



GREENFIELD COMMUNITY ENERGY & TECHNOLOGY
324 Main Street 2nd Floor • Greenfield, MA 01301
Phone (413) 775-6400 • info@GCET.net • www.GCET.net

INVITATION FOR BID

IFB TITLE: Trenching and Installation of Conduits for Fiber Optic Cables

Date of Issuance: 5/17/2017

Bid Due Date: 5/31/2017 @ 2:00 p.m.

Submit to: Wendy Zieba
Director of Finance
GCET
324 Main St, 2nd Floor
Greenfield, Ma 01301
ziebaw@gcet.net

Contact: Curtis McManaman
Outside Plant Manager
GCET
324 Main St, 2nd Floor
Greenfield, MA 01301
cmcmanaman@gcet.net

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Advertisement for Bidders

**Greenfield Community Energy and Technology
324 Main Street
Greenfield, MA 01301**

The Outside Plant Department of Greenfield Community Energy and Technology (from here on referred to as GCET) is soliciting bids from qualified contractors for installation of conduit systems for the future installation of fiber optic network cables. There will be a total of five (5) conduit systems in three (3) separate locations in the City of Greenfield for this Project.

As of 4:30 p.m. on Wednesday, May 17, 2017, copies of this request for proposals may be obtained from the GCET website at www.gcet.net under "IFBs" or electronically or by phone from the Director of Finance of GCET at ziebaw@gcet.net or at 413-775-6400 x-1001.

Proposals will be accepted until 2:00 PM on Wednesday, May 31, 2017.

A Labor and Materials (Payment) Bond in the amount 50% of the contract will be required of the successful bidder.

Attention is called to the following:

- A. Bids for this project are subject to the provisions of the Massachusetts General Laws Chapter 149 as amended.
- B. Wages are subject to Massachusetts minimum wage rates as per M.G.L. Chapter 149, Section 26 to 27H inclusive.
- C. The successful bidder must comply with Chapter 151B as amended, of the Massachusetts General Laws and with the provisions of Executive Order No. 74, as amended by Executive Order No. 116 dated May 1, 1975 pertaining to Equal Opportunity Anti-Discrimination and Affirmative Action.

A pre-bid site visit is scheduled for Thursday May 25th at 9:00 AM in the parking lot behind the Greenfield Town Hall (14 Court Square) with a second site visit in front of 466 Main Street immediately after and a third site visit at the intersection Federal Street and Osgood Street.

All questions and requests for clarification to this bid spec must be directed in writing to:

Curtis McManaman
Outside Plant Manager and GCET Representative
324 Main St, 2nd Floor
Greenfield, MA 01301
Email: cmcmanaman@gcet.net

GCET reserves the right to reject any or all bids or to waive any informalities in the bidding. The Contract/Bid/Proposal awarding authority is:

Greenfield Community Energy and Technology
Outside Plant Department
Greenfield, Massachusetts

SECTION 1

INFORMATION FOR BIDDERS

The Outside Plant Department of Greenfield Community Energy and Technology is soliciting proposals from qualified contractors for installation of conduit systems for the future installation of fiber optic network cables. There will be a total of five (5) conduit systems in three (3) separate locations in the City of Greenfield for this Project.

1.1 **PROJECT SITE**

All work of this contract is to be carried out at the following locations:

- Greenfield Town Hall, 14 Court Square, Greenfield, MA and Veterans Square between Town Hall Property and Main Street (in mulch and sidewalk)
- Main Street at intersection with Davis Street (in asphalt and sidewalk)
- Davis Street from intersection with Main Street to Pole #6/3 (in asphalt and sidewalk)
- Osgood Street from Pole #3/1 across intersection with Federal Street to ornamental streetlight (in asphalt and sidewalk)
- Main Street from Pole #nt/nt to ornamental streetlight pole (in grass)

Work on this project must meet the requirements of all applicable city, local, and state codes, laws and ordinances

1.2 **PERMITS AND INSURANCE**

Contractor is responsible for obtaining appropriate permits and must provide proof of insurance as described in Attachment C.

1.3 **BID DOCUMENTS**

The Advertisement for Bidders, SCOPE OF THE WORK, and forms for Bid, may be obtained via GCET's website at <http://www.gcet.net/> "RFP's" or from Wendy Zieba, Director of Finance, GCET, 324 Main St, Greenfield, MA 01301 or 413-775-6400, ext 1001.

1.4 **QUESTIONS REGARDING DOCUMENTS**

In general, no answers will be given to prospective bidders in reply to an oral question if the question involves an interpretation of the intent or meaning of the Contract Documents, or the equality or use of products or methods other than those designated or described in the specifications. Any information given to bidders other than by means of the Contract Documents, including Addenda, or as described below, is given informally, for information and the convenience of the bidder only and is not guaranteed. The bidder agrees that such information shall not be used as the basis of nor shall the giving of any such information entitle the bidder to assert any claim or demand against the City or the Engineer on account thereof.

Any questions shall be submitted in writing one of two ways to the City Representative at least 3 days before the established due date for receipt of BIDs. They may be sent electronically via e-mail and directed to cmcmanaman@gcet.net. In the subject line of the e-mail put "**Question-Installation of Conduit for Fiber Optic Network Cables**". All submissions must contain the name of the person asking the question, company name, address, phone number and email address. Failure to provide the correct information in the email will deem the question unanswerable, and it will not be considered as part of any addenda.

If the question involves the equality or use of products or methods, it must be accompanied by specifications or other data in sufficient detail to enable the City to determine the equality or suitability of the product or method. In general, the City will neither approve nor disapprove products prior to the bid deadline; such products will be considered when

offered by the Contractor for incorporation into the Work.

The Outside Plant Manager will set forth as Addenda, which shall become a part of the Contract Documents, such questions received as above provided as in his/her sole judgment are appropriate or necessary and his/her decision regarding each. At least three days prior to the receipt of bids, he/she will send a copy of these Addenda to those prospective bidders *known* to have taken out sets of the Contract Documents and will post them on the GCET website at www.gcet.net under "RFP's".

1.5 **PROPOSAL SUBMISSION**

Proposals marked "**Trenching and Installation of Conduits for Fiber Optic Cables**" must be submitted to the Director of Finance, 324 Main St, 2nd Floor, Greenfield, Massachusetts by **2:00 PM on Wednesday, May 31, 2017**. All proposals must be upon the blank form annexed hereto, state the proposed total cost of the work, both in words and in figures, and be signed by the bidder with his business address and place of residence. Bid submissions must also include:

- A Certificate of Non-Collusion and Certificate of Tax Compliance signed by the individual submitting the BID (Attachment A)
- OSHA Training Certification (See Attachment B)
- Certificate of Insurance (See Attachment C)
- References (Attachment D)

Bidders shall not remove and submit the Bid pages separate from the volume of Contract documents, but shall submit their Bids bound with the complete volume of attached Contract documents, including all pages correctly assembled.

Each bid shall be submitted to GCET in either electronic form to ONLY Wendy Zieba at ziebaw@gcet.net or in a sealed envelope. On the outside of the envelope shall be written the bidder's name and address and the name of and description of the project for which the Bid is submitted.

If forwarded by mail, the sealed envelope containing the Bid and marked as directed above, must be enclosed in another envelope addressed to GCET.

- 1.6 **WITHDRAWAL OF BIDS**. Except as hereinafter in this subsection otherwise expressly provided, once his Bid is submitted and received by GCET for consideration and comparison with other bid similarly submitted, the bidder agrees that he may not and will not withdraw it within 40 (forty) consecutive calendar days after the actual date of the opening of Bids.

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

1. At any time prior to the designated time for the opening of Bids.
2. Provided the Bid has not therefore been accepted by the City at any time after the expiration of the period during which the bidder has agreed not to withdraw his Bid. Unless a Bid is withdrawn as provided above, the Bidder agrees that it shall be deemed open for acceptance until the City notifies a Bidder in writing that his Bid is rejected or that the City does not intend to accept it. Notice of acceptance of a Bid shall not constitute rejection of any Bid.

- 1.7 **ABILITY AND EXPERIENCE OF BIDDER.** No award will be made to any Bidder who cannot satisfy GCET that he has sufficient ability and experience in this class of work and sufficient capital and plant to enable him to prosecute and complete the Work successfully within the time named. GCET's decision or judgment on these matters shall be final, conclusive, and binding.

The Bidder is to submit a list of comparable projects with the list of references.

GCET may make such investigations as it deems necessary, and the Bidder shall furnish to GCET, under oath if so required, all such information, and data for this purpose as GCET may request.

- 1.8 **BIDS.** GCET may reject Bids which in its sole judgment are either incomplete, conditional, obscure or not responsive or which contain additions not called for, erasures not properly initialed, alterations, or similar irregularities, or GCET may waive such omissions, conditions or irregularities.

- 1.9 **RIGHT TO REJECT BIDS.**

GCET reserves the right to reject any or all Bids, or alternative bid items should GCET deem it to be in the public interest to do so.

This Invitation for Bid may be rescinded by GCET if lowest acceptable bid exceeds the amount budgeted for this project.

- 1.10 **EXECUTION OF AGREEMENT:**

The bidder whose BID is accepted will be notified by letter and agrees to duly execute the AGREEMENT, after notification, for a period ending as specified on bid proposal forms.

- 1.11 **TIME FOR COMPLETION:**

Equipment for this Contract shall be ordered within five (5) working days from date of agreement. A completion date shall be determined once the equipment delivery schedule is understood. It will be the contractor's responsibility to have the site ready to install the equipment once it arrives, except as the work may be interrupted by weather or other adverse conditions as mutually agreed to by GCET and the Contractor (see paragraph 14 in Section 7 for further clarification).

- 1.12 **COMPARISON OF BIDS:**

Bids will be compared and awarded to the responsible bidder offering the lowest-priced quotation. In the event, there is a discrepancy in the bid between the unit prices written in words and figures, the prices written in words shall govern. Contract to be awarded on lowest TOTAL cost of project. GCET agrees to examine and consider each BID submitted in consideration of the bidder's agreements, as hereinabove set forth and as set forth in the BID.

- 1.13 **DISPUTES:**

In the event of any dispute as to any of the terms and conditions of this Contract, it shall be determined in accord with the laws of the Commonwealth of Massachusetts and the Courts of the Commonwealth of Massachusetts shall have exclusive jurisdiction of the same.

- 1.14 **PREVAILING WAGE RATES:**

This is a prevailing wage project as required under M.G.L. c.149. The prevailing wage schedule is attached.

- 1.15 **OSHA CERTIFICATION**

Contractor must complete Attachment B of this bid and certify that:

1. Contractor can furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work
2. All employees to be employed at the worksite will have successfully

completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish [sic] documentation of successful completion of said course with the first certified payroll report for each employee; and

3. All employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

1.16 GCET reserves the right to revoke this contracted AGREEMENT in writing with two weeks' notice, if the Contractor is clearly not performing services required in the Contract in a timely or workmanlike manner.

1.17 **EQUAL EMPLOYMENT OPPORTUNITY ANTI-DISCRIMINATION AND AFFIRMATIVE ACTION.**

The successful bidder must comply with Chapter 151B as amended, of the Massachusetts General Laws and with the provisions of Executive Order No. 74, as amended by Executive Order No. 116 dated May 1, 1975 pertaining to Equal Opportunity Anti-Discrimination and Affirmative Action.

1.18 **NOTICE TO PROCEED AND PRE-CONSTRUCTION CONFERENCE.**

A written Notice to proceed shall be issued to the Contractor after receipt of proof of required insurance. No work shall be performed by the Contractor until he has received the Notice to Proceed.

1.19 **PRE-BID SITE VISIT**

A mandatory pre-bid site visit is scheduled for Thursday, May 25, 2017. Bidders should be in the parking lot behind Town Hall promptly at 9:00AM on that date.

1.20 **BONDS.**

A Labor and Material (Payment) Bond is required in the amount of 50% of the amount of the contract.

SECTION 2
PROPOSAL FORM

Bidder's Name

To Greenfield Community Energy and Technology, (hereinafter called the "Owner"):

Gentlemen:

The undersigned _____, as bidder, declares that the only persons or parties interested in this bid as principals are those named herein; that the bidder has carefully examined the proposed form of Proposal and the Contract Documents (and amendments thereto); and he bids and agrees, if this bid is accepted, that the bidder will furnish all equipment, materials and labor necessary for the completion of the work as specified in the Proposal, in the manner and time therein prescribed and according to the requirements of the Owner as herein set forth.

The Bidder agrees that the Owner will have forty (40) consecutive days from date of opening to accept the bid, except as described in the specifications, the unit(s) at the price, therein. The Bidder also understands that the Owner reserves the right to accept or reject any or all bids and to waive any informalities in the Proposals if it is in the Owner's interest to do so. The Advertisement for Bidders, Information for Bidders, Specifications and Proposal Form attached thereto, shall become a contract upon the receipt by the Bidder of written acceptance of this bid by the Owner.

The bidder will take in full payment, therefore, the following price, to wit:

Trenching and Installation of Conduits for Fiber Optic Cables

ITEM 1.0: INSTALLATION OF TWO (2) CONDUITS BEHIND TOWN HALL TO CONNECT VAULT SYSTEMS IN SIDEWALK AND MULCH AREAS:

_____ Dollars and _____ cents _____
(Write in words and numbers)

ITEM 2.0: INSTALLATION OF ONE (1) CONDUIT IN VETERAN SQUARE FROM VAULT TO ORNAMENTAL STREETLIGHT

_____ Dollars and _____ cents _____
(Write in words and numbers)

ITEM 3.0: INSTALLATION OF ONE (1) CONDUIT WITH TWO (2) VAULTS IN VETERAN SQUARE, MAIN ST, AND DAVIS ST TO CONNECT VAULTS TO UTILITY POLE:

_____ Dollars and _____ cents _____
(Write in words and numbers)

ITEM 4.0: INSTALLATION OF ONE (1) CONDUIT IN FRONT OF 466 MAIN ST TO CONNECT UTILITY POLE TO ORNAMENTAL STREETLIGHT:

_____ Dollars and _____ cents _____
(Write in words and numbers)

ITEM 5.0: INSTALLATION OF ONE (1) CONDUIT TO CONNECT UTILITY POLE ON OSGOOD ST TO ORNAMENTAL STREETLIGHT ON FEDERAL ST:

_____ Dollars and _____ cents _____
(Write in words and numbers)

TOTAL COST (ITEMS 1.0 THROUGH 5.0):

_____ **Dollars and** _____ **cents** _____
(Write in words and numbers)

ADDITIONAL COST: Supply and install additional conduit footage on Davis Street if deemed necessary:

_____ **Dollars and** _____ **cents** _____
(Write in words and numbers)

The undersigned agrees that for extra work, if any, performed in accordance with the terms and provisions of the annexed form of AGREEMENT, he will accept compensation as stipulated therein in full payment for such extra work.

