

City of Salem



Invitation for Bids

S-18

64 Loring Avenue Firehouse Window Replacement, Painting and Repairs

November 9, 2016

BIDS DUE:

Wednesday, November 30, 2016, 11:00 AM

*Late bids will be rejected

Whitney C. Haskell
Purchasing Agent
93 Washington Street, 3rd Floor
Salem, MA 01970
whaskell@salem.com
(978) 619-5695

INVITATION FOR BIDS
S-18
FIRE HOUSE UPGRADES
COVER SHEET

PLEASE PRINT OR TYPE:

Name of Bidder:	Contact Individual:			
Address:				
#	Street	City/Town	State	Zip Code
Phone:	Alternate Phone:			
Email Address:	Social Security/Federal Tax Identification Number:			
Authorized Signature: _____				

<p style="text-align: center;">INVITATION FOR BIDS S-18 FIRE HOUSE UPGRADES CHECKLIST</p>
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Submissions:

Please check:

- ☐ Completed Cover Sheet
- ☐ Bidder's Checklist (this sheet)
- ☐ Bid Form
- ☐ Signed Certificate of Non-Collusion
- ☐ Signed Tax Compliance Certification
- ☐ Certificate as to Corporate Bidder
- ☐ Reference Form
- ☐ 5% Bid Deposit
- ☐ Prevailing Wage Certification
- ☐ Debarment Certification
- ☐ Labor Harmony and OSHA Certification
- ☐ Acknowledgement of Addenda: _____ (*if applicable*)
(#s)

Minimum Requirements:

	Yes	No
1. Bidder must provide a list of at least five projects/references where bidder successfully completed similar work on a historically significant building.		
2. Bidder must have all required State and Local Building Licenses.		

INVITATION FOR BIDS
S-18
FIRE HOUSE UPGRADES
BID FORM

The Undersigned proposes to furnish all labor and materials required for “64 Loring Avenue Firehouse Window Replacement, Painting and Repairs” in Salem, Massachusetts, in accordance with the accompanying specifications for the contract price specified below.

The proposed contract price is:

_____ Dollars and
_____ Cents.
(written)

\$ _____
(figures)

*In the event of a discrepancy the written amount will control.

Signature of Authorized Representative

Name (printed)

Bidder (if different from above)

Date

INVITATION FOR BIDS
S-18
FIRE HOUSE UPGRADES
CERTIFICATIONS

1. 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.

2. TAX COMPLIANCE:

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

3. CORPORATE BIDDER (*if applicable*):

I, _____ certify that I am the _____ of the corporation named as Bidder in the Bid included herein, that _____, who signed said Bid on behalf of the Bidder was then _____ of said corporation, that I know his signature, that his signature thereon is genuine and that said Bid was duly signed, sealed and executed for and in behalf of said corporation by authority of its governing body.

(Corporate Seal)

(Secretary-Clerk)

4. PREVAILING WAGES:

The undersigned bidder or quoter hereby certifies, under the pains and penalties of perjury, that the foregoing bid or quote is based upon the payment to laborers employed on the project of wages in an amount no less than the applicable prevailing wage rates established for the project by the Massachusetts Department of Labor and Workforce Development. The undersigned bidder or quoter agrees to indemnify the awarding authority for, from and against any loss, expenses, damages, action or claims, including any expense incurred in connection with any delay or stoppage of the project work, arising out of or as a result of (1) the failure of the said bid or quote to be based upon the payment of the said applicable prevailing wage rates, or (2) the failure of the bidder or quoter, if selected as the Contractor, to pay laborers employed on the project the said applicable prevailing wages.

5. DEBARMENT

The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

6. LABOR HARMONY AND OSHA TRAINING

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; 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 that he will comply fully with all laws and regulations applicable to awards made subject to section 44A.

(Signature of authorized individual submitting proposal)

(Printed Name)

(Name of Bidder (if different than name))

(Federal Tax Identification or Social Security Number)

(Date)

INVITATION FOR BIDS
S-18
FIRE HOUSE UPGRADES
REFERENCES

Please provide the name, email address, telephone number, and point of contact for at least three references, for work performed within the past two years, of a similar scope. Municipal/Governmental references are preferred.

