6.15	$0.00	$38.22
4	65	$25.91	$8.15	$6.66	$0.00	$40.72
5	70	$27.90	$8.15	$17.78	$0.00	$53.83
6	75	$29.90	$8.15	$18.29	$0.00	$56.34
7	80	$31.89	$8.15	$18.80	$0.00	$58.84
8	90	$35.87	$8.15	$19.83	$0.00	$63.85

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 06/01/2018

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

Effective Date - 12/01/2018

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

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2018	$44.11	$12.20	$24.12	$2.41	$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 103*	09/01/2018	$50.62	$13.00	$18.37	$0.00	$81.99
	03/01/2019	$51.10	$13.00	$18.88	$0.00	$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2018	$44.11	$12.20	$24.12	$2.41	$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) *PIPEFITTERS LOCAL 537*	09/01/2018	$52.94	$9.95	$18.74	$0.00	$81.63
	09/01/2019	$54.44	$9.95	$18.74	$0.00	$83.13
	09/01/2020	$55.94	$9.95	$18.74	$0.00	$84.63
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC *PIPEFITTERS LOCAL 537*	09/01/2018	$52.94	$9.95	$18.74	$0.00	$81.63
	09/01/2019	$54.44	$9.95	$18.74	$0.00	$83.13
	09/01/2020	$55.94	$9.95	$18.74	$0.00	$84.63
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

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

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

Effective Date - 09/01/2018

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

Effective Date - 09/01/2019

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

Notes:
Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (BOSTON AREA)*	09/16/2018	$46.07	$8.00	$22.85	$0.00	$76.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *IRONWORKER - Local 7 Boston*

Effective Date - 09/16/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$27.64	$8.00	$22.85	$0.00	$58.49
2	70	$32.25	$8.00	$22.85	$0.00	$63.10
3	75	$34.55	$8.00	$22.85	$0.00	$65.40
4	80	$36.86	$8.00	$22.85	$0.00	$67.71
5	85	$39.16	$8.00	$22.85	$0.00	$70.01
6	90	$41.46	$8.00	$22.85	$0.00	$72.31

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER *LABORERS - ZONE 1*	06/01/2018	$38.00	$7.70	$15.20	$0.00	$60.90
	12/01/2018	$38.95	$7.70	$15.20	$0.00	$61.85
	06/01/2019	$39.95	$7.70	$15.20	$0.00	$62.85
	12/01/2019	$40.95	$7.70	$15.20	$0.00	$63.85
	06/01/2020	$41.94	$7.70	$15.20	$0.00	$64.84
	12/01/2020	$42.92	$7.70	$15.20	$0.00	$65.82
	06/01/2021	$43.94	$7.70	$15.20	$0.00	$66.84
	12/01/2021	$44.95	$7.70	$15.20	$0.00	$67.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LABORER - Zone 1*