If this BID is accepted by GCET, the undersigned agrees to complete the entire work provided to be done under the Contract within the time stipulated as otherwise expressly provided in the AGREEMENT.

As provided in the INFORMATION FOR BIDDERS, the bidder hereby agrees that he will not withdraw this BID within 40 consecutive calendar days after the actual date of the opening of BIDS and that, if the Town shall accept this BID, the bidder will duly execute and acknowledge the AGREEMENT and furnish, duly executed and acknowledged, the required CONTRACT BONDS within ten (10) days after notification that the AGREEMENT and other Contract Documents are ready for signature.

The Bidder hereby certifies he shall comply with the minority manpower ration and specific action steps contained in the STATE REQUIREMENTS under Massachusetts Equal Employment Program, including the minority contractor compliance. Prior to the award of the Contract, the Contractor must submit a Contractor's Certification of Compliance. The Contractor receiving the award of the Contract shall be required to obtain from each of its Sub-Contractors and submit to the contracting or administering agency prior to the performance of any work under said Contract a certification by said Sub-Contractor, regardless of tier, that it will comply with the minority manpower ratio and specific affirmative action steps contained in the Massachusetts Equal Employment Program.

Name of Bidder

(SEAL)

By: _____
(Signature and title of authorized representative)

(Business Address)

(City & State)

Date: _____

The bidder is a corporation incorporated in the State (or Commonwealth) of _____

(Note: If the bidder is a corporation, affix corporate seal and give below the names of its president, treasurer, and general manager, if any; if a partnership, give full names and residential addresses of all partners, and if an individual, give residential address if different from business address.)

SECTION 3

AGREEMENT FOR CONTRACT

Trenching and Installation of Conduits for Fiber Optic Cables

THIS AGREEMENT, executed this _____ day of _____ in the year Two Thousand and Seventeen.

(herein referred to as the "AGREEMENT"), by and between Greenfield Community Energy and Technology, acting by and through its Outside Plant Department, duly authorized therefore, which acts solely for GCET and without personal liability to itself, party of the first part, and _____ party of the second part.

WITNESSETH, that the parties to these presents, each in consideration of the undertakings, promises, and agreements on the part of the other herein contained, have undertaken, promised and agreed and do hereby undertake, promise, and agree, the party of the first part for itself, its successors and assigns, and the party of the second part for himself and his heirs, executors, administrators, successors and assigns, as follows:

The Contractor agrees to furnish all equipment, machinery, tools and labor, to furnish and deliver all materials required to be furnished and delivered in and about the improvement and to do and perform all work in accordance with the specifications and conditions attached hereto and made a part hereof, in strict conformity with the provisions herein contained and the Advertisement for Bidders, Information for Bidders, Proposal, and General, Supplemental and Special Conditions hereto annexed. All said Advertisement for Bidders, Information for Bidders, Proposal, and General, Supplemental and Special Conditions are hereby specifically made a part of this contract as fully and to the same effect as if the same had been set forth at length herein.

In consideration of the foregoing premises, the Owner agrees to pay and the Contractor agrees to receive as full compensation for everything furnished and done by the Contractor under this contract; including all work required, for all loss or damage arising out of the nature of the work aforesaid, or from the action of the elements, or from any delay or from any unforeseen obstruction or difficulty encountered in the prosecution of the work, and for all risks of every description connected with the work, and for all expenses incurred by or in consequence of the suspension or discontinuance of the work as herein specified, and for well and faithfully completing the work, and the whole thereof, as herein provided, such price or prices as are set out in the accompanying proposal, and for all work required, for which there is no item in the proposal, such compensation as is provided for in the aforesaid specifications.

The Contractor's bid price for this project is _____.

IN WITNESS WHEREOF, the Owner has caused this instrument to be signed and its corporate seal to be hereto affixed in its behalf, and the Contractor has caused this instrument to be signed in its behalf.

AGREEMENT FOR CONTRACT

**TRENCHING AND INSTALLATION OF CONDUITS FOR FIBER OPTIC NETWORK
CABLES**

FOR THE OWNER,

By the _____

FOR THE CONTRACTOR,

Witness: _____

By the _____

(If a corporation, attach to each signed Agreement a notarized copy of the corporate vote authorizing the signatory to sign this Agreement.)

Approved as to Appropriation:

City Accountant

NOTICE TO PROCEED

Date: _____

Project: **GCET – Trenching and Installation of Conduits for Fiber Optic Network Cables for Greenlight Broadband Network**

Owner: Greenfield Community Energy and Technology

Contract: **GCET – Trenching and Installation of Conduits for Fiber Optic Network Cables for Greenlight Broadband Network**

Contractor: _____

Contractor's Address: _____

You are notified that the Contract Times under the above Contract will commence to run on _____. On or before that date, you are to start performing your obligations under the Contract Documents. The date of Substantial Completion is to be agreed upon by the two parties.

Before you may start any Work at the Site, Paragraph 2.01.B of the General Conditions provides that you and Owner must each deliver to the Owner certificates of insurance which each is required to purchase and maintain in accordance with the Contract Documents.

Owner

Given by:

Authorized Signature

Title

Date

SECTION 4
PREVAILING WAGE SCHEDULE

SECTION 5

BONDS

LABOR AND MATERIALS (PAYMENT) BOND

(NOTE: This Bond is issued simultaneously with the attached Performance Bond in favor of GCET.)

KNOW ALL MEN BY THESE PRESENTS:

That we, _____

(an individual, a partnership, a corporation)

duly organized under the Laws of the State (or Commonwealth) of _____,

and having a usual place of business at _____, as Principal,

and _____, a corporation duly organized under the
Laws of the State (or Commonwealth) of _____, and having a usual place of business
at _____,

as Surety, are holden and stand firmly bound and obligated unto the GCET, as obligee, in the sum of ____,
lawful money of the United States of America to and for the true payment whereof we bind ourselves and,
each of us, our heirs, executors, administrators, successors, and assigns, jointly and severally, firmly by these
presents.

WHEREAS, the Principal, by means of a written AGREEMENT (which together with the Contract
Documents in said AGREEMENT referred to are collectively sometimes referred to as the "Contract") dated
_____.

Has entered a contract with the said obligee for _____

a copy of which AGREEMENT is attached hereto and by reference made a part hereof.

NOW, THEREFORE, THE CONDITION of this obligation is such that if the Principal shall promptly make
payments to all claimants as hereinafter defined, for all labor performed or furnished and for all materials and
equipment furnished for or used or in connection with the Work called for by said AGREEMENT and/or
Contract and any modifications thereof, including lumber used, but not incorporated in said Work, and for the
rental or hire of vehicles, tools and other appliances and equipment furnished for or used in connection with
said Work, this obligation shall be void; otherwise it shall remain in full force and effect, subject, however, to
the following conditions:

1. A claimant is defined as one having a direct contract with the Principal or with a subcontractor of
the Principal for labor, materials, and/or equipment used or reasonably required for use in the
performance of the said Work, labor and materials, being construed to include that part of water,

gas, power, light, heat, oil, gasoline, telephone service or rental of equipment directly applicable to the said AGREEMENT and/or Contract and any modifications thereof.

2. The above named Principal and Surety hereby jointly and severally agree with GCET that every claimant as herein defined, who has not been paid in full before the expiration of a period of ninety (90) days after the date on which the last of such claimant's work or labor was done or performed, or materials or equipment were furnished by such claimant, may sue on this bond for the use of such claimant, prosecute the suit to final judgment for such sum or sums as may be justly due claimant, and have execution thereon. GCET shall not be liable for the payment of any costs or expenses of any such suit.
3. No suit or action shall be commenced hereunder by a claimant,
 - (a) Unless claimant, other than one having a direct contract with the Principal, shall have given written notice to any two of the following: The Principal, GCET or the Surety above named, within ninety (90) days after such claimant did or performed the last of the work or labor, or furnished the last of the materials or equipment for which said claim is made, stating with substantial accuracy the amount claimed and the name of the party to whom the materials or equipment were furnished, or for whom the work or labor was done or performed. Such notice shall be served by mailing the same by registered mail or certified mail, postage prepaid, in an envelope addressed to the Principal, City, or Surety at any place where an office is regularly maintained for the transaction of business, or served in the state in which the said Work is located, save that such service need not be made by a public officer;
 - (b) After the expiration of one (1) year following the date on which the Principal ceased work on said AGREEMENT and/or Contract and any modifications thereof, it being understood, however, that if any limitation shall be deemed to be amended to be equal to the minimum period of limitation permitted by such law.
 - (c) Other than in a state court of competent jurisdiction in and for the county or other political subdivision of the state in which the said Work, or any part thereof, is situated, or in the United States District Court for the district in which the said Work, or any part thereof, is situated, and not elsewhere.
4. The amount of this bond shall be reduced by and to the extent of any payment or payments made in good faith hereunder, inclusive of the payment by Surety of mechanic's liens which may be filed of record against said AGREEMENT and/or Contract or said Work, whether or not claim for the amount of such lien be presented under and against this bond.

The Surety, for value received, agrees further that no changes in, omissions from, or alterations, modifications or additions to the terms and provisions of said AGREEMENT and/or Contract or the Work to be performed thereunder, and that no extensions of time given or changes made in the manner or time of making payments thereunder, shall in any way affect the Surety's obligations on this Bond, and the Surety hereby waives notice of any such changes, omissions, alterations, modifications, additions or extensions.

IN WITNESS WHEREOF, we have hereunto set our hands and seals to _____ counterparts of this Bond, this _____ day of _____ in the year Two Thousand and Sixteen.

(NOTE: _____(Seal)
Principal

If the Principal (Contractor) is a partnership, the Bond should be signed by each of the partners. _____(Seal)
Principal

If the Principal (Contractor) is a corporation, the Bond should be signed in its correct corporate name by its duly authorized officer or officers. _____(Seal)
Principal

If this Bond is signed on behalf of the Surety by an attorney-in-fact, there should be attached to it a duly certified copy of his power of attorney showing his authority to sign such Bonds. _____(Seal)
Surety

There should be executed an appropriate number of counterparts of the Bond corresponding to the number of counterparts of the AGREEMENT.) _____(Seal)
Surety

Certificate of Acknowledgment of Contractor if a Corporation

for CONTRACT BONDS

State of _____)

SS:

County of _____)

On this _____ day of _____, 20____,

before me personally came _____

to me known, who being by me duly sworn, did depose and say as follows:

That he resides at _____

and is the _____

of _____

the corporation described in and which executed the foregoing instrument; that he knows the corporate seal of said corporation; that the seal affixed to the foregoing instrument is such corporate seal and it was so affixed by order of the Board of Directors of said corporation; and that by the like order he signed thereto his name and official designation.

Notary Public

(Seal)

My commission expires: _____

SECTION 6

SCOPE OF WORK

- 1.0 Scope of work for Installation of Conduit for GCET Fiber Optic Backbone**
- 1.1** GCET is seeking bids from qualified construction contractors for the installation of several conduit systems in the GCET for the future installation of a fiber optic cable. These systems will occur in three (3) locations.
- A. Connecting Town Hall to Pole #6/3 on Davis St
 - B. Connecting Town Hall vault to streetlight in Veteran's Square (generally common trench with above locations).
 - C. Connecting Vault Systems in Veteran Square to Conduit Stubs adjacent to Town Hall building.
 - D. Connecting Pole #3/1 on Osgood St to streetlight at intersection of Osgood St and Federal St.
 - E. Connecting Pole #nt/nt on Main St to streetlight near base of pole.
- 1.2** Conduits will be installed at 18" Below Finished Grade.
- 1.3** "Fiber Optic Buried Below" Warning Tape approx. 6" above conduit.
- 1.4** Seal all conduit penetrations into vaults with either specifically-designed conduit transitions or waterproof sealants. All conduits will be capped at all ends.
- 1.5** Conduits will be extended a minimum of Ten Feet (10') up any utility pole for protection of the conduit and secured to the pole every Three to Four Feet (3-4').
- 1.6** Contractor will install pull rope (minimum 1250# tensile strength) the entire length of the conduit extended on all ends at a length, and secured in a way, to ensure it is not damaged or lost into the conduit.
- 1.7** Construction will take place in accordance with proposed paths on attached drawings (Attachment E) unless otherwise noted and agreed upon. Changes to construction path must be approved prior to any work.
- 1.8** Construction will meet the requirements of all applicable laws, regulations, and guidelines. Contractor will submit a completed Trench Permit to DPW upon award. Contractor will understand and follow all details contained on the DPW Trench Permit (Obtained from DPW). Fees are waived for this permit.
- 1.9** Construction methods CAN include microtrenching or boring. These methods must provide the added benefit of less restoration or impact to the existing area and not cause unnecessary additional impacts to the area as compared to traditional trenching. Microtrenching cannot be used for Excavation A or C. Any combination of these installation methods along with traditional open trench can be utilized.
- 1.10 Excavation A will consist of:**
- Approximately Eight Hundred Feet (800') of 2" Conduit from Town Vault to Pole #6/3 including Two (2) new vaults installed in sidewalk along the side of the road.
 - Two (2) new 17"x30"x24" Quazite Vaults (placed in concrete sidewalk) including the restoration of the sidewalk around the vaults.
 - Vaults will be installed level and flush with finished sidewalk grade, which cannot be changed relative to adjacent sidewalk panels or curbing.
 - Install vaults with proper stone fill to allow for drainage and support.
- 1.11 Excavation B will consist of:**
- Installed in same trench with Excavation A where possible.
 - Approximately One Hundred and Forty Feet (140') of 2" Conduit from Town Vault to Streetlight in Veteran's Square
 - Conduit to be turned up inside the base of the streetlight if possible or adjacent to the base if necessary; capped above the finished grade.