1. Organization/Company:

Contact Name: _____

Contact Title: _____

Email Address: _____

Street Address: _____

City, State, Zip Code: _____

Telephone Number: () _____

2. Organization/Company:

Contact Name: _____

Contact Title: _____

Email Address: _____

Street Address: _____

City, State, Zip Code: _____

Telephone Number: () _____

3. Organization/Company:

Contact Name: _____

Contact Title: _____

Email Address: _____

Street Address: _____

City, State, Zip Code: _____

Telephone Number: () _____

4. Organization/Company:

Contact Name: _____

Contact Title: _____

Email Address: _____

Street Address: _____

City, State, Zip Code: _____

Telephone Number: () _____

5. Organization/Company:

Contact Name: _____

Contact Title: _____

Email Address: _____

Street Address: _____

City, State, Zip Code: _____

Telephone Number: () _____

PART 1. GENERAL INFORMATION

1.1 PROCUREMENT SUMMARY

The City of Salem is seeking bids to replace windows, paint and repair the Firehouse located at 64 Loring Avenue, Salem, Massachusetts.



1.2 APPLICABLE LAW

This procurement will be conducted pursuant to Massachusetts General Laws Chapter 149.

1.3 APPROVAL

Any contract that may result from the procurement shall be subject to the approval of the Mayor of the City of Salem.

1.4 INCORPORATION BY REFERENCE

All requirements, specifications, terms and conditions described in this Invitation for Bids shall be incorporated by reference into any contract that may result.

1.5 TIME FOR AWARD

Any contract that may result from the procurement shall be awarded within thirty (30) days after the bid opening. The Contractor must agree to hold its bid prices firm for that period.

1.6 RIGHT TO CANCEL/REJECT

The City reserves the right to cancel this Invitation for Bids or reject in whole or in part any and all bids if the City determines that cancellation or rejection serves the best interests of the City.

1.7 TAXATION

Purchases made by the City are exempt from the payment of Federal excise tax and the payment of Commonwealth of Massachusetts sales tax and any such taxes must not be included in the bid pricing.

Copies of the City's tax exempt paperwork shall be available upon request of the selected contractor.

1.8 OBTAINING THE INVITATION FOR BIDS

The Invitation for Bids shall be available beginning, Wednesday, November 9, 2016

The Invitation for Bids and related documents shall be available for free download from the City's Purchasing Department website at http://saalem.com/Pages/SalemMA_Purchasing/index under the link titled "IFBs, RFPs, RFQs."

Hardcopies of the Invitation for Bids and related documents may be obtained at the Office of the Purchasing Agent, 93 Washington Street, 3rd Floor, Salem, MA 01970, between the hours of 8:00 AM-4:00 PM on Monday-Wednesday, 8:00-7:00 PM on Thursday, and 8:00 AM-12:00 PM on Friday.

1.9 PRE-BID SITE VIST

A pre-bid site visit will take place on November 15, 2016 at 10:00 AM, 64 Loring Avenue, Salem, MA 01970.

PART 2. INSTRUCTIONS TO BIDDERS

2.1 REQUIREMENTS AND SUBMISSIONS

Below please find a description of the requirements and submissions that must be included as part of a bid. Bids must be sealed and marked as noted.

2.1.1 BID PRICING FORM

Every bid must include a completed 'Bid Pricing Form'. See attached. All material, equipment and labor is F.O.B. City of Salem.

2.1.2 NON-COLLUSION

Every bid must include a certification of good faith, certifying that the bid was made in good faith and without collusion or fraud. See 'Non-Collusion Form' attached.

2.1.3 TAX COMPLIANCE

Every bid must include a written certification that the bidder has complied with all state laws relating to taxes, reporting of employees and contractors, and child support. See 'Tax Compliance Form' attached.

2.1.4 CORPORATE BIDDER

If the bid is being submitted by a corporation, the bid must include a certification that the individual submitting the bid has been authorized to bind the corporation. See 'Certificate of Corporate Authority' attached.

2.1.5 REFERENCE FORM

Every bid must be accompanied by at least three (3) professional references.

2.1.6 BID DEPOSIT

Each bid must be accompanied by a deposit equal to five percent (5%) of the amount of the bid. The bid deposit may be in the form of a certified treasurer's or cashier's check payable to the City of Salem from a responsible bank or trust company; cash; or a bid bond.