Effective Date - 06/01/2018

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

Effective Date - 12/01/2018

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

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER *LABORERS - ZONE 1*	06/01/2018	$38.00	$7.70	$15.20	$0.00	$60.90
	12/01/2018	$38.95	$7.70	$15.20	$0.00	$61.85
	06/01/2019	$39.95	$7.70	$15.20	$0.00	$62.85
	12/01/2019	$40.95	$7.70	$15.20	$0.00	$63.85
	06/01/2020	$41.94	$7.70	$15.20	$0.00	$64.84
	12/01/2020	$42.92	$7.70	$15.20	$0.00	$65.82
	06/01/2021	$43.94	$7.70	$15.20	$0.00	$66.84
	12/01/2021	$44.95	$7.70	$15.20	$0.00	$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 1*	06/01/2018	$38.00	$7.70	$15.20	$0.00	$60.90
	12/01/2018	$38.95	$7.70	$15.20	$0.00	$61.85
	06/01/2019	$39.95	$7.70	$15.20	$0.00	$62.85
	12/01/2019	$40.95	$7.70	$15.20	$0.00	$63.85
	06/01/2020	$41.94	$7.70	$15.20	$0.00	$64.84
	12/01/2020	$42.92	$7.70	$15.20	$0.00	$65.82
	06/01/2021	$43.94	$7.70	$15.20	$0.00	$66.84
	12/01/2021	$44.95	$7.70	$15.20	$0.00	$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 1*	06/01/2018	$38.15	$7.70	$15.20	$0.00	$61.05
	12/01/2018	$39.10	$7.70	$15.20	$0.00	$62.00
	06/01/2019	$40.10	$7.70	$15.20	$0.00	$63.00
	12/01/2019	$41.10	$7.70	$15.20	$0.00	$64.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 1*	06/01/2018	$38.00	$7.70	$15.20	$0.00	$60.90
	12/01/2018	$38.95	$7.70	$15.20	$0.00	$61.85
	06/01/2019	$39.95	$7.70	$15.20	$0.00	$62.85
	12/01/2019	$40.95	$7.70	$15.20	$0.00	$63.85
	06/01/2020	$41.94	$7.70	$15.20	$0.00	$64.84
	12/01/2020	$42.92	$7.70	$15.20	$0.00	$65.82
	06/01/2021	$43.94	$7.70	$15.20	$0.00	$66.84
	12/01/2021	$44.95	$7.70	$15.20	$0.00	$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 1*	06/01/2018	$38.00	$7.70	$15.20	$0.00	$60.90
	12/01/2018	$38.95	$7.70	$15.20	$0.00	$61.85
	06/01/2019	$39.95	$7.70	$15.20	$0.00	$62.85
	12/01/2019	$40.95	$7.70	$15.20	$0.00	$63.85
	06/01/2020	$41.94	$7.70	$15.20	$0.00	$64.84
	12/01/2020	$42.92	$7.70	$15.20	$0.00	$65.82
	06/01/2021	$43.94	$7.70	$15.20	$0.00	$66.84
	12/01/2021	$44.95	$7.70	$15.20	$0.00	$67.85
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 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2018	$40.40	$10.75	$18.97	$0.00	$70.12
	02/01/2019	$40.91	$10.75	$18.97	$0.00	$70.63
	08/01/2019	$41.99	$10.75	$19.11	$0.00	$71.85
	02/01/2020	$42.50	$10.75	$19.11	$0.00	$72.36
	08/01/2020	$43.58	$10.75	$19.26	$0.00	$73.59
	02/01/2021	$44.09	$10.75	$19.26	$0.00	$74.10
	08/01/2021	$45.21	$10.75	$19.42	$0.00	$75.38
	02/01/2022	$45.68	$10.75	$19.42	$0.00	$75.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:3

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$46.61	$11.00	$15.50	$0.00	$73.11
	12/01/2018	$47.75	$11.00	$15.50	$0.00	$74.25
	06/01/2019	$48.84	$11.00	$15.50	$0.00	$75.34
	12/01/2019	$49.98	$11.00	$15.50	$0.00	$76.48
	06/01/2020	$51.06	$11.00	$15.50	$0.00	$77.56
	12/01/2020	$52.20	$11.00	$15.50	$0.00	$78.70
	06/01/2021	$53.29	$11.00	$15.50	$0.00	$79.79
	12/01/2021	$54.43	$11.00	$15.50	$0.00	$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$46.61	$11.00	$15.50	$0.00	$73.11
	12/01/2018	$47.75	$11.00	$15.50	$0.00	$74.25
	06/01/2019	$48.84	$11.00	$15.50	$0.00	$75.34
	12/01/2019	$49.98	$11.00	$15.50	$0.00	$76.48
	06/01/2020	$51.06	$11.00	$15.50	$0.00	$77.56
	12/01/2020	$52.20	$11.00	$15.50	$0.00	$78.70
	06/01/2021	$53.29	$11.00	$15.50	$0.00	$79.79
	12/01/2021	$54.43	$11.00	$15.50	$0.00	$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1) *MILLWRIGHTS LOCAL 1121 - Zone 1*	10/01/2018	$41.32	$9.90	$18.50	$0.00	$69.72
	04/01/2019	$42.22	$9.90	$18.50	$0.00	$70.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 1*

Effective Date - 10/01/2018

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

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$23.22	$9.90	$5.31	$0.00	$38.43
2	65	$27.44	$9.90	$15.13	$0.00	$52.47
3	75	$31.67	$9.90	$16.10	$0.00	$57.67
4	85	$35.89	$9.90	$17.06	$0.00	$62.85