- 1.12 Excavation C will consist of:**
- Two (2) runs of 4” conduit in common trench from existing conduit stubs in mulch to existing town vault. (Approximately Twenty Feet (20’)
 - One (1) of the conduits will be directed into a Vault in the sidewalk by tying to an existing 4” stub into that vault
 - One (1) 4” conduit connecting the two (2) existing vaults together.
- 1.13 Excavation D will consist of:**
- Approximately Three Hundred Feet (300’) of 2” conduit in asphalt and sidewalk from Osgood St to service an access point mounted on an ornamental streetlight on Federal St.
 - Conduit to be turned up inside the base of the streetlight if possible or to the field side of the base if necessary; capped above the finished grade.
- 1.14 Excavation E will consist of:**
- Approximately Twenty-Five Feet (25’) of 2” conduit in grass from utility pole to streetlight base.
 - Conduit to be turned up into the streetlight base where possible or to the field side of the base to avoid damage from cars.
- 1.15 GCET will provide:**
- Dig Safe Ticket
 - 17” x 30” x 24” Vaults
 - Warning Tape
 - Proposed Drawings of excavation areas
 - Site walk through upon request prior to bidding
 - Police Details (as needed and agreed upon prior to work)
 - Access to town-owned structures and facilities as needed
- 1.16** Contractor will submit a Trench Permit to the DPW upon being notified of award.
- 1.17** Contractor will provide all other related construction and restoration materials that are not mentioned above. This is to include all labor and equipment to manage the site, construction, and restoration.
- 1.18** Contractor will replace concrete sidewalk around new Quazite boxes and any other locations damaged or removed for installation.
- 1.19** Bricks that are removed shall be replaced with a concrete instead of attempting to replace the bricks. This must also be done in a way that does not create a further trip hazard. Affected grass areas will be reseeded and properly restored.
- 1.20** Understand and maintain dig safe markings prior to excavation. Further, contractor will request clarification from utilities when necessary and will partake in any damage investigations.
- 1.21** The contractor is responsible for providing fully sealed conduit systems at all locations. Conduits will be free of debris or water. Trenches will be free of
- 1.22** As part of bid package, Contractor shall provide a comprehensive schedule indicating arrival of all equipment necessary to complete the work and date of completion.

END OF SCOPE

SECTION 7 GENERAL CONDITIONS

- 1.1 Bidders shall be experienced in the kind of Work to be performed, shall have the necessary equipment, and shall possess sufficient capital to properly execute the Work within the time allowed. Bids received from Bidders who have previously failed to complete Work within the time required, or who have previously performed similar Work in an unsatisfactory manner, may be rejected. A Bid may be rejected if Bidder cannot show that he has the necessary ability, plant and equipment to commence the Work at the time prescribed and thereafter to prosecute and complete the Work at the rate or within the time specified. A Bid may be rejected if Bidder is already obligated for the performance of other Work which would delay the commencement, prosecution or completion of the Work.
- 1.2 All Bidders are required to submit a minimum of three references where the Contractor performed work of similar type and magnitude. Include names and contact information for each reference.
- 1.3 It is the responsibility of each Bidder before submitting a Bid to:
 - A. visit the Site, become familiar with and satisfy Bidder as to the general, local, and Site conditions that may affect cost, progress, and performance of the Work;
 - B. promptly give GCET Representative written notice of all conflicts, errors, ambiguities, or discrepancies that Bidder discovers in the Scope of Work and confirm that the written resolution thereof by GCET Representative is acceptable to Bidder.
- 1.4 The submission of a Bid will constitute an incontrovertible representation by Bidder that Bidder has complied with every requirement of this section, that without exception the Bid is premised upon performing and furnishing the Work required by the Bidding Documents and applying any specific means, methods, techniques, sequences, and procedures of construction that may be shown or indicated or expressly required by the Bidding Documents, that Bidder has given GCET Representative written notice of all conflicts, errors, ambiguities, and discrepancies that Bidder has discovered in the Bidding Documents and the written resolutions thereof by GCET Representative are acceptable to Bidder, and that the Bidding Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performing and finishing the Work.
- 1.5 Contractor to identify any subcontractors that may be employed as part of this work as a part of bid submission.

AWARD OF CONTRACT

- 2.1 GCET reserves the right to reject all Bids, to waive all informalities, and the right to disregard all nonconforming, nonresponsive or conditional Bids.
- 2.2 GCET reserves the right to reject any Bid if it shows any omissions, alterations of form, additions not called for, conditions or qualifications, or irregularities of any kind.
- 2.3 GCET reserves the right to reject any Bid that, in his sole discretion, is unbalanced or unreasonable as to the amount bid for any lump sum or unit price item.
- 2.4 In evaluating Bids, GCET will consider whether the Bids comply with the prescribed requirements, and such alternates, unit prices and other data, as may be requested in the Bid Form or prior to the Notice of Award.
- 2.5 In evaluating Bidders, GCET will consider the qualifications of Bidders and may consider the qualifications and experience of Subcontractors, Suppliers, and other individuals or entities proposed for those portions of the Work for which the identity of Subcontractors, Suppliers, and other individuals or entities were submitted.
- 2.6 GCET may conduct such investigations as GCET deems necessary to establish the responsibility, qualifications, and financial ability of Bidders, proposed Subcontractors, Suppliers, individuals, or entities to perform the Work in accordance with the Bid Documents.
- 2.7 If a contract is to be awarded, it will be awarded to the lowest responsive and responsible Bidder who has neither been disqualified nor rejected pursuant to this section. Contents of the Bid of the Successful Bidder will become part of any contract awarded.

- 2.8 This Request For bid may be rescinded by GCET if lowest acceptable bid exceeds the amount budgeted for this project.

SALES TAXES

- 3.1 GCET is exempt from Massachusetts State sales and use taxes on materials and equipment to be incorporated in the Work. Said taxes shall not be included in the Bid. The exemption certificate will be provided to the Successful Bidder.

MASSACHUSETTS PREVAILING WAGE RATES

- 4.1 Minimum Wage Rates as determined by the Commissioner of Department of Workforce Development under the provision of the Massachusetts General Laws, Chapter 149, Sections 26 to 27D, as amended, apply to this project.
- 4.2 It is the responsibility of the Bidder before bid deadline to request any additional information on Minimum Wage Rates for those trades people who may be employed for the proposed Work under this Contract.

PROTECTION OF CITY REPRESENTATIVE'S OPERATIONS

- 5.1 The Contractor shall erect such barriers, tarpaulins, doors, etc., as may be necessary to protect GCET operations while work is in progress. Any such openings that are essential to carrying on the work shall be securely closed by the Contractor when not in use to protect GCET operations.

PROTECTION OF WORK AND PROPERTY

- 6.1 The Contractor shall maintain adequate protection of all his/her work from damage and shall protect GCET and adjacent property from injury or loss arising from this contract. He/she shall provide and maintain always any danger signs, guards and/or obstructions necessary to protect the public and his/her workmen from any dangers inherent with or created by the work in progress. He/she shall hold GCET harmless from any loss arising due to injury or accident to the public or his/her workmen, or from theft of materials stored at the job site.
- 6.2 Before starting any work, the Contractor shall protect all grounds, copings, paving and exterior of all buildings where work will be performed.
- 6.3 Any areas of the building or grounds which have become stained or damaged in any way shall be repaired or replaced by the Contractor prior to the final inspections. The method of repair used must be acceptable to GCET.

MATERIAL STORAGE AND CLEAN-UP

- 7.1 The Contractor shall keep the premises free from rubbish always and shall arrange his/her material storage so as not to interfere with GCET operations. At the completion of the job, all the unused material and rubbish shall be removed from the site. The ground shall be raked clean and sidewalks and pavement shall be broom cleaned. If the Contractor refuses at any time to remove his/her debris from the premises, or to keep the working area clean, such cleaning will be completed by GCET and deducted from the balance due the Contractor.

MISCELLANEOUS UTILITIES

- 8.1 Toilet facilities will be provided by GCET in Town Hall (14 Court Square).

CHANGES OR EXTRA WORK

- 9.1 GCET may, without invalidating the original contract, order such changes or additions as may from time to time be deemed desirable. In so doing, the contract price shall be adjusted, as stated below, with all work being done under the conditions of the original contract except for such adjustments in extension of time as may be acceptable to GCET. The value of such extra work shall be determined in one of the following ways:
1. By firm adjustment;
 2. By cost plus with a guaranteed maximum;

3. By cost with a fixed fee; or
4. By unit cost.

- 9.2 If agreement is reached that the extra cost shall be handled as per methods 2, 3, or 4, the Contractor shall keep and compile a correct amount of the cost together with such vouchers, etc., as may be necessary to substantiate same for presentation to GCET. GCET Representative shall have authority to make minor job changes or additions as may be necessary to expedite the job providing such changes do not involve additional material cost. No major change or addition shall be made except upon receipt by the Contractor of a signed order from GCET authorizing such a change. No claims for an extra to the contract price shall be valid unless so authorized.
- 9.3 All work covered by unit prices submitted by the Contractor in his/her proposal must be covered by a written work order. GCET will prepare the work order covering the quantity of work and the total cost of the work. The work order which will be written at the end of each day, will be signed by GCET Representative and the Contractor's foreman and/or superintendent

CORRECTION OF WORK PRIOR TO FINAL PAYMENT

- 10.1 The Contractor shall promptly remove any work that does not meet the requirements of the work scope or is incorrectly installed or otherwise disapproved by GCET as failing to meet the intent of the work scope. The Contractor shall promptly replace any such work without expense to GCET.

CORRECTION OF WORK AFTER FINAL PAYMENT

- 11.1 The Contractor shall guarantee all materials and workmanship for one (1) year from date of final commissioning of the equipment. Any defects which may arise during this period shall be promptly repaired by the Contractor including any damage done to GCET property due to such defects.

JOB CONDITIONS

- 12.1 There is NO SMOKING allowed inside any buildings and the Contractor shall be responsible for enforcement of this job rule always with his/her personnel.
- 12.2 Ladders and staging: Any ladders and staging used on this project must be in good condition. Ladders must be secured at the roof line always while in use. All ladders and staging must be O.S.H.A. approved.
- 12.3 No drugs or alcoholic beverages are permitted on the grounds.
- 12.4 The Contractor shall place necessary barriers and/or protection around or under all work areas where his/her operations involve risk of injury to building, grounds, and public.
- 12.5 The Contractor will also protect building structures from damage in the process of the job. If damage does occur to any property or equipment, or GCET work in process, notification must be made within two (2) working days of the incidents to GCET.
- 12.6 During the progress of the job, if waste material and rubbish are found or damage resulting from the Contractor's operations is found, or the Contractor does not comply with the requirement by keeping the

premises free of accumulations and correct the damage, it shall be GCET's prerogative to hire personnel to do so; and the cost of this work will be deducted from the balance due the Contractor.

- 12.7 Anyone guilty of willful destruction or unlawful removal of company property will be dismissed from the job and is subject to prosecution by law.
- 12.8 Any lawns damaged by Contractor vehicles will be restored with a stand of grass at the Contractor's expense. Any damaged pavements will likewise be restored at the Contractor's expense.

SAFETY

- 13.1 The Contractor and his crew shall work in a safe manner always. Any noticeable unsafe acts will be brought to the Contractor's attention and must be immediately corrected. If unsafe practices continue to be found GCET will issue a written notice to cease work. The Contractor will stop work immediately and submit a safety plan addressing such practices within two (2) working days from date of notice. Refusal to submit such plan will immediately terminate the contract and only payment of work and materials will be made up to date of termination.

START AND COMPLETION DATE

- 14.1 When the Contract is awarded, the Contractor will contact GCET Representative to arrange the work schedule and the hours of the day that the workmen may be on the project. The job is to be bid under the assumption that all work will be performed on a straight time basis.
- 14.2 As per MGL Ch149 s.27B Contractor shall submit signed Massachusetts Weekly Certified Payroll Sheets directly to GCET Representative.
- 14.3 Equipment shall be ordered within five (5) working days from the award of this contract, or as agreed upon by all parties.
- 14.4 All work as required in these bid documents shall be completed within twenty-one (21) working days of the start date, or as agreed upon by the parties.
- 14.5 For contractual purposes, a work day is considered as any day Monday through Friday. Saturday and Sunday are considered non-work days.
- 14.6 Unless work is hampered by long period of inclement weather, by due proof of material unavailability, or by strike, GCET will assess a penalty in the amount of \$100.00 a day for each agreed upon work day beyond the agreed completion date.
- 14.7 The Contractor is responsible for supplying trained workmen in proper numbers and for scheduling and laying out his/her work, so that it will be started and completed in a professional manner within the time indicated on his/her Proposal form.
- 14.8 If the Contractor sets equipment onto the job-site without commencing work immediately, the action will be considered "Spiking the job" which is unacceptable and will be considered a breach of contract by the Contractor; thereby, the contract will be terminated and the Contractor at no cost to GCET, must remove his/her equipment and possessions from the job-site upon notification by GCET.

INVOICING AND PAYMENT

- 15.1 Invoicing for payment covering materials purchased and labor expended may be submitted on a weekly basis, or on a schedule agreed upon between Contractor and GCET. No down payment or payments in advance for purchase of materials will be made.
- 15.2 Each invoice shall be accompanied by a detailed estimate of the amounts and values of labor expended and materials purchased up to the last day of the preceding week. A 10% retainage will be held by GCET Representative to be paid upon satisfactory completion of the job. Therefore, the amount of the invoice shall

not exceed ninety percent (90%) of the labor and material values estimated for the preceding week. All applications for payment shall be submitted on AIA form G702.

- 15.3 Such payments shall be viewed by both parties as progress payments and shall not in any way relieve the Contractor of performance obligations under this contract, nor shall such payments be viewed as approval or acceptance of work performed under this contract.
- 15.4 Final retainage shall be withheld until all provisions of the specifications are met, including all necessary clean-up, and GCET Representative receives written verification of completion. Final payment will be made within 30 days of the date the following requirements have been satisfied:
 1. All contract requested documents completed and signed
 2. All punch list items developed between GCET and Contractor at notice of completion are fully remediated.

TERMINATION BY GCET REPRESENTATIVE FOR CAUSE

- 16.1 GCET Representative may terminate the contract and finish the work by whatever reasonable method he/she deems expedient if the Contractor:
 1. Persistently or repeatedly refuses to supply specified materials or to provide enough skilled workers to ensure the project will be completed within the time indicated on his/her Proposal form;
 2. Fails to make payment to sub-contractors and/or suppliers for labor and materials as stipulated in the contract documents; and
 3. Is guilty of substantial breach of a provision of the contract documents.
- 16.2 The Contractor will be allowed to submit a final invoice for materials purchased and labor expended up to the date the contract has been terminated.

JOB COORDINATION

- 17.1 Contractor is responsible for policing and protecting areas where work may be taking place overhead to insure the protection of GCET property and public safety.
- 17.2 Twenty-four hours prior to starting of the project and/or delivery of materials, the Contractor shall notify GCET.

CONTRACT
ATTACHMENT A

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.