2.1.7 PAYMENT BOND

The selected contractor shall be required to furnish a Payment Bond in the amount of fifty percent (50%) of the contract price, within ten days of the date of notification of the contract award.

2.1.8 PREVAILING WAGE

Wages for this project are subject to the prevailing wage rates as set by the Department of Labor Standards. A copy of the prevailing wage rates for this project is included in the Invitation for Bids, along with a Payroll Record Form and Statement of Compliance.

In the event that the option to renew is exercised, an updated prevailing wage rate sheet will be sent to the Contractor along with the contract amendment letter.

Certified Weekly Payroll documents shall be sent to the Office of the Purchasing Agent, 93 Washington Street, 3rd Floor, Salem, MA 01970. Payroll records must be sent three (3) business days after the close of the previous work week. See 'Certification Regarding Payment of Prevailing Wage Rates' attached.

2.1.9 DEBARMENT

Every bid must include a certification regarding the contractor's debarment status. A debarred contractor is not eligible for the award of public contracts during the period of its debarment. See 'Certification Regarding Debarment' attached.

2.1.10 LABOR HARMONY AND OSHA CERTIFICATION

Every bid must include a certification regarding labor harmony training approved by the U.S. Occupation Safety and Health Administration completed by all employees to be employed at the worksite. See 'Labor Harmony and OSHA Certification' attached.

2.2 BID DELIVERY

Below please find a description of the manner in which sealed bids must be submitted.

2.2.1 DUE DATE AND TIME

Bids shall be received by the Office of the Purchasing Agent on or before **11:00 AM, Wednesday, November 30, 2016.**

Any bid received after that time shall be rejected as non-responsive.

2.2.2 ADDRESS

Sealed bids shall be delivered to the Office of the Purchasing Agent, 93 Washington Street, 3rd Floor, Salem MA 01970.

2.2.3 HOURS OF OPERATION

Bids must be delivered during the normal hours of operation of the City of Salem:

Monday-Wednesday:	8:00 AM-4:00 PM
Thursday:	8:00 AM-7:00 PM
Friday:	8:00 AM-12:00 PM

2.2.4 COPIES

Bidders must submit one (1) original.

2.2.5 LABELING

The outside of the envelope containing the sealed bid must be labeled with 1) the bid number 2) the bid opening date and time and 3) the name of the bidder.

2.3 SIGNATURES

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

2.4 QUESTIONS, CHANGES, MODIFICATIONS AND WITHDRAWALS

2.4.1 QUESTIONS/REQUESTS FOR CLARIFICATION

Questions concerning this Invitation for Bids must be submitted in writing to: Whitney Haskell at whaskell@saalem.com at least five (5) days prior to the bid opening date. Written responses will be mailed to all bidders on record as having picked up the Invitation for Bids.

2.4.2 CHANGES

If any changes are made to this Invitation for Bids, addenda will be issued. Addenda will be posted in the Office of the Purchasing Agent, on the website and e-mailed to all bidders on record as having picked up the Invitation for Bids.

2.4.3 MODIFICATIONS AND WITHDRAWALS

A bidder may correct, modify, or withdraw a bid by written notice received by the City of Salem prior to the time and date set for bid opening.

Modifications must be submitted in a sealed envelope clearly labeled "Modification No.____" to the address listed in part one of this section. Each modification must be numbered in sequence, and must reference the Invitation for Bids.

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

2.5 UNFORESEEN OFFICE CLOSURES

If, at the time of the scheduled bid opening, 93 Washington Street, 3rd Floor, Salem, MA 01970, is closed due to uncontrolled events such as fire, snow, ice, wind, or building evacuation, the bid opening will be postponed until 2:00 PM on the next normal business day. Bids will be accepted until that date and time.

2.6 BID OPENING PROCEDURE

At the time and place fixed for opening of bids, the City will cause to be opened and publicly read aloud every bid received within the time set for receiving bids, irrespective of any irregularities therein. Bidders and other persons properly interested may be present, in person or by representative.

PART 3. EVALUATION AND SELECTION

3.1 MINIMUM REQUIREMENTS

1. Bidder must provide a list of at least five projects/references where bidder successfully completed similar work on a historically significant building.
2. Bidder must have all required State and Local Building Licenses..