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$23.14	$11.00	$15.50	$0.00	$49.64
	12/01/2018	$23.71	$11.00	$15.50	$0.00	$50.21
	06/01/2019	$24.26	$11.00	$15.50	$0.00	$50.76
	12/01/2019	$24.83	$11.00	$15.50	$0.00	$51.33
	06/01/2020	$25.38	$11.00	$15.50	$0.00	$51.88
	12/01/2020	$25.95	$11.00	$15.50	$0.00	$52.45
	06/01/2021	$26.50	$11.00	$15.50	$0.00	$53.00
	12/01/2021	$27.08	$11.00	$15.50	$0.00	$53.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$27.40	$11.00	$15.50	$0.00	$53.90
	12/01/2018	$28.07	$11.00	$15.50	$0.00	$54.57
	06/01/2019	$28.72	$11.00	$15.50	$0.00	$55.22
	12/01/2019	$29.39	$11.00	$15.50	$0.00	$55.89
	06/01/2020	$30.04	$11.00	$15.50	$0.00	$56.54
	12/01/2020	$30.72	$11.00	$15.50	$0.00	$57.22
	06/01/2021	$31.36	$11.00	$15.50	$0.00	$57.86
	12/01/2021	$32.04	$11.00	$15.50	$0.00	$58.54

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$46.61	$11.00	$15.50	$0.00	$73.11
	12/01/2018	$47.75	$11.00	$15.50	$0.00	$74.25
	06/01/2019	$48.84	$11.00	$15.50	$0.00	$75.34
	12/01/2019	$49.98	$11.00	$15.50	$0.00	$76.48
	06/01/2020	$51.06	$11.00	$15.50	$0.00	$77.56
	12/01/2020	$52.20	$11.00	$15.50	$0.00	$78.70
	06/01/2021	$53.29	$11.00	$15.50	$0.00	$79.79
	12/01/2021	$54.43	$11.00	$15.50	$0.00	$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2018	$50.01	$8.15	$20.15	$0.00	$78.31
	01/01/2019	$50.36	$8.15	$20.85	$0.00	$79.36
	07/01/2019	$51.46	$8.15	$20.85	$0.00	$80.46
	01/01/2020	$52.56	$8.15	$20.85	$0.00	$81.56
	07/01/2020	$53.66	$8.15	$20.85	$0.00	$82.66
	01/01/2021	$54.76	$8.15	$20.85	$0.00	$83.76

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2018

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

Effective Date - 01/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2018	$40.91	$8.15	$20.15	$0.00	$69.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	01/01/2019	$41.26	$8.15	$20.85	$0.00	$70.26
	07/01/2019	$42.36	$8.15	$20.85	$0.00	$71.36
	01/01/2020	$43.46	$8.15	$20.85	$0.00	$72.46
	07/01/2020	$44.56	$8.15	$20.85	$0.00	$73.56
	01/01/2021	$45.66	$8.15	$20.85	$0.00	$74.66

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.46	$8.15	$0.00	$0.00	$28.61
2	55	$22.50	$8.15	$5.34	$0.00	$35.99
3	60	$24.55	$8.15	$5.82	$0.00	$38.52
4	65	$26.59	$8.15	$6.31	$0.00	$41.05
5	70	$28.64	$8.15	$17.24	$0.00	$54.03
6	75	$30.68	$8.15	$17.73	$0.00	$56.56
7	80	$32.73	$8.15	$18.21	$0.00	$59.09
8	90	$36.82	$8.15	$19.18	$0.00	$64.15

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.63	$8.15	$0.00	$0.00	$28.78
2	55	$22.69	$8.15	$5.64	$0.00	$36.48
3	60	$24.76	$8.15	$6.15	$0.00	$39.06
4	65	$26.82	$8.15	$6.66	$0.00	$41.63
5	70	$28.88	$8.15	$17.78	$0.00	$54.81
6	75	$30.95	$8.15	$18.29	$0.00	$57.39
7	80	$33.01	$8.15	$18.80	$0.00	$59.96
8	90	$37.13	$8.15	$19.83	$0.00	$65.11

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2018	$38.97	$8.15	$20.15	$0.00	$67.27
	01/01/2019	$39.32	$8.15	$20.85	$0.00	$68.32
	07/01/2019	$40.42	$8.15	$20.85	$0.00	$69.42
	01/01/2020	$41.52	$8.15	$20.85	$0.00	$70.52
	07/01/2020	$42.62	$8.15	$20.85	$0.00	$71.62
	01/01/2021	$43.72	$8.15	$20.85	$0.00	$72.72