Date

Signature of individual submitting bid or proposal

Printed or typed name of person signing

Company or Corporation Name

TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. Ch. 62C, Sec. 49A, I certify under the penalties of perjury that I, to the best of my knowledge and belief, am in compliance with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Signature of individual submitting bid or proposal

Name of business

**CONTRACT
ATTACHMENT B**

OSHA TRAINING CERTIFICATION

Pursuant to M.G.L. Ch. 30, Sec. 39S(A), I certify under the penalties of perjury to the following:

- (1) that I am able to furnish labor that can work in harmony with all other elements of labor employed or to be employed at the work;
- (2) that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and
- (3) that all employees to be employed in the work subject to this contract have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

(Signature of authorized representative of Bidder)

(Name of authorized representative of Bidder)

(Name of business)

**CONTRACT
ATTACHMENT C**

INSURANCE REQUIREMENTS

Before starting, and until completion of the guarantee period, the Contractor shall procure, deposit, and maintain with GCET, insurance satisfactory to GCET as follows:

- A. Workmen’s Compensation and Employer’s Liability Insurance as required by the Workmen’s Compensation Laws of the Commonwealth of Massachusetts.
- B. Comprehensive General Liability Insurance covering Bodily Injury and Property Damage as follows:

Limits of Liability:

Bodily Injury *	\$300,000 each person \$500,000 each occurrence \$500,000 aggregate products
Property Damage *	\$100,000 each occurrence \$100,000 aggregate operations \$100,000 aggregate protective \$100,000 aggregate products \$100,000 aggregate contractual

* Or \$500,000 single limit combined Bodily Injury and Property Damage.

The Comprehensive General Liability Policy shall provide insurance for the Contractor for Bodily Injury and Property Damage to third persons arising out of:

1. Work performed by the Contractor himself with his own employees, called “premises operations.”
2. Work performed by his subcontractors, called “sublet work” or Independent Contractors (this is referred to as Contractor’s Protective Liability).
3. The Contractor’s liability assumed under this contract, called “Hold Harmless” clauses or indemnity agreement. (This is referred to as Contractual Liability Insurance).
4. Products liability coverage covering the completed building or installation or products furnished. (This is called Products Liability Insurance for the manufacturer and Complete Operations Liability Insurance for the Contractor).

If any work is to be performed below the surface of the ground, the coverage shall be extended to include protection against property damage caused by explosion (including blasting), collapse of structures and damage to underground pipes and utilities. (This is known as “XCU” coverage).

- C. Comprehensive Automobile Liability Insurance covering Bodily Injury and Property Damage, as follows:

Limits of Liability

Bodily Injury	\$300,000 each person \$500,000 each accident
Property Damage	\$100,000 each accident

This insurance is to apply with respect to all owned or hired vehicles of the Contractor and non-ownership protection for all employees of the Contractor engaged in the performance of this contract.

D. All policies shall be so written that GCET will be notified of cancellation or restrictive amendment at least 30 days prior to the effective date of such cancellation or amendment. Certificates from the insurance carrier stating the limits of liability and expiration date shall be filed in triplicate with GCET before operations are begun. Such certificates not only shall name the types of policy provided, but also shall refer specifically to this Contract* and article and the above paragraphs in accordance with which insurance is being furnished and shall state that such insurance is as required by such paragraphs of this Contract and shall be sufficiently comprehensive as to permit the owner to determine that the required insurance coverage has been provided without the necessity of examining the individual insurance policies.

If the initial insurance expires prior to completion of the Work, renewal certificates shall be furnished by the date of expiration.

* If blanket coverage is furnished, this Contract need not be referred to.

**CONTRACT
ATTACHMENT D**

REFERENCES

Reference 1:

Customer: _____

City/Town: _____

Project Description: _____

Approximate cost: \$ _____

Company contact: _____ Contact phone number: _____

Reference 2:

Customer: _____

City/Town: _____

Project Description: _____

Approximate cost: \$ _____

Company contact: _____ Contact phone number: _____

Reference 3:

Customer: _____

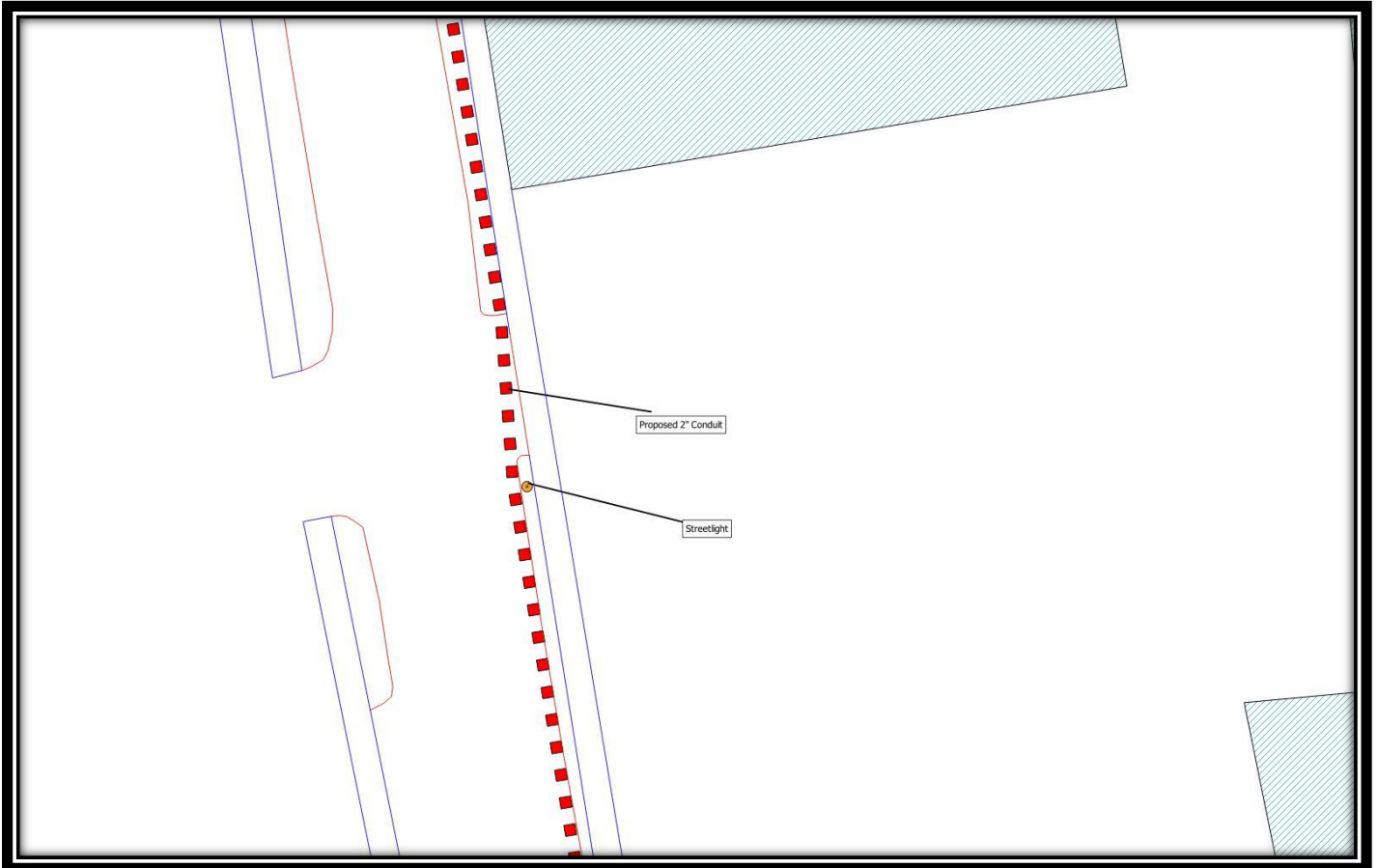
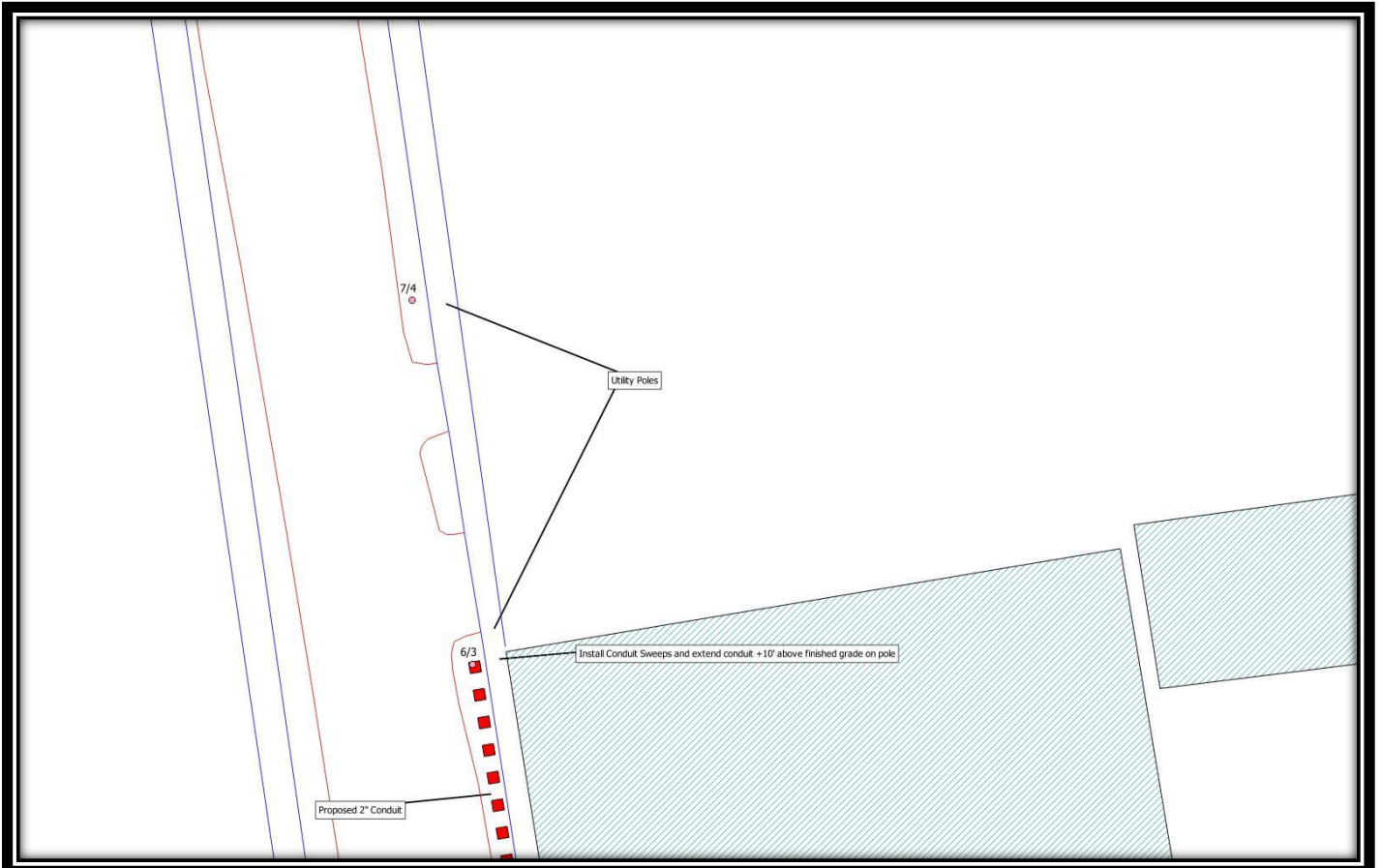
City/Town: _____

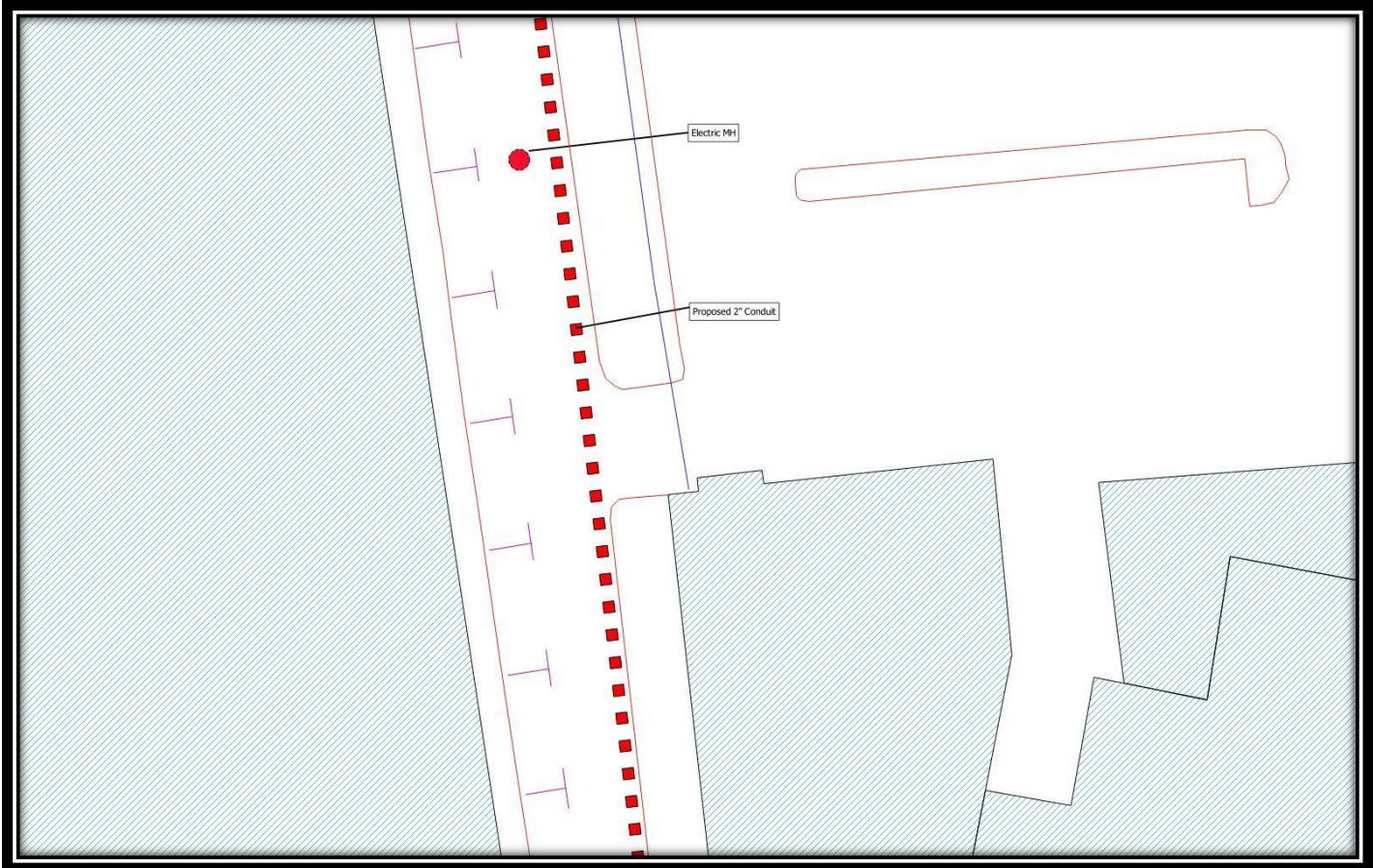
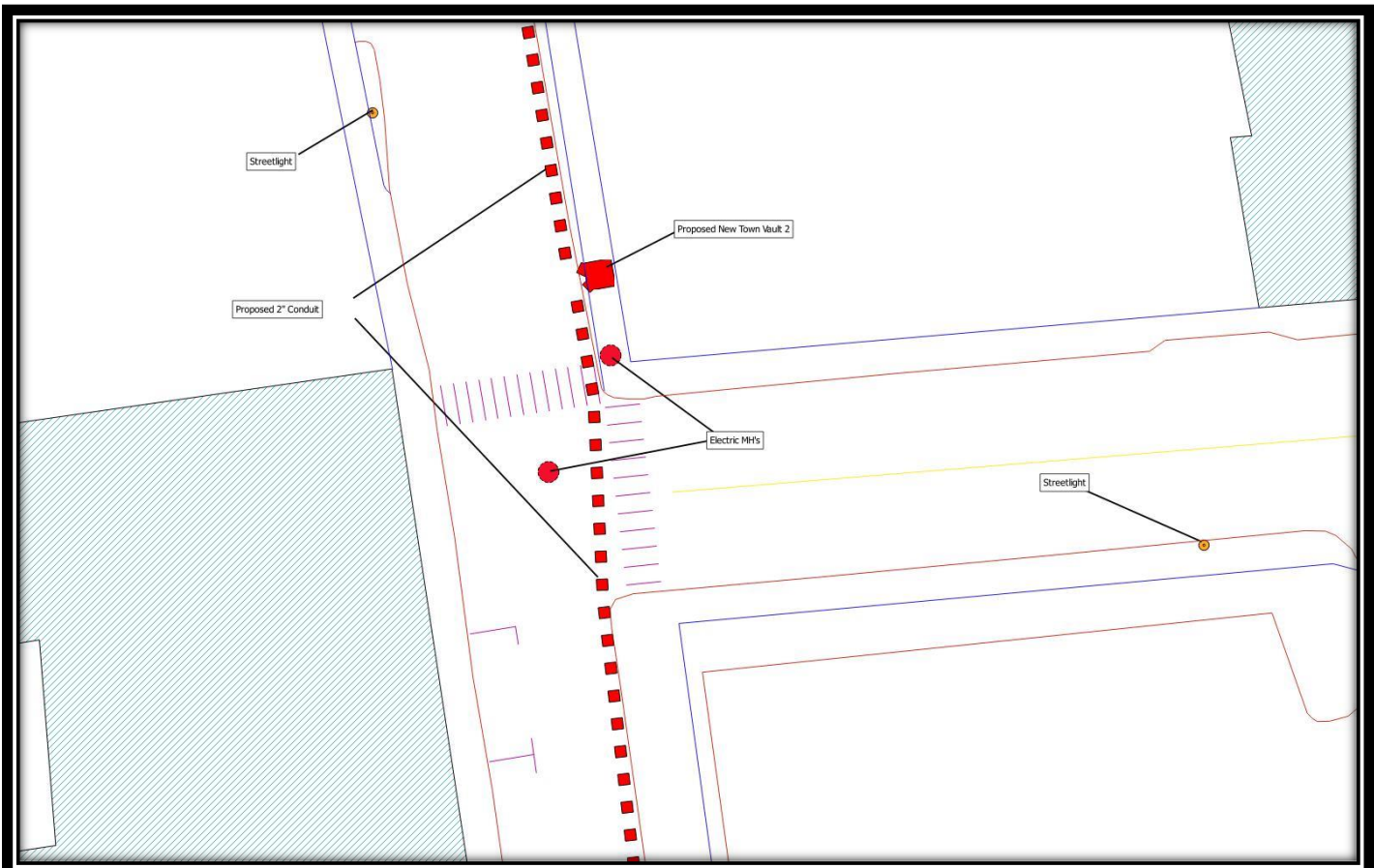
Project Description: _____