3.2 RULE FOR AWARD

Any contract that results from the procurement shall be awarded to the lowest responsible and eligible bidder, offering the lowest total price on the 'Bid Form.'

PART 4. SCOPE OF WORK

SECTION 01010 - SUMMARY OF WORK AND ADMINISTRATIVE PROCEDURES

PART 1 - GENERAL

1.01 REQUIREMENTS INCLUDED

- A. Work covered by contract documents
- B. Examination of site and documents
- C. Contractor use of premises
- D. Safety and security
- E. Hours of work
- F. Coordination
- G. Fire protection
- H. Project meetings
- I. Not Used
- J. Not Used
- K. Trash and debris
- L. Emergency Contacts
- M. Building Permit

1.02 WORK COVERED BY THE CONTRACT DOCUMENTS

- A. The work of the contract is comprised of related work at 64 Loring Avenue Firehouse.
 - 1. Scrape and paint trim around two (2) – garage doors. Remove and replace rotted trim to match existing, paint green to match existing color. (Loring Avenue Elevation)
 - 2. Existing window removal and replacement/installation with two (2) - ‘Harvey’ Tribute Vinyl Commercial Double Hung second floor windows. (Loring Avenue Elevation)

3. Scrape and paint trim around two (2) – second floor double hung windows. Remove and replace rotted trim to match existing, paint green to match existing color... (Loring Avenue Elevation)
4. Remove existing man door and transom and replacement/installation with one (1) - new 6- panel fiberglass door man door, painted green with new ‘Harvey’ Tribute Commercial series transom window above. (Broadway Elevation)
5. New trim work and molding to match existing, ‘Azek Company’ or approved equal to be installed and painted green to match existing color at new man door (Item #4).
6. Existing window removal and replacement/installation with seven (7) - ‘Harvey’ Tribute Vinyl Commercial Double Hung second floor windows. (Broadway Elevation)
7. Scrape and paint trim around seven (7) – second floor double hung windows including bay window unit. Remove and replace rotted trim to match existing, paint green to match existing color (Broadway Elevation)
8. Existing window removal and replacement/installation of five (5) - ‘Harvey’ Tribute Vinyl Commercial Double Hung first floor windows. (Broadway Elevation)
9. Scrape and paint trim around five (5) – five floor double hung windows. Remove and replace rotted trim to match existing, paint green to match existing color. (Broadway Elevation)
10. Scrape, prime and repaint handicapped railing, black. (Broadway Elevation)
11. Prime Coats: Apply a prime coat to those areas which are badly worn or where there is exposed bare substrate.
12. Clean surfaces to be painted before applying paint or surface treatments. Remove oil and grease prior to mechanical cleaning. Program cleaning and painting so that contaminants from the cleaning process will not fall onto wet, newly painted surfaces.
13. Scrape with hand tools all surfaces exhibiting areas of loose paint or poor adhesion. Feather all rough edges with sandpaper smooth transition between paint layers of substrate.
14. Rotted trim replacement shall be listed on a lineal foot base.

1.03 EXAMINATION OF SITE AND DOCUMENTS

A. The Contractor shall visit the site and examine contract documents before submitting a bid. The Contractor shall inspect and be thoroughly familiar with the same and conditions under which work will be carried out. Neither the Owner nor the Architect shall be responsible for errors, omissions and/or charges for extra work arising from the Contractor's failure to familiarize himself with existing condition and the contract documents. By submitting a bid, the bidder agrees and warrants that the bidder had the opportunity to examine the site and the contract documents, that the bidder is familiar with the conditions and requirements of both, and what they require, in any part of the

work, a given result to be produced, that the contract documents are adequate and that the bidder will produce the required result.

1.04 CONTRACTOR USE OF PREMISES

A. During the work of construction, the Contractor shall control and limit general access to the work area so as not to endanger the public or present the risk of damage to the Owner's Property. Security of the site is the responsibility of the Contractor. The building will be occupied by the Owner during construction.

1.05 SAFETY AND SECURITY

A. Maintain security of each specific work site at all times. During off-work hours, all work areas shall be securely sealed with plywood and by all other means to prevent vandalism, theft or entry. The localized work site shall be barricaded during offwork hours. When not in use, all open excavations shall be covered with plywood and wood members or other means sufficient to carry 50 pounds per square foot.