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.49	$8.15	$0.00	$0.00	$27.64
2	55	$21.43	$8.15	$5.34	$0.00	$34.92
3	60	$23.38	$8.15	$5.82	$0.00	$37.35
4	65	$25.33	$8.15	$6.31	$0.00	$39.79
5	70	$27.28	$8.15	$17.24	$0.00	$52.67
6	75	$29.23	$8.15	$17.73	$0.00	$55.11
7	80	$31.18	$8.15	$18.21	$0.00	$57.54
8	90	$35.07	$8.15	$19.18	$0.00	$62.40

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.66	$8.15	$0.00	$0.00	$27.81
2	55	$21.63	$8.15	$5.64	$0.00	$35.42
3	60	$23.59	$8.15	$6.15	$0.00	$37.89
4	65	$25.56	$8.15	$6.66	$0.00	$40.37
5	70	$27.52	$8.15	$17.78	$0.00	$53.45
6	75	$29.49	$8.15	$18.29	$0.00	$55.93
7	80	$31.46	$8.15	$18.80	$0.00	$58.41
8	90	$35.39	$8.15	$19.83	$0.00	$63.37

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) *LABORERS - ZONE 1*	06/01/2018	$38.00	$7.70	$15.20	$0.00	$60.90
	12/01/2018	$38.95	$7.70	$15.20	$0.00	$61.85
	06/01/2019	$39.95	$7.70	$15.20	$0.00	$62.85
	12/01/2019	$40.95	$7.70	$15.20	$0.00	$63.85
	06/01/2020	$41.94	$7.70	$15.20	$0.00	$64.84
	12/01/2020	$42.92	$7.70	$15.20	$0.00	$65.82
	06/01/2021	$43.94	$7.70	$15.20	$0.00	$66.84
	12/01/2021	$44.95	$7.70	$15.20	$0.00	$67.85
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	07/01/2018	$39.51	$8.15	$20.15	$0.00	$67.81
	01/01/2019	$39.86	$8.15	$20.85	$0.00	$68.86
	07/01/2019	$40.96	$8.15	$20.85	$0.00	$69.96
	01/01/2020	$42.06	$8.15	$20.85	$0.00	$71.06
	07/01/2020	$43.16	$8.15	$20.85	$0.00	$72.16
	01/01/2021	$44.25	$8.15	$20.85	$0.00	$73.25

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.76	$8.15	$0.00	$0.00	$27.91
2	55	$21.73	$8.15	$5.34	$0.00	$35.22
3	60	$23.71	$8.15	$5.82	$0.00	$37.68
4	65	$25.68	$8.15	$6.31	$0.00	$40.14
5	70	$27.66	$8.15	$17.24	$0.00	$53.05
6	75	$29.63	$8.15	$17.73	$0.00	$55.51
7	80	$31.61	$8.15	$18.21	$0.00	$57.97
8	90	$35.56	$8.15	$19.18	$0.00	$62.89

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.93	$8.15	$0.00	$0.00	$28.08
2	55	$21.92	$8.15	$5.64	$0.00	$35.71
3	60	$23.92	$8.15	$6.15	$0.00	$38.22
4	65	$25.91	$8.15	$6.66	$0.00	$40.72
5	70	$27.90	$8.15	$17.78	$0.00	$53.83
6	75	$29.90	$8.15	$18.29	$0.00	$56.34
7	80	$31.89	$8.15	$18.80	$0.00	$58.84
8	90	$35.87	$8.15	$19.83	$0.00	$63.85

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2018	$37.57	$8.15	$20.15	$0.00	$65.87
	01/01/2019	$37.92	$8.15	$20.85	$0.00	$66.92
	07/01/2019	$39.02	$8.15	$20.85	$0.00	$68.02
	01/01/2020	$40.12	$8.15	$20.85	$0.00	$69.12
	07/01/2020	$41.22	$8.15	$20.85	$0.00	$70.22
	01/01/2021	$42.32	$8.15	$20.85	$0.00	$71.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.79	$8.15	$0.00	$0.00	$26.94
2	55	$20.66	$8.15	$5.34	$0.00	$34.15
3	60	$22.54	$8.15	$5.82	$0.00	$36.51
4	65	$24.42	$8.15	$6.31	$0.00	$38.88
5	70	$26.30	$8.15	$17.24	$0.00	$51.69
6	75	$28.18	$8.15	$17.73	$0.00	$54.06
7	80	$30.06	$8.15	$18.21	$0.00	$56.42
8	90	$33.81	$8.15	$19.18	$0.00	$61.14