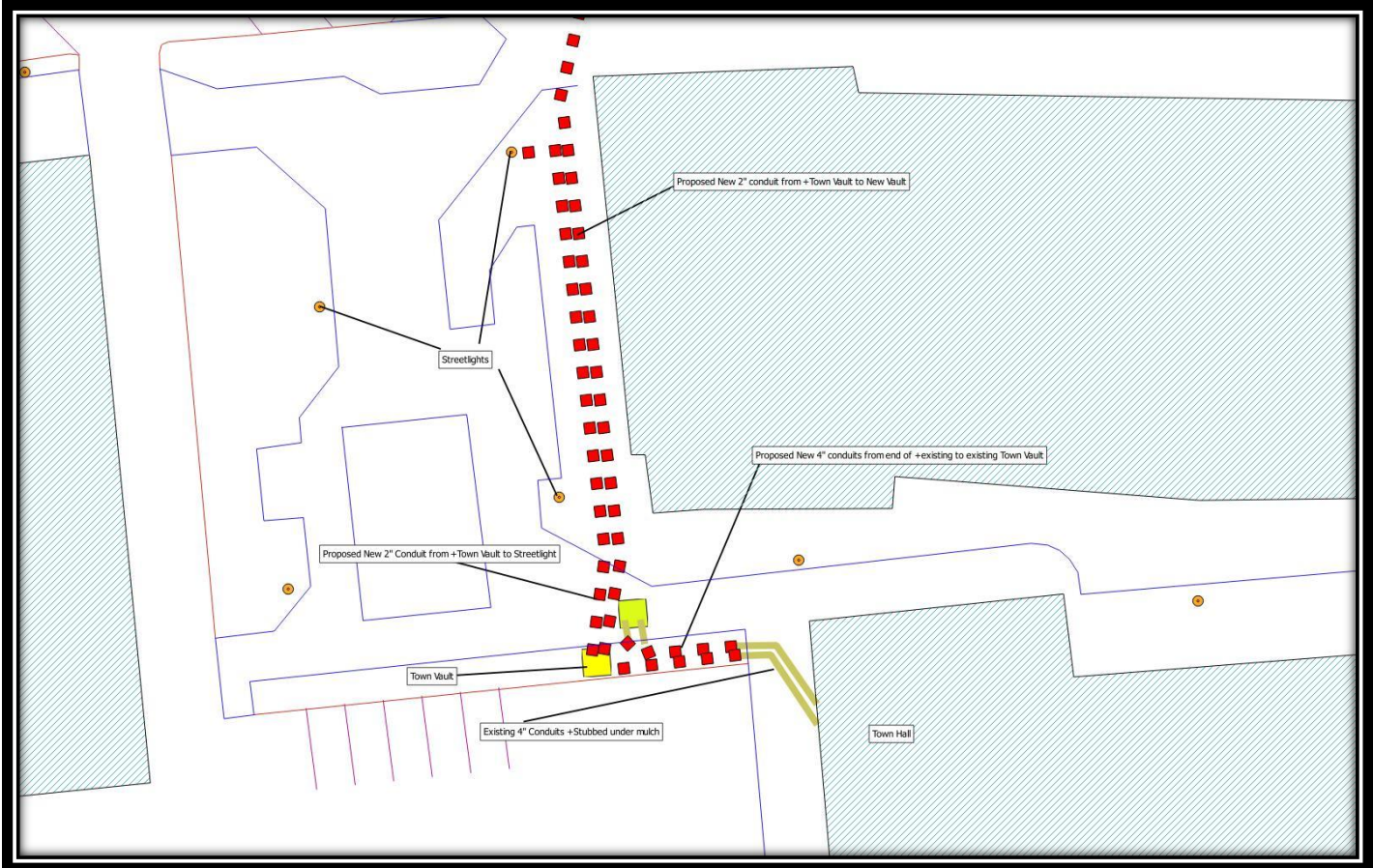
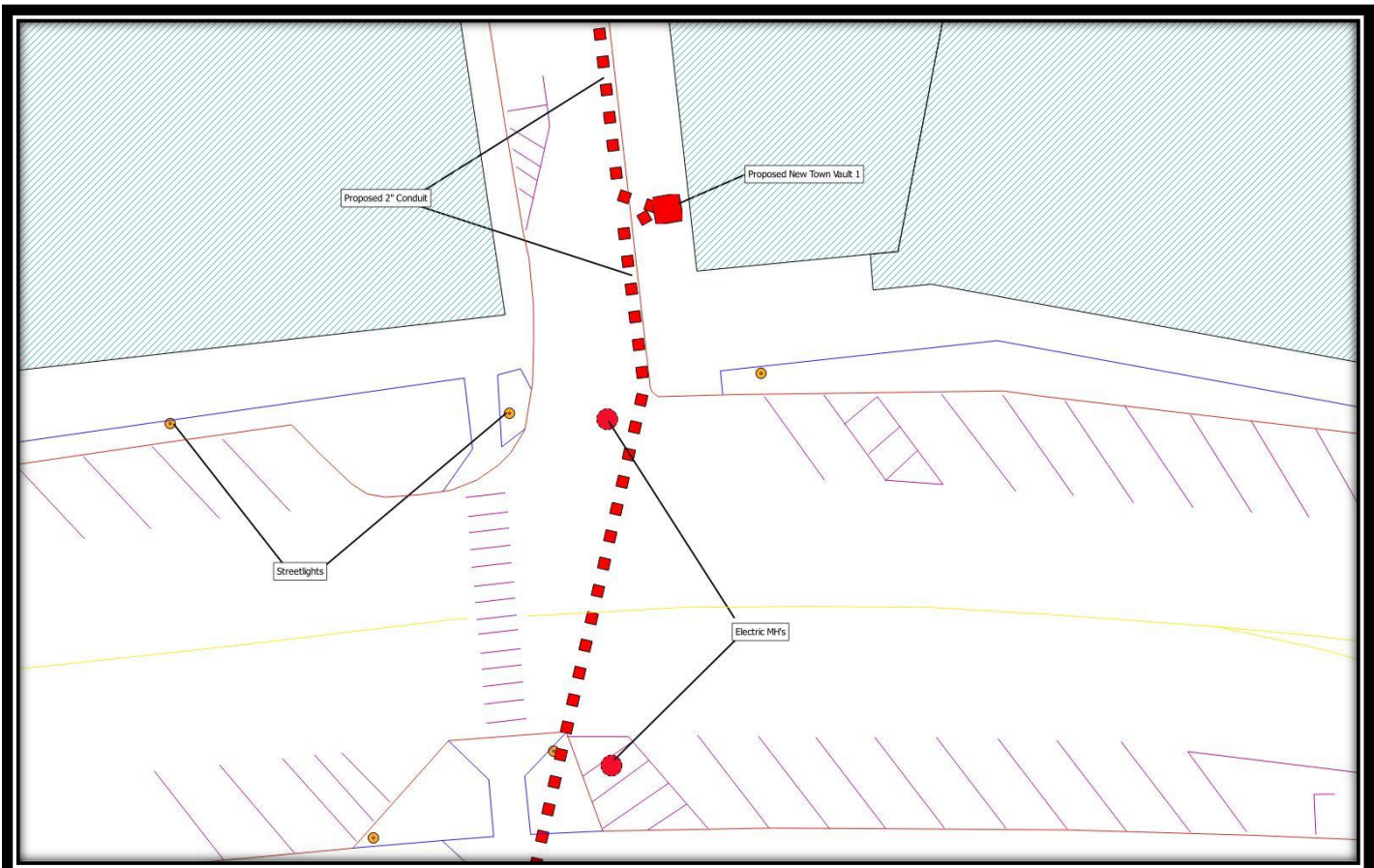
Approximate cost: \$ _____