B. Work of this Project shall comply with all Federal, State and local safety regulations concerning project safety. The Contractor shall be solely responsible for initiating, maintaining and supervising all safety precautions and programs in connection with the performance of the Contract.

C. This project is subject to compliance with Public Law 91-596, "Occupational Safety and Health Act of 1970" (OSHA), with respect to all rules and regulations pertaining to construction, including Volume 36, numbers 75 and 105, of the Federal Register, as amended, and as published by the U. S. Department of Labor.

1.06 HOURS OF WORK

A. Unless otherwise approved by the Owner, hours of operation shall be between 8:00 A.M. and 4:00 P.M., Mondays through Saturdays.

B. See SECTION 01300 - SUBMITTALS for schedule requirements. The Contractor agrees that the Work shall be prosecuted regularly, diligently and uninterruptedly, to ensure completion within the specified time.

1.07 COORDINATION

A. The Contractor shall coordinate Work of the various Sections of the Specifications to assure efficient and orderly sequence of installation of construction elements.

1.08 FIRE PROTECTION:

A. The Contractor is responsible for fire protection throughout all phases of construction. The following are minimum requirements:

1. Three 20-pound ABC fire extinguishers distributed evenly throughout all areas of work.

2. A connected garden hose within 25 feet of construction.
3. No welding in or within 25 feet of the structure.
4. No open flames or similar cutting tools in or within 25 feet of the structure.
5. No smoking inside the structure or on the roof.
6. An active cellular telephone on the person of the project supervisor, at all times.

1.09 PROJECT MEETINGS

A. Schedule a pre-construction meeting prior to the start of work that includes the critical sub-contractors that will be involved. The purpose of the meeting is to inform Owner of the intended construction sequence and projected schedule.

B. Schedule and administer project meetings throughout the progress of the Work. Progress meetings will be held every other week, or as directed by the Owner.

1.10 Not Used

1.11 Not Used

1.12 TRASH AND DEBRIS

A. Trash and construction debris shall not be allowed to accumulate on the site, and must be removed daily. Municipal trash receptors shall not be used for any disposal.

1.13 EMERGENCY CONTACTS

A. The Contractor shall submit to the Owner a list of names, addresses, and telephone numbers of key members of their organization including Superintendent, Company Owner, and personnel at the site to be contacted in the event of emergencies at the building site that may occur during non-working hours.

1.14 BUILDING PERMIT

A. NO BUILDING PERMIT FEE IS REQUIRED FOR THIS PROJECT.

END OF SECTION 01010

SECTION 01025 - UNIT PRICES

PART 1 - GENERAL

1.01 RELATED DOCUMENTS

A. The drawings and general provisions of the Contract, including General and Supplementary Conditions, Division 1 Specification Sections and relevant sections of these Specifications, apply to the work specified in this Section.

1.02 DEFINITION OF UNIT PRICE

A. Unit prices shall include material, labor, overhead, profit and all other related expenses. Unit measure shall include only work incorporated into the project. All associated work shall be included in unit prices.

B. Contract Sum shall include the General Contractor's unit price times the stated number of units. Whenever units actually used are more than or less than that stated, the Contract Sum shall be adjusted accordingly by Change Order.

1. If any/all of the unit price work is not undertaken as part of the contract, the Owner shall be entitled to a credit of 90% of the unexpended unit price balance for that item.

C. Contractor shall not proceed with any unit price work without review and approval of the work by the Owner.

END OF SECTION 01025

PART 1 - GENERAL

1.01 RELATED DOCUMENTS

A. The drawings and general provisions of the Contract, including General and Supplementary Conditions, Division 1 Specification Sections and relevant sections of these Specifications, apply to the work specified in this Section.

1.02 SUMMARY

A. This section includes administrative and procedural requirements for submitting Shop Drawings, Product Data, Samples and other miscellaneous submittals.

1.03 PLANNING AND SCHEDULING

A. The Contractor shall submit to the Owner for its review four (4) copies of a construction schedule indicating the proposed plan to complete the work within the Contract completion time.

B. The construction schedule shall clearly indicate the Contractor's sequencing of the work, and within each sequence the start and finish dates of critical activities and events shall be indicated. Identify each major area of construction for each major portion of the Work. Indicate where each construction activity with a major area must be sequenced or integrated with other construction activities. Indicate major milestones.