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.96	$8.15	$0.00	$0.00	$27.11
2	55	$20.86	$8.15	$5.64	$0.00	$34.65
3	60	$22.75	$8.15	$6.15	$0.00	$37.05
4	65	$24.65	$8.15	$6.66	$0.00	$39.46
5	70	$26.54	$8.15	$17.78	$0.00	$52.47
6	75	$28.44	$8.15	$18.29	$0.00	$54.88
7	80	$30.34	$8.15	$18.80	$0.00	$57.29
8	90	$34.13	$8.15	$19.83	$0.00	$62.11

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 1*

Effective Date - 08/01/2018

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

Effective Date - 08/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:5

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PIPEFITTER - Local 537*

Effective Date - 09/01/2018

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

Effective Date - 09/01/2019

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

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

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

Apprentice to Journeyworker Ratio:**

PIPELAYER *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
PLUMBERS & GASFITTERS *PLUMBERS & GASFITTERS LOCAL 12*	09/01/2018	$55.69	$11.82	$16.01	$0.00	$83.52
	03/01/2019	$57.19	$11.82	$16.01	$0.00	$85.02
	09/01/2019	$58.69	$11.82	$16.01	$0.00	$86.52
	03/01/2020	$60.19	$11.82	$16.01	$0.00	$88.02
	09/01/2020	$61.69	$11.82	$16.01	$0.00	$89.52
	03/01/2021	$63.19	$11.82	$16.01	$0.00	$91.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PLUMBER/GASFITTER - Local 12*