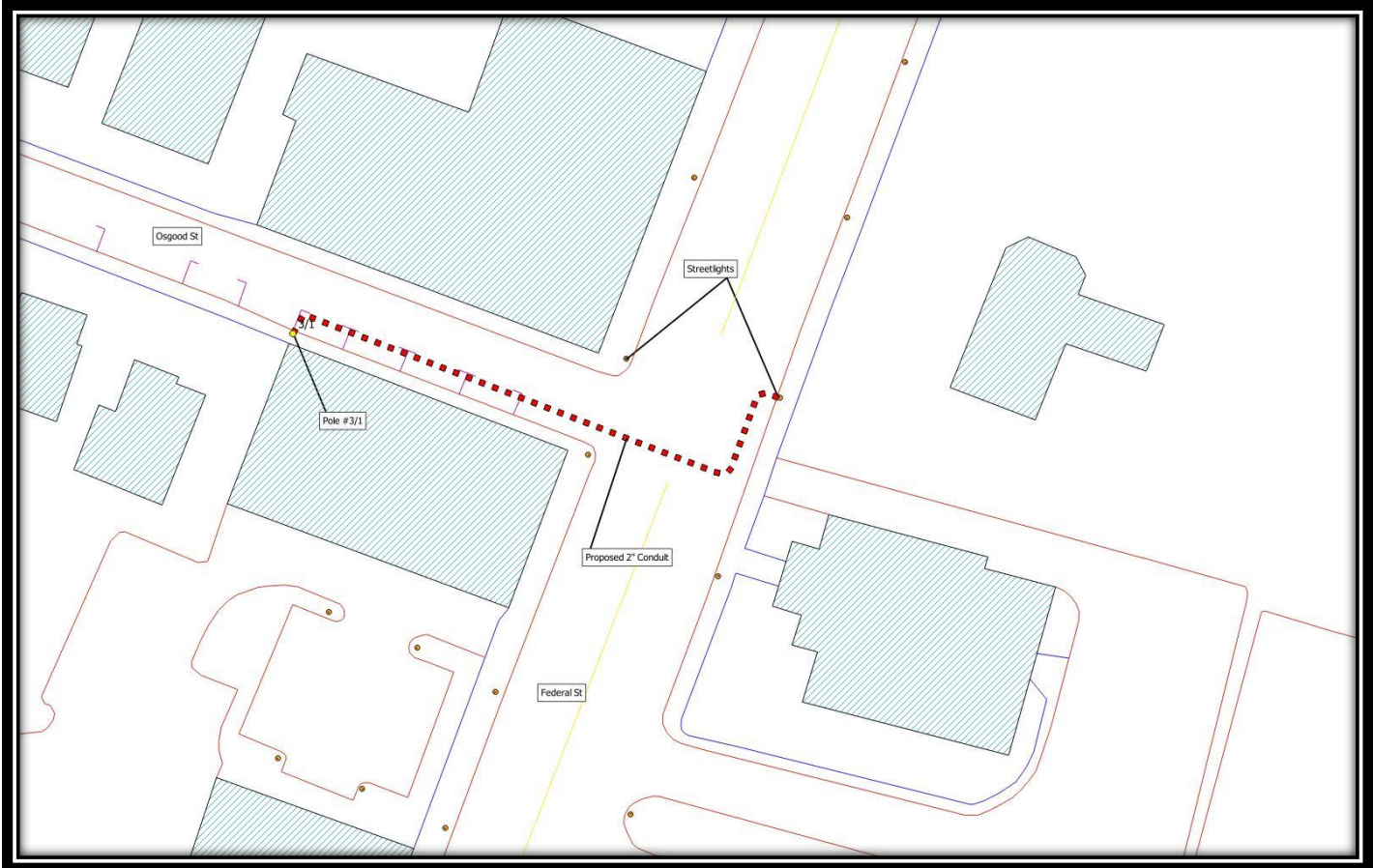
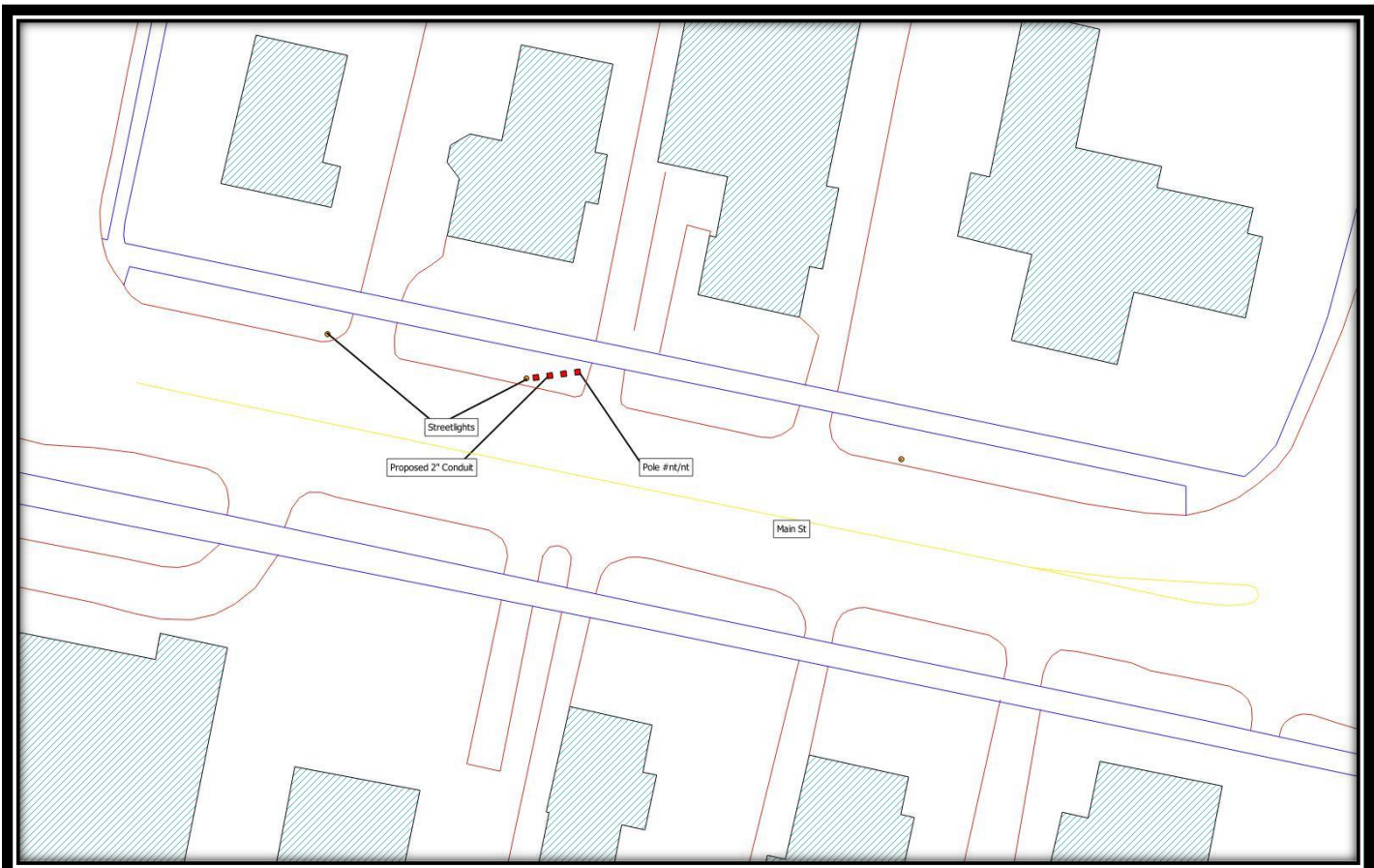
Company contact: _____ Contact phone number: _____

CONTRACT ATTACHMENT E











CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

Prevailing Wage Rates

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

RONALD L. WALKER, II
Secretary

WILLIAM D MCKINNEY
Director

Awarding Authority: Greenfield Community Energy & Technology
Contract Number: **City/Town:** GREENFIELD
Description of Work: GCET is constructing an underground conduit. Workers will be Teledata Lineman and Teledata Wireman.
Job Location: 324 Main Street, Greenfield, MA 01301

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$30.33	\$7.60	\$12.50	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$30.25	\$7.60	\$10.62	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2016	\$30.51	\$11.50	\$6.60	\$0.00	\$48.61
	06/01/2017	\$31.41	\$11.50	\$6.60	\$0.00	\$49.51
	12/01/2017	\$32.31	\$11.50	\$6.60	\$0.00	\$50.41
	06/01/2018	\$33.21	\$11.50	\$6.60	\$0.00	\$51.31
	12/01/2018	\$34.11	\$11.50	\$6.60	\$0.00	\$52.21
	06/01/2019	\$35.01	\$11.50	\$6.60	\$0.00	\$53.11
	12/01/2019	\$35.91	\$11.50	\$6.60	\$0.00	\$54.01
	06/01/2020	\$36.81	\$11.50	\$6.60	\$0.00	\$54.91
	12/01/2020	\$37.71	\$11.50	\$6.60	\$0.00	\$55.81
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$30.33	\$7.60	\$12.50	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$30.25	\$7.60	\$10.62	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	02/27/2017	\$39.26	\$10.75	\$17.38	\$0.00	\$67.39
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.63	\$10.75	\$17.38	\$0.00	\$47.76
2	60	\$23.56	\$10.75	\$17.38	\$0.00	\$51.69
3	70	\$27.48	\$10.75	\$17.38	\$0.00	\$55.61
4	80	\$31.41	\$10.75	\$17.38	\$0.00	\$59.54
5	90	\$35.33	\$10.75	\$17.38	\$0.00	\$63.46

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
ENGINEERS LOCAL 98	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2016	\$37.45	\$7.60	\$14.35	\$0.00	\$59.40
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For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
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For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
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For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
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For apprentice rates see "Apprentice- LABORER"

CARPENTER CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN	02/27/2017	\$34.56	\$8.26	\$15.00	\$0.00	\$57.82
	09/04/2017	\$35.56	\$8.26	\$15.00	\$0.00	\$58.82
	03/05/2018	\$36.56	\$8.26	\$15.00	\$0.00	\$59.82
	09/05/2018	\$37.60	\$8.26	\$15.00	\$0.00	\$60.86
	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

Apprentice - CARPENTER - Local 108 Hampden Hampshire Franklin

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.28	\$8.26	\$1.22	\$0.00	\$26.76
2	60	\$20.74	\$8.26	\$1.22	\$0.00	\$30.22
3	70	\$24.19	\$8.26	\$11.34	\$0.00	\$43.79
4	75	\$25.92	\$8.26	\$11.34	\$0.00	\$45.52
5	80	\$27.65	\$8.26	\$12.56	\$0.00	\$48.47
6	80	\$27.65	\$8.26	\$12.56	\$0.00	\$48.47
7	90	\$31.10	\$8.26	\$13.78	\$0.00	\$53.14
8	90	\$31.10	\$8.26	\$13.78	\$0.00	\$53.14

Effective Date - 09/04/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.78	\$8.26	\$1.22	\$0.00	\$27.26
2	60	\$21.34	\$8.26	\$1.22	\$0.00	\$30.82
3	70	\$24.89	\$8.26	\$11.34	\$0.00	\$44.49
4	75	\$26.67	\$8.26	\$11.34	\$0.00	\$46.27
5	80	\$28.45	\$8.26	\$12.56	\$0.00	\$49.27
6	80	\$28.45	\$8.26	\$12.56	\$0.00	\$49.27
7	90	\$32.00	\$8.26	\$13.78	\$0.00	\$54.04
8	90	\$32.00	\$8.26	\$13.78	\$0.00	\$54.04

Notes:

** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step

Apprentice to Journeyworker Ratio:**

CEMENT MASONRY/PLASTERING	01/01/2017	\$38.72	\$12.15	\$14.56	\$1.30	\$66.73
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2017	\$39.31	\$12.15	\$14.56	\$1.30	\$67.32
	01/01/2018	\$39.34	\$12.15	\$14.56	\$1.30	\$67.35
	07/01/2018	\$39.37	\$12.15	\$14.56	\$1.30	\$67.38
	01/01/2019	\$39.41	\$12.15	\$14.56	\$1.30	\$67.42
	07/01/2019	\$39.44	\$12.15	\$14.56	\$1.30	\$67.45
	01/01/2020	\$39.48	\$12.15	\$14.56	\$1.30	\$67.49

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.36	\$12.15	\$12.33	\$0.00	\$43.84
2	60	\$23.23	\$12.15	\$14.56	\$1.30	\$51.24
3	65	\$25.17	\$12.15	\$14.56	\$1.30	\$53.18
4	70	\$27.10	\$12.15	\$14.56	\$1.30	\$55.11
5	75	\$29.04	\$12.15	\$14.56	\$1.30	\$57.05
6	80	\$30.98	\$12.15	\$14.56	\$1.30	\$58.99
7	90	\$34.85	\$12.15	\$14.56	\$1.30	\$62.86

Effective Date - 07/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.66	\$12.15	\$12.33	\$0.00	\$44.14
2	60	\$23.59	\$12.15	\$14.56	\$1.30	\$51.60
3	65	\$25.55	\$12.15	\$14.56	\$1.30	\$53.56
4	70	\$27.52	\$12.15	\$14.56	\$1.30	\$55.53
5	75	\$29.48	\$12.15	\$14.56	\$1.30	\$57.49
6	80	\$31.45	\$12.15	\$14.56	\$1.30	\$59.46
7	90	\$35.38	\$12.15	\$14.56	\$1.30	\$63.39

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 3 (BUILDING & SITE) 12/05/2016 \$29.83 \$7.60 \$12.50 \$0.00 \$49.93

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR
OPERATING ENGINEERS LOCAL 98

	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR
OPERATING ENGINEERS LOCAL 98

	12/01/2016	\$37.18	\$10.58	\$12.38	\$0.00	\$60.14
	06/01/2017	\$37.79	\$10.58	\$12.65	\$0.00	\$61.02
	12/01/2017	\$38.39	\$10.58	\$12.92	\$0.00	\$61.89
	06/01/2018	\$39.00	\$10.58	\$13.19	\$0.00	\$62.77
	12/01/2018	\$39.60	\$10.58	\$13.46	\$0.00	\$63.64
	06/01/2019	\$40.11	\$10.58	\$13.73	\$0.00	\$64.42
	12/01/2019	\$40.71	\$10.58	\$14.00	\$0.00	\$65.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)
PAINTERS LOCAL 35 - ZONE 3 01/01/2017 \$51.41 \$7.85 \$16.10 \$0.00 \$75.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.25
	06/01/2017	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
	12/01/2017	\$38.35	\$7.60	\$14.15	\$0.00	\$60.10
	06/01/2018	\$39.30	\$7.60	\$14.15	\$0.00	\$61.05
	12/01/2018	\$40.25	\$7.60	\$14.15	\$0.00	\$62.00
	06/01/2019	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	12/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2016	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
	06/01/2017	\$38.50	\$7.60	\$14.15	\$0.00	\$60.25
	12/01/2017	\$39.35	\$7.60	\$14.15	\$0.00	\$61.10
	06/01/2018	\$40.30	\$7.60	\$14.15	\$0.00	\$62.05
	12/01/2018	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	06/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
	12/01/2019	\$43.25	\$7.60	\$14.15	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2016	\$37.25	\$7.60	\$14.15	\$0.00	\$59.00
	06/01/2017	\$38.25	\$7.60	\$14.15	\$0.00	\$60.00
	12/01/2017	\$39.10	\$7.60	\$14.15	\$0.00	\$60.85
	06/01/2018	\$40.05	\$7.60	\$14.15	\$0.00	\$61.80
	12/01/2018	\$41.00	\$7.60	\$14.15	\$0.00	\$62.75
	06/01/2019	\$42.00	\$7.60	\$14.15	\$0.00	\$63.75
	12/01/2019	\$43.00	\$7.60	\$14.15	\$0.00	\$64.75

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2016	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
	06/01/2017	\$38.50	\$7.60	\$14.15	\$0.00	\$60.25
	12/01/2017	\$39.35	\$7.60	\$14.15	\$0.00	\$61.10
	06/01/2018	\$40.30	\$7.60	\$14.15	\$0.00	\$62.05
	12/01/2018	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	06/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
	12/01/2019	\$43.25	\$7.60	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2016	\$37.25	\$7.60	\$14.15	\$0.00	\$59.00
	06/01/2017	\$38.25	\$7.60	\$14.15	\$0.00	\$60.00
	12/01/2017	\$39.10	\$7.60	\$14.15	\$0.00	\$60.85
	06/01/2018	\$40.05	\$7.60	\$14.15	\$0.00	\$61.80
	12/01/2018	\$41.00	\$7.60	\$14.15	\$0.00	\$62.75
	06/01/2019	\$42.00	\$7.60	\$14.15	\$0.00	\$63.75
	12/01/2019	\$43.00	\$7.60	\$14.15	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.25
	06/01/2017	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
	12/01/2017	\$38.35	\$7.60	\$14.15	\$0.00	\$60.10
	06/01/2018	\$39.30	\$7.60	\$14.15	\$0.00	\$61.05
	12/01/2018	\$40.25	\$7.60	\$14.15	\$0.00	\$62.00
	06/01/2019	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	12/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	01/01/2017	\$39.51	\$9.35	\$10.84	\$0.00	\$59.70

Apprentice - ELECTRICIAN - Local 7

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.80	\$5.00	\$0.47	\$0.00	\$21.27
2	45	\$17.78	\$5.00	\$0.53	\$0.00	\$23.31
3	50	\$19.76	\$9.35	\$6.54	\$0.00	\$35.65
4	55	\$21.73	\$9.35	\$6.60	\$0.00	\$37.68
5	65	\$25.68	\$9.35	\$7.72	\$0.00	\$42.75
6	70	\$27.66	\$9.35	\$8.78	\$0.00	\$45.79