Effective Date - 09/01/2018

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

Effective Date - 03/01/2019

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

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

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) *PIPEFITTERS LOCAL 537*	09/01/2018	$52.94	$9.95	$18.74	$0.00	$81.63
	09/01/2019	$54.44	$9.95	$18.74	$0.00	$83.13
	09/01/2020	$55.94	$9.95	$18.74	$0.00	$84.63
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER *LABORERS - ZONE 1*	06/01/2018	$39.00	$7.70	$15.20	$0.00	$61.90
	12/01/2018	$39.95	$7.70	$15.20	$0.00	$62.85
	06/01/2019	$40.95	$7.70	$15.20	$0.00	$63.85
	12/01/2019	$41.95	$7.70	$15.20	$0.00	$64.85
	06/01/2020	$42.94	$7.70	$15.20	$0.00	$65.84
	12/01/2020	$43.92	$7.70	$15.20	$0.00	$66.82
	06/01/2021	$44.94	$7.70	$15.20	$0.00	$67.84
	12/01/2021	$45.95	$7.70	$15.20	$0.00	$68.85
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$47.08	$11.00	$15.50	$0.00	$73.58
	12/01/2018	$48.23	$11.00	$15.50	$0.00	$74.73
	06/01/2019	$49.33	$11.00	$15.50	$0.00	$75.83
	12/01/2019	$50.48	$11.00	$15.50	$0.00	$76.98
	06/01/2020	$51.58	$11.00	$15.50	$0.00	$78.08
	12/01/2020	$52.73	$11.00	$15.50	$0.00	$79.23
	06/01/2021	$53.83	$11.00	$15.50	$0.00	$80.33
	12/01/2021	$54.98	$11.00	$15.50	$0.00	$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$47.08	$11.00	$15.50	$0.00	$73.58
	12/01/2018	$48.23	$11.00	$15.50	$0.00	$74.73
	06/01/2019	$49.33	$11.00	$15.50	$0.00	$75.83
	12/01/2019	$50.48	$11.00	$15.50	$0.00	$76.98
	06/01/2020	$51.58	$11.00	$15.50	$0.00	$78.08
	12/01/2020	$52.73	$11.00	$15.50	$0.00	$79.23
	06/01/2021	$53.83	$11.00	$15.50	$0.00	$80.33
	12/01/2021	$54.98	$11.00	$15.50	$0.00	$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$31.90	$11.00	$15.50	$0.00	$58.40
	12/01/2018	$32.68	$11.00	$15.50	$0.00	$59.18
	06/01/2019	$33.43	$11.00	$15.50	$0.00	$59.93
	12/01/2019	$34.22	$11.00	$15.50	$0.00	$60.72
	06/01/2020	$34.97	$11.00	$15.50	$0.00	$61.47
	12/01/2020	$35.75	$11.00	$15.50	$0.00	$62.25
	06/01/2021	$36.50	$11.00	$15.50	$0.00	$63.00
	12/01/2021	$37.29	$11.00	$15.50	$0.00	$63.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010)*TEAMSTERS LOCAL 25c*	07/01/2017	$28.18	$8.48	$9.72	$0.00	$46.38
READY-MIX CONCRETE DRIVER *TEAMSTERS LOCAL 25c*	07/01/2017	$29.48	$8.48	$9.72	$0.00	$47.68
RECLAIMERS *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$46.61	$11.00	$15.50	$0.00	$73.11
	12/01/2018	$47.75	$11.00	$15.50	$0.00	$74.25
	06/01/2019	$48.84	$11.00	$15.50	$0.00	$75.34
	12/01/2019	$49.98	$11.00	$15.50	$0.00	$76.48
	06/01/2020	$51.06	$11.00	$15.50	$0.00	$77.56
	12/01/2020	$52.20	$11.00	$15.50	$0.00	$78.70
	06/01/2021	$53.29	$11.00	$15.50	$0.00	$79.79
	12/01/2021	$54.43	$11.00	$15.50	$0.00	$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$46.61	$11.00	$15.50	$0.00	$73.11
	12/01/2018	$47.75	$11.00	$15.50	$0.00	$74.25
	06/01/2019	$48.84	$11.00	$15.50	$0.00	$75.34
	12/01/2019	$49.98	$11.00	$15.50	$0.00	$76.48
	06/01/2020	$51.06	$11.00	$15.50	$0.00	$77.56
	12/01/2020	$52.20	$11.00	$15.50	$0.00	$78.70
	06/01/2021	$53.29	$11.00	$15.50	$0.00	$79.79
	12/01/2021	$54.43	$11.00	$15.50	$0.00	$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 33*	08/01/2018	$42.36	$11.35	$15.90	$0.00	$69.61
	02/01/2019	$43.51	$11.35	$15.90	$0.00	$70.76

Apprentice - *ROOFER - Local 33*

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE *ROOFERS LOCAL 33*	08/01/2018	$42.61	$11.35	$15.90	$0.00	$69.86
	02/01/2019	$43.76	$11.35	$15.90	$0.00	$71.01
For apprentice rates see "Apprentice- ROOFER"						

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

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

Effective Date - 02/01/2018

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

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

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

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 A*	12/01/2016	$33.54	$10.91	$10.89	$0.00	$55.34
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2016	$33.83	$10.91	$10.89	$0.00	$55.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER *SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1*	10/01/2018	$58.53	$9.12	$18.90	$0.00	$86.55
	01/01/2019	$57.98	$9.47	$19.10	$0.00	$86.55
	03/01/2019	$59.48	$9.47	$19.10	$0.00	$88.05
	10/01/2019	$60.98	$9.47	$19.10	$0.00	$89.55
	03/01/2020	$62.48	$9.47	$19.10	$0.00	$91.05
	10/01/2020	$63.98	$9.47	$19.10	$0.00	$92.55
	03/01/2021	$65.48	$9.47	$19.10	$0.00	$94.05

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

Effective Date - 10/01/2018

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

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$20.29	$9.47	$9.10	$0.00	$38.86
2	40	$23.19	$9.47	$9.10	$0.00	$41.76
3	45	$26.09	$9.47	$9.10	$0.00	$44.66
4	50	$28.99	$9.47	$9.10	$0.00	$47.56
5	55	$31.89	$9.47	$9.10	$0.00	$50.46
6	60	$34.79	$9.47	$10.60	$0.00	$54.86
7	65	$37.69	$9.47	$10.60	$0.00	$57.76
8	70	$40.59	$9.47	$10.60	$0.00	$60.66
9	75	$43.49	$9.47	$10.60	$0.00	$63.56
10	80	$46.38	$9.47	$10.60	$0.00	$66.45

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

Apprentice to Journeyworker Ratio:1:3

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TELECOMMUNICATION TECHNICIAN - Local 103*

Effective Date - 09/01/2018

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

Effective Date - 03/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:1

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:3

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

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- LABORER"

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	06/01/2018	$44.30	$7.70	$15.80	$0.00	$67.80
	12/01/2018	$45.25	$7.70	$15.80	$0.00	$68.75
	06/01/2019	$46.25	$7.70	$15.80	$0.00	$69.75
	12/01/2019	$47.25	$7.70	$15.80	$0.00	$70.75
	06/01/2020	$48.24	$7.70	$15.80	$0.00	$71.74
	12/01/2020	$49.22	$7.70	$15.80	$0.00	$72.72
	06/01/2021	$50.24	$7.70	$15.80	$0.00	$73.74
	12/01/2021	$51.25	$7.70	$15.80	$0.00	$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2016	$33.54	$10.91	$10.89	$0.00	$55.34
WAGON DRILL OPERATOR *LABORERS - ZONE 1*	06/01/2018	$38.25	$7.70	$15.20	$0.00	$61.15
	12/01/2018	$39.20	$7.70	$15.20	$0.00	$62.10
	06/01/2019	$40.20	$7.70	$15.20	$0.00	$63.10
	12/01/2019	$41.20	$7.70	$15.20	$0.00	$64.10
	06/01/2020	$42.19	$7.70	$15.20	$0.00	$65.09
	12/01/2020	$43.17	$7.70	$15.20	$0.00	$66.07
	06/01/2021	$44.19	$7.70	$15.20	$0.00	$67.09
	12/01/2021	$45.20	$7.70	$15.20	$0.00	$68.10
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2018	$47.08	$11.00	$15.50	$0.00	$73.58
	12/01/2018	$48.23	$11.00	$15.50	$0.00	$74.73
	06/01/2019	$49.33	$11.00	$15.50	$0.00	$75.83
	12/01/2019	$50.48	$11.00	$15.50	$0.00	$76.98
	06/01/2020	$51.58	$11.00	$15.50	$0.00	$78.08
	12/01/2020	$52.73	$11.00	$15.50	$0.00	$79.23
	06/01/2021	$53.83	$11.00	$15.50	$0.00	$80.33
	12/01/2021	$54.98	$11.00	$15.50	$0.00	$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER *PLUMBERS & GASFITTERS LOCAL 12*	09/01/2018	$55.69	$11.82	$16.01	$0.00	$83.52
	03/01/2019	$57.19	$11.82	$16.01	$0.00	$85.02
	09/01/2019	$58.69	$11.82	$16.01	$0.00	$86.52
	03/01/2020	$60.19	$11.82	$16.01	$0.00	$88.02
	09/01/2020	$61.69	$11.82	$16.01	$0.00	$89.52
	03/01/2021	$63.19	$11.82	$16.01	$0.00	$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	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*	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*	09/03/2017	$31.66	$7.75	$9.44	$0.00	$48.85
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/03/2017	$24.88	$7.75	$1.75	$0.00	$34.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	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*	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*	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*	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*	09/03/2017	$45.23	$7.75	$16.61	$0.00	$69.59

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

Effective Date - 09/03/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$27.14	$7.75	$3.31	$0.00	$38.20
2	65	$29.40	$7.75	$3.38	$0.00	$40.53
3	70	$31.66	$7.75	$3.45	$0.00	$42.86
4	75	$33.92	$7.75	$5.02	$0.00	$46.69
5	80	$36.18	$7.75	$5.09	$0.00	$49.02
6	85	$38.45	$7.75	$5.15	$0.00	$51.35
7	90	$40.71	$7.75	$7.22	$0.00	$55.68

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	02/05/2018	$29.98	$4.70	$3.15	$0.00	$37.83
	02/04/2019	$30.73	$4.70	$3.17	$0.00	$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	02/05/2018	$28.22	$4.70	$3.10	$0.00	$36.02
	02/04/2019	$28.93	$4.70	$3.14	$0.00	$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	02/05/2018	$28.22	$4.70	$3.10	$0.00	$36.02
	02/04/2019	$28.93	$4.70	$3.14	$0.00	$36.77
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

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.