Notes: Pre-5/31/11 Begins at Step 3 \$39.72/4\$41.75/5\$46.38/6\$48.60
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89
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Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.95	\$15.28	\$15.71	\$0.00	\$55.94
2	55	\$27.45	\$15.28	\$15.71	\$0.00	\$58.44
3	65	\$32.44	\$15.28	\$15.71	\$0.00	\$63.43
4	70	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
5	80	\$39.92	\$15.28	\$15.71	\$0.00	\$70.91

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 41	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
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For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
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For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
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FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
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FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
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FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7	01/01/2017	\$39.51	\$9.35	\$10.84	\$0.00	\$59.70
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For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	01/01/2017	\$39.51	\$9.35	\$10.84	\$0.00	\$59.70

LOCAL 7
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.89	\$10.58	\$12.38	\$0.00	\$42.85
2	70	\$23.21	\$10.58	\$12.38	\$0.00	\$46.17
3	80	\$26.52	\$10.58	\$12.38	\$0.00	\$49.48
4	90	\$29.84	\$10.58	\$12.38	\$0.00	\$52.80

Effective Date - 06/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.26	\$10.58	\$12.65	\$0.00	\$43.49
2	70	\$23.63	\$10.58	\$12.65	\$0.00	\$46.86
3	80	\$27.01	\$10.58	\$12.65	\$0.00	\$50.24
4	90	\$30.38	\$10.58	\$12.65	\$0.00	\$53.61

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$20.50	\$7.60	\$10.62	\$0.00	\$38.72
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For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2016	\$32.60	\$8.55	\$14.42	\$0.00	\$55.57
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05
2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.68
3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.93
4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.56
5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.39
6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.02
7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.85
8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.48

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	12/01/2016	\$33.37	\$10.58	\$12.38	\$0.00	\$56.33
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2017	\$33.98	\$10.58	\$12.65	\$0.00	\$57.21
	12/01/2017	\$34.58	\$10.58	\$12.92	\$0.00	\$58.08
	06/01/2018	\$35.19	\$10.58	\$13.19	\$0.00	\$58.96
	12/01/2018	\$35.79	\$10.58	\$13.46	\$0.00	\$59.83
	06/01/2019	\$36.30	\$10.58	\$13.73	\$0.00	\$60.61
	12/01/2019	\$36.90	\$10.58	\$14.00	\$0.00	\$61.48

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	12/01/2016	\$29.92	\$10.58	\$12.38	\$0.00	\$52.88
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2017	\$30.53	\$10.58	\$12.65	\$0.00	\$53.76
	12/01/2017	\$31.13	\$10.58	\$12.92	\$0.00	\$54.63
	06/01/2018	\$31.74	\$10.58	\$13.19	\$0.00	\$55.51
	12/01/2018	\$32.34	\$10.58	\$13.46	\$0.00	\$56.38
	06/01/2019	\$32.85	\$10.58	\$13.73	\$0.00	\$57.16
	12/01/2019	\$33.45	\$10.58	\$14.00	\$0.00	\$58.03

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53
<i>GLAZIERS LOCAL 1333</i>						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.79	\$10.70	\$1.00	\$0.00	\$29.49
2	56	\$20.01	\$10.70	\$1.00	\$0.00	\$31.71
3	63	\$22.24	\$10.70	\$1.50	\$0.00	\$34.44
4	69	\$24.46	\$10.70	\$1.50	\$0.00	\$36.66
5	75	\$26.69	\$10.70	\$2.00	\$0.00	\$39.39
6	81	\$28.91	\$10.70	\$2.00	\$0.00	\$41.61
7	88	\$31.13	\$10.70	\$8.00	\$0.00	\$49.83
8	94	\$33.36	\$10.70	\$8.00	\$0.00	\$52.06

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2017	\$32.24	\$10.64	\$15.49	\$1.75	\$60.12
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For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	01/01/2017	\$39.51	\$9.35	\$10.84	\$0.00	\$59.70
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For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2017	\$32.24	\$10.64	\$15.49	\$1.75	\$60.12
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For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2017	\$39.26	\$8.50	\$15.30	\$0.00	\$63.06
	09/17/2017	\$40.01	\$8.50	\$15.30	\$0.00	\$63.81
	03/17/2018	\$40.76	\$8.50	\$15.30	\$0.00	\$64.56
	09/17/2018	\$41.51	\$8.50	\$15.30	\$0.00	\$65.31
	03/17/2019	\$42.26	\$8.50	\$15.30	\$0.00	\$66.06

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

HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2017	\$39.26	\$8.50	\$15.30	\$0.00	\$63.06
	09/17/2017	\$40.01	\$8.50	\$15.30	\$0.00	\$63.81
	03/17/2018	\$40.76	\$8.50	\$15.30	\$0.00	\$64.56
	09/17/2018	\$41.51	\$8.50	\$15.30	\$0.00	\$65.31
	03/17/2019	\$42.26	\$8.50	\$15.30	\$0.00	\$66.06

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$30.25	\$7.60	\$10.62	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2016	\$36.07	\$11.75	\$14.20	\$0.00	\$62.02
	09/01/2017	\$37.67	\$11.75	\$14.20	\$0.00	\$63.62
	09/01/2018	\$39.47	\$11.75	\$14.20	\$0.00	\$65.42
	09/01/2019	\$41.47	\$11.75	\$14.20	\$0.00	\$67.42

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

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.04	\$11.75	\$10.45	\$0.00	\$40.24
2	60	\$21.64	\$11.75	\$11.20	\$0.00	\$44.59
3	70	\$25.25	\$11.75	\$11.95	\$0.00	\$48.95
4	80	\$28.86	\$11.75	\$12.70	\$0.00	\$53.31

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.84	\$11.75	\$10.45	\$0.00	\$41.04
2	60	\$22.60	\$11.75	\$11.20	\$0.00	\$45.55
3	70	\$26.37	\$11.75	\$11.95	\$0.00	\$50.07
4	80	\$30.14	\$11.75	\$12.70	\$0.00	\$54.59

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	03/16/2017	\$32.39	\$7.80	\$19.60	\$0.00	\$59.79
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Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.43	\$7.80	\$19.60	\$0.00	\$46.83
2	70	\$22.67	\$7.80	\$19.60	\$0.00	\$50.07
3	75	\$24.29	\$7.80	\$19.60	\$0.00	\$51.69
4	80	\$25.91	\$7.80	\$19.60	\$0.00	\$53.31
5	85	\$27.53	\$7.80	\$19.60	\$0.00	\$54.93
6	90	\$29.15	\$7.80	\$19.60	\$0.00	\$56.55

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.58	\$7.60	\$12.50	\$0.00	\$49.68
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Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/05/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.75	\$7.60	\$12.50	\$0.00	\$37.85
2	70	\$20.71	\$7.60	\$12.50	\$0.00	\$40.81
3	80	\$23.66	\$7.60	\$12.50	\$0.00	\$43.76
4	90	\$26.62	\$7.60	\$12.50	\$0.00	\$46.72

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$29.50	\$7.60	\$10.62	\$0.00	\$47.72
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Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.70	\$7.60	\$10.62	\$0.00	\$35.92
2	70	\$20.65	\$7.60	\$10.62	\$0.00	\$38.87
3	80	\$23.60	\$7.60	\$10.62	\$0.00	\$41.82
4	90	\$26.55	\$7.60	\$10.62	\$0.00	\$44.77

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.58	\$7.60	\$12.50	\$0.00	\$49.68
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For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
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For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2015	\$29.68	\$7.60	\$12.50	\$0.00	\$49.78
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For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$30.58	\$7.60	\$12.50	\$0.00	\$50.68
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For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
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For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.58	\$7.60	\$12.50	\$0.00	\$49.68
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.58	\$7.60	\$12.50	\$0.00	\$49.68
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	02/27/2017	\$32.67	\$10.75	\$17.05	\$0.00	\$60.47

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.34	\$10.75	\$17.05	\$0.00	\$44.14
2	60	\$19.60	\$10.75	\$17.05	\$0.00	\$47.40
3	70	\$22.87	\$10.75	\$17.05	\$0.00	\$50.67
4	80	\$26.14	\$10.75	\$17.05	\$0.00	\$53.94
5	90	\$29.40	\$10.75	\$17.05	\$0.00	\$57.20

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	02/27/2017	\$39.26	\$10.75	\$17.38	\$0.00	\$67.39
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Apprentice - MARBLE-TILE-TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.63	\$10.75	\$17.38	\$0.00	\$47.76
2	60	\$23.56	\$10.75	\$17.38	\$0.00	\$51.69
3	70	\$27.48	\$10.75	\$17.38	\$0.00	\$55.61
4	80	\$31.41	\$10.75	\$17.38	\$0.00	\$59.54
5	90	\$35.33	\$10.75	\$17.38	\$0.00	\$63.46

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2017	\$33.81	\$9.90	\$18.50	\$0.00	\$62.21
	10/01/2017	\$34.64	\$9.90	\$18.50	\$0.00	\$63.04
	04/01/2018	\$35.46	\$9.90	\$18.50	\$0.00	\$63.86
	10/01/2018	\$36.29	\$9.90	\$18.50	\$0.00	\$64.69
	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.60	\$9.90	\$5.31	\$0.00	\$33.81
2	65	\$21.98	\$9.90	\$15.13	\$0.00	\$47.01
3	75	\$25.36	\$9.90	\$16.10	\$0.00	\$51.36
4	85	\$28.74	\$9.90	\$17.06	\$0.00	\$55.70

Effective Date - 10/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.05	\$9.90	\$5.31	\$0.00	\$34.26
2	65	\$22.52	\$9.90	\$15.13	\$0.00	\$47.55
3	75	\$25.98	\$9.90	\$16.10	\$0.00	\$51.98
4	85	\$29.44	\$9.90	\$17.06	\$0.00	\$56.40

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$28.84	\$10.58	\$12.38	\$0.00	\$51.80
	06/01/2017	\$29.45	\$10.58	\$12.65	\$0.00	\$52.68
	12/01/2017	\$30.05	\$10.58	\$12.92	\$0.00	\$53.55
	06/01/2018	\$30.66	\$10.58	\$13.19	\$0.00	\$54.43
	12/01/2018	\$31.26	\$10.58	\$13.46	\$0.00	\$55.30
	06/01/2019	\$31.77	\$10.58	\$13.73	\$0.00	\$56.08
	12/01/2019	\$32.37	\$10.58	\$14.00	\$0.00	\$56.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$26.86	\$10.58	\$12.38	\$0.00	\$49.82
	06/01/2017	\$27.47	\$10.58	\$12.65	\$0.00	\$50.70
	12/01/2017	\$28.07	\$10.58	\$12.92	\$0.00	\$51.57
	06/01/2018	\$28.68	\$10.58	\$13.19	\$0.00	\$52.45
	12/01/2018	\$29.28	\$10.58	\$13.46	\$0.00	\$53.32
	06/01/2019	\$29.79	\$10.58	\$13.73	\$0.00	\$54.10
	12/01/2019	\$30.39	\$10.58	\$14.00	\$0.00	\$54.97
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2017	\$34.68	\$7.85	\$12.30	\$0.00	\$54.83
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* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.34	\$7.85	\$0.00	\$0.00	\$25.19
2	55	\$19.07	\$7.85	\$1.57	\$0.00	\$28.49
3	60	\$20.81	\$7.85	\$1.71	\$0.00	\$30.37
4	65	\$22.54	\$7.85	\$1.85	\$0.00	\$32.24
5	70	\$24.28	\$7.85	\$11.45	\$0.00	\$43.58
6	75	\$26.01	\$7.85	\$11.59	\$0.00	\$45.45
7	80	\$27.74	\$7.85	\$11.73	\$0.00	\$47.32
8	90	\$31.21	\$7.85	\$12.02	\$0.00	\$51.08

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2017	\$32.00	\$7.85	\$12.30	\$0.00	\$52.15
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Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.00	\$7.85	\$0.00	\$0.00	\$23.85
2	55	\$17.60	\$7.85	\$1.57	\$0.00	\$27.02
3	60	\$19.20	\$7.85	\$1.71	\$0.00	\$28.76
4	65	\$20.80	\$7.85	\$1.85	\$0.00	\$30.50
5	70	\$22.40	\$7.85	\$11.45	\$0.00	\$41.70
6	75	\$24.00	\$7.85	\$11.59	\$0.00	\$43.44
7	80	\$25.60	\$7.85	\$11.73	\$0.00	\$45.18
8	90	\$28.80	\$7.85	\$12.02	\$0.00	\$48.67

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2017	\$33.28	\$7.85	\$12.30	\$0.00	\$53.43
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* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.64	\$7.85	\$0.00	\$0.00	\$24.49
2	55	\$18.30	\$7.85	\$1.57	\$0.00	\$27.72
3	60	\$19.97	\$7.85	\$1.71	\$0.00	\$29.53
4	65	\$21.63	\$7.85	\$1.85	\$0.00	\$31.33
5	70	\$23.30	\$7.85	\$11.45	\$0.00	\$42.60
6	75	\$24.96	\$7.85	\$11.59	\$0.00	\$44.40
7	80	\$26.62	\$7.85	\$11.73	\$0.00	\$46.20
8	90	\$29.95	\$7.85	\$12.02	\$0.00	\$49.82

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 3	01/01/2017	\$30.60	\$7.85	\$12.30	\$0.00	\$50.75
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Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.30	\$7.85	\$0.00	\$0.00	\$23.15
2	55	\$16.83	\$7.85	\$1.57	\$0.00	\$26.25
3	60	\$18.36	\$7.85	\$1.71	\$0.00	\$27.92
4	65	\$19.89	\$7.85	\$1.85	\$0.00	\$29.59
5	70	\$21.42	\$7.85	\$11.45	\$0.00	\$40.72
6	75	\$22.95	\$7.85	\$11.59	\$0.00	\$42.39
7	80	\$24.48	\$7.85	\$11.73	\$0.00	\$44.06
8	90	\$27.54	\$7.85	\$12.02	\$0.00	\$47.41

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2016	\$29.50	\$7.60	\$10.62	\$0.00	\$47.72
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For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
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PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3)	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
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For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
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Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;
 (Same as set in Zone 1)
 1\$50.05/2\$54.25/3\$58.46/4\$60.56/5\$62.66/6\$62.66/7\$66.87/8\$66.87

Apprentice to Journeyworker Ratio:1:3

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2017	\$39.26	\$8.50	\$15.30	\$0.00	\$63.06
	09/17/2017	\$40.01	\$8.50	\$15.30	\$0.00	\$63.81
	03/17/2018	\$40.76	\$8.50	\$15.30	\$0.00	\$64.56
	09/17/2018	\$41.51	\$8.50	\$15.30	\$0.00	\$65.31
	03/17/2019	\$42.26	\$8.50	\$15.30	\$0.00	\$66.06

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.67	\$8.50	\$9.05	\$0.00	\$35.22
2	50	\$19.63	\$8.50	\$9.05	\$0.00	\$37.18
3	55	\$21.59	\$8.50	\$9.05	\$0.00	\$39.14
4	60	\$23.56	\$8.50	\$9.05	\$0.00	\$41.11
5	65	\$25.52	\$8.50	\$9.05	\$0.00	\$43.07
6	70	\$27.48	\$8.50	\$9.05	\$0.00	\$45.03
7	75	\$29.45	\$8.50	\$9.05	\$0.00	\$47.00
8	80	\$31.41	\$8.50	\$9.05	\$0.00	\$48.96
9	80	\$31.41	\$8.50	\$15.30	\$0.00	\$55.21
10	80	\$31.41	\$8.50	\$15.30	\$0.00	\$55.21

Effective Date - 09/17/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.00	\$8.50	\$9.05	\$0.00	\$35.55
2	50	\$20.01	\$8.50	\$9.05	\$0.00	\$37.56
3	55	\$22.01	\$8.50	\$9.05	\$0.00	\$39.56
4	60	\$24.01	\$8.50	\$9.05	\$0.00	\$41.56
5	65	\$26.01	\$8.50	\$9.05	\$0.00	\$43.56
6	70	\$28.01	\$8.50	\$9.05	\$0.00	\$45.56
7	75	\$30.01	\$8.50	\$9.05	\$0.00	\$47.56
8	80	\$32.01	\$8.50	\$9.05	\$0.00	\$49.56
9	80	\$32.01	\$8.50	\$15.30	\$0.00	\$55.81
10	80	\$32.01	\$8.50	\$15.30	\$0.00	\$55.81

Notes: **1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2017	\$39.26	\$8.50	\$15.30	\$0.00	\$63.06
	09/17/2017	\$40.01	\$8.50	\$15.30	\$0.00	\$63.81
	03/17/2018	\$40.76	\$8.50	\$15.30	\$0.00	\$64.56
	09/17/2018	\$41.51	\$8.50	\$15.30	\$0.00	\$65.31
	03/17/2019	\$42.26	\$8.50	\$15.30	\$0.00	\$66.06

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
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LABORERS - ZONE 3 (HEAVY & HIGHWAY)

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER	12/05/2016	\$30.58	\$7.60	\$12.50	\$0.00	\$50.68
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LABORERS - ZONE 3 (BUILDING & SITE)

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2016	\$30.50	\$7.60	\$10.62	\$0.00	\$48.72
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LABORERS - ZONE 3 (HEAVY & HIGHWAY)

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	04/01/2017	\$22.08	\$7.07	\$7.18	\$0.00	\$36.33
	10/01/2017	\$22.63	\$7.07	\$7.18	\$0.00	\$36.88
	04/01/2018	\$23.01	\$7.07	\$7.18	\$0.00	\$37.26
	10/01/2018	\$23.39	\$7.07	\$7.18	\$0.00	\$37.64
	04/01/2019	\$23.78	\$7.07	\$7.18	\$0.00	\$38.03
	10/01/2019	\$24.17	\$7.07	\$7.18	\$0.00	\$38.42
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - 108 Hampden Hampshire

Effective Date - 04/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.25	\$7.07	\$0.00	\$0.00	\$20.32
2	60	\$13.25	\$7.07	\$7.18	\$0.00	\$27.50
3	65	\$14.35	\$7.07	\$7.18	\$0.00	\$28.60
4	70	\$15.46	\$7.07	\$7.18	\$0.00	\$29.71
5	75	\$16.56	\$7.07	\$7.18	\$0.00	\$30.81
6	80	\$17.66	\$7.07	\$7.18	\$0.00	\$31.91
7	85	\$18.77	\$7.07	\$7.18	\$0.00	\$33.02
8	90	\$19.87	\$7.07	\$7.18	\$0.00	\$34.12

Effective Date - 10/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.58	\$7.07	\$0.00	\$0.00	\$20.65
2	60	\$13.58	\$7.07	\$7.18	\$0.00	\$27.83
3	65	\$14.71	\$7.07	\$7.18	\$0.00	\$28.96
4	70	\$15.84	\$7.07	\$7.18	\$0.00	\$30.09
5	75	\$16.97	\$7.07	\$7.18	\$0.00	\$31.22
6	80	\$18.10	\$7.07	\$7.18	\$0.00	\$32.35
7	85	\$19.24	\$7.07	\$7.18	\$0.00	\$33.49
8	90	\$20.37	\$7.07	\$7.18	\$0.00	\$34.62

Notes:

** 1: 1-5, 2: 6-8, 3: 9-11

Apprentice to Journeyworker Ratio:**

RIDE-ON MOTORIZED BUGGY OPERATOR 12/05/2016 \$29.83 \$7.60 \$12.50 \$0.00 \$49.93
LABORERS - ZONE 3 (BUILDING & SITE)

For apprentice rates see "Apprentice- LABORER"

ROLLER OPERATOR 12/01/2016 \$32.54 \$10.58 \$12.38 \$0.00 \$55.50
OPERATING ENGINEERS LOCAL 98
 06/01/2017 \$33.15 \$10.58 \$12.65 \$0.00 \$56.38
 12/01/2017 \$33.75 \$10.58 \$12.92 \$0.00 \$57.25
 06/01/2018 \$34.36 \$10.58 \$13.19 \$0.00 \$58.13
 12/01/2018 \$34.96 \$10.58 \$13.46 \$0.00 \$59.00
 06/01/2019 \$35.47 \$10.58 \$13.73 \$0.00 \$59.78
 12/01/2019 \$36.07 \$10.58 \$14.00 \$0.00 \$60.65

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Coal tar pitch) 10/16/2016 \$32.25 \$9.41 \$13.25 \$0.00 \$54.91
ROOFERS LOCAL 248

For apprentice rates see "Apprentice- ROOFER"

ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) 10/16/2016 \$31.75 \$9.41 \$12.75 \$0.00 \$53.91
ROOFERS LOCAL 248

Apprentice - ROOFER - Local 248

Effective Date - 10/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.05	\$9.41	\$0.00	\$0.00	\$28.46
2	65	\$20.64	\$9.41	\$12.75	\$0.00	\$42.80
3	70	\$22.23	\$9.41	\$12.75	\$0.00	\$44.39
4	75	\$23.81	\$9.41	\$12.75	\$0.00	\$45.97
5	80	\$25.40	\$9.41	\$12.75	\$0.00	\$47.56
6	85	\$26.99	\$9.41	\$12.75	\$0.00	\$49.15
7	90	\$28.58	\$9.41	\$12.75	\$0.00	\$50.74
8	95	\$30.16	\$9.41	\$12.75	\$0.00	\$52.32

Notes:

Steps are 750 hrs.Roofeer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	10/16/2016	\$32.25	\$9.41	\$13.25	\$0.00	\$54.91
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For apprentice rates see "Apprentice- ROOFER"

SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	12/01/2016	\$32.54	\$10.58	\$12.38	\$0.00	\$55.50
	06/01/2017	\$33.15	\$10.58	\$12.65	\$0.00	\$56.38
	12/01/2017	\$33.75	\$10.58	\$12.92	\$0.00	\$57.25
	06/01/2018	\$34.36	\$10.58	\$13.19	\$0.00	\$58.13
	12/01/2018	\$34.96	\$10.58	\$13.46	\$0.00	\$59.00
	06/01/2019	\$35.47	\$10.58	\$13.73	\$0.00	\$59.78
	12/01/2019	\$36.07	\$10.58	\$14.00	\$0.00	\$60.65

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2016	\$29.92	\$10.58	\$12.38	\$0.00	\$52.88
	06/01/2017	\$30.53	\$10.58	\$12.65	\$0.00	\$53.76
	12/01/2017	\$31.13	\$10.58	\$12.92	\$0.00	\$54.63
	06/01/2018	\$31.74	\$10.58	\$13.19	\$0.00	\$55.51
	12/01/2018	\$32.34	\$10.58	\$13.46	\$0.00	\$56.38
	06/01/2019	\$32.85	\$10.58	\$13.73	\$0.00	\$57.16
	12/01/2019	\$33.45	\$10.58	\$14.00	\$0.00	\$58.03

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2017	\$32.24	\$10.64	\$15.49	\$1.75	\$60.12
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.51	\$6.21	\$4.36	\$0.00	\$25.08
2	50	\$16.12	\$6.55	\$4.85	\$0.00	\$27.52
3	55	\$17.73	\$6.88	\$8.72	\$0.98	\$34.31
4	60	\$19.34	\$7.22	\$8.72	\$1.06	\$36.34
5	65	\$20.96	\$7.55	\$8.72	\$1.12	\$38.35
6	70	\$22.57	\$7.88	\$8.72	\$1.18	\$40.35
7	75	\$24.18	\$8.22	\$8.72	\$1.23	\$42.35
8	80	\$25.79	\$9.30	\$14.52	\$1.43	\$51.04
9	85	\$27.40	\$9.64	\$14.52	\$1.49	\$53.05
10	90	\$29.02	\$9.98	\$14.52	\$1.55	\$55.07

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 3	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Apprentice - SIGN ERECTOR - Local 35 Zone 3

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
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SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2017	\$40.26	\$9.17	\$12.43	\$0.00	\$61.86
	01/01/2018	\$40.26	\$9.67	\$12.63	\$0.00	\$62.56
	04/01/2018	\$41.51	\$9.67	\$12.88	\$0.00	\$64.06
	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.12	\$7.60	\$0.00	\$0.00	\$25.72
2	50	\$20.13	\$7.60	\$0.00	\$0.00	\$27.73
3	55	\$22.14	\$9.17	\$6.60	\$0.00	\$37.91
4	60	\$24.16	\$9.17	\$6.60	\$0.00	\$39.93
5	65	\$26.17	\$9.17	\$6.85	\$0.00	\$42.19
6	70	\$28.18	\$9.17	\$6.85	\$0.00	\$44.20
7	75	\$30.20	\$9.17	\$6.85	\$0.00	\$46.22
8	80	\$32.21	\$9.17	\$6.85	\$0.00	\$48.23
9	85	\$34.22	\$9.17	\$6.85	\$0.00	\$50.24
10	90	\$36.23	\$9.17	\$6.85	\$0.00	\$52.25

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.12	\$7.75	\$0.00	\$0.00	\$25.87
2	50	\$20.13	\$7.75	\$0.00	\$0.00	\$27.88
3	55	\$22.14	\$9.67	\$6.80	\$0.00	\$38.61
4	60	\$24.16	\$9.67	\$6.80	\$0.00	\$40.63
5	65	\$26.17	\$9.67	\$7.05	\$0.00	\$42.89
6	70	\$28.18	\$9.67	\$7.05	\$0.00	\$44.90
7	75	\$30.20	\$9.67	\$7.05	\$0.00	\$46.92
8	80	\$32.21	\$9.67	\$7.05	\$0.00	\$48.93
9	85	\$34.22	\$9.67	\$7.05	\$0.00	\$50.94
10	90	\$36.23	\$9.67	\$7.05	\$0.00	\$52.95

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	01/01/2017	\$39.51	\$9.35	\$10.84	\$0.00	\$59.70
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Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.80	\$5.00	\$0.47	\$0.00	\$21.27
2	45	\$17.78	\$5.00	\$0.53	\$0.00	\$23.31
3	50	\$19.76	\$9.35	\$6.54	\$0.00	\$35.65
4	55	\$21.73	\$9.35	\$6.60	\$0.00	\$37.68
5	65	\$25.68	\$9.35	\$7.72	\$0.00	\$42.75
6	70	\$27.66	\$9.35	\$8.78	\$0.00	\$45.79

Notes:
Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	02/27/2017	\$32.67	\$10.75	\$17.05	\$0.00	\$60.47
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Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.34	\$10.75	\$17.05	\$0.00	\$44.14
2	60	\$19.60	\$10.75	\$17.05	\$0.00	\$47.40
3	70	\$22.87	\$10.75	\$17.05	\$0.00	\$50.67
4	80	\$26.14	\$10.75	\$17.05	\$0.00	\$53.94
5	90	\$29.40	\$10.75	\$17.05	\$0.00	\$57.20

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2016	\$37.70	\$7.60	\$14.35	\$0.00	\$59.65
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For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2016	\$36.42	\$7.60	\$14.35	\$0.00	\$58.37
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For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2016	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
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For apprentice rates see "Apprentice- LABORER"

TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2016	\$32.54	\$10.58	\$12.38	\$0.00	\$55.50
	06/01/2017	\$33.15	\$10.58	\$12.65	\$0.00	\$56.38
	12/01/2017	\$33.75	\$10.58	\$12.92	\$0.00	\$57.25
	06/01/2018	\$34.36	\$10.58	\$13.19	\$0.00	\$58.13
	12/01/2018	\$34.96	\$10.58	\$13.46	\$0.00	\$59.00
	06/01/2019	\$35.47	\$10.58	\$13.73	\$0.00	\$59.78
	12/01/2019	\$36.07	\$10.58	\$14.00	\$0.00	\$60.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2016	\$48.58	\$7.60	\$14.75	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2016	\$50.58	\$7.60	\$14.75	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2016	\$40.65	\$7.60	\$14.75	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2016	\$42.65	\$7.60	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2017	\$39.26	\$8.50	\$15.30	\$0.00	\$63.06
	09/17/2017	\$40.01	\$8.50	\$15.30	\$0.00	\$63.81
	03/17/2018	\$40.76	\$8.50	\$15.30	\$0.00	\$64.56
	09/17/2018	\$41.51	\$8.50	\$15.30	\$0.00	\$65.31
	03/17/2019	\$42.26	\$8.50	\$15.30	\$0.00	\$66.06
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/30/2015	\$42.16	\$8.20	\$9.26	\$0.00	\$59.62
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/30/2015	\$28.87	\$8.20	\$8.87	\$0.00	\$45.94
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/30/2015	\$37.73	\$8.20	\$9.13	\$0.00	\$55.06
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/30/2015	\$44.37	\$8.20	\$9.33	\$0.00	\$61.90
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/30/2015	\$48.80	\$8.20	\$9.46	\$0.00	\$66.46

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 08/30/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.28	\$8.20	\$0.88	\$0.00	\$38.36
2	65	\$31.72	\$8.20	\$0.95	\$0.00	\$40.87
3	70	\$34.16	\$8.20	\$9.02	\$0.00	\$51.38
4	75	\$36.60	\$8.20	\$9.10	\$0.00	\$53.90
5	80	\$39.04	\$8.20	\$9.17	\$0.00	\$56.41
6	85	\$41.48	\$8.20	\$9.24	\$0.00	\$58.92
7	90	\$43.92	\$8.20	\$9.32	\$0.00	\$61.44

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/30/2015	\$42.16	\$8.20	\$9.26	\$0.00	\$59.62
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	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 <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	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.						

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.