1. The Contractor shall indicate on the construction schedule the specific time periods of work elements.

2. The Construction Schedule shall be a horizontal bar chart. Provide separate bars for each trade or operation and identify each bar by specification section number.

C. Update the construction schedule to reflect actual construction activity and issue the updated schedule at each job meeting. The Owner, Architect and the Contractor will jointly review the progress of the work at scheduled job meetings as specified herein.

Should this review, in the opinion of the Owner or Architect, indicate that the work is behind the currently approved schedule, the Contractor shall provide a suitable, detailed explanation to the Owner of the steps he intends to take in order to conform to the construction schedule and shall submit to the Owner for its review, within seven calendar days of the review, a revised construction schedule for completion of the work remaining within the Contract completion time.

1.04 REPORTS

A. Field Condition Reports: Immediately upon discovery of a difference between field conditions and Contract Documents, prepare a detailed report. Submit with a request for information. Include a detailed description of the differing conditions, together with recommendations for changing the Contract Documents.

B. Special Reports: Submit special reports directly to the Owner within one day of an occurrence. Distribute copies of report to parties affected by the occurrence. When an event of an unusual and significant nature occurs at the Project site, whether or not related directly to the Work, prepare and submit a special report. List chain of events, persons participating, response by Contractor's personnel, evaluation of results or effects, and similar pertinent information. Advise the Owner in advance when these events are known or predictable.

1.05 SHOP DRAWINGS, PRODUCT DATA AND SAMPLES

A. The Contractor shall furnish to the Owner shop drawings, product data and/or samples for all work:

1. Where specifically called for in the specifications.
2. Where shop drawings, product data and/or samples are normally submitted for Owner's approval prior to the actual fabrication or installation of the Work.
3. Where specifically requested by the Owner.

B. Submittals shall be clearly identified as to project name, Owner, General Contractor, Supplier, Manufacturer or Fabricator, and the item's name and location. Shop Drawings shall clearly show all significant details of materials, fabrications, finish, and installation. Product data shall be sufficient to provide full verbal and pictorial description of physical, technical, and performance characteristics, and complete installation instructions. Samples shall be of adequate size to permit proper evaluation and show full range of variations of color, texture, dimensions, and other characteristics that will appear in the finished work. Adequacy of submittals shall be subject to the Owner's approval. Allow sufficient time for processing and review of submittals. No extension of Contract Time will be authorized because of failure to transmit submittals enough in advance of Work to permit processing.

C. Shop Drawings: The following procedure for submission and approval of shop drawings shall be followed:

1. The Contractor shall receive shop drawings from the Suppliers.
2. The Owner will check shop drawings for compliance with the design concept of the project and for general compliance with information given in the Contract Documents only.
3. The Contractor shall resubmit shop drawings for approval if requested to do so.
Upon approval, the Contractor shall furnish at his own expense all printings of drawings for all trades as required to properly carry out the work.

D. Product Data: The following procedure for submission and approval of descriptive data shall be followed:

1. The Contractor shall receive the descriptive data from the suppliers. The Contractor shall verify under signature on a letter of transmittal that it has been checked for agreement with the Contract requirements.

2. The Owner will review the descriptive data for general compliance with the information given in the Contract Documents only.

E. Samples: The following procedure for submission and approval of samples shall be followed:

1. The Contractor shall receive samples from the various Subcontractors and Suppliers. The Contractor shall verify under signature on a letter of transmittal that they have been checked for agreement with the Contract requirements. The Contractor shall then forward two samples to the Architect for approval, testing, etc. One sample will be retained by the Architect and one sample retained at the Contractor's site office.

2. The Owner will review the samples for general appearance and arrangement and for general compliance with the information given in the Contract Documents only. The Owner will indicate which colors and finishes, or other variable factors within the ranges specified, will be required. The Owner will, within a reasonable time after receipt of samples, notify the Contractor in writing of his acceptance or rejection of samples and basis for his decision. Rejected samples shall be replaced with acceptable materials, as approved by the Owner.

F. It shall be the responsibility of the Contractor to submit shop drawings, product data, and samples in accordance with the above schedules. Failure to do so will not justify a delay in time of completion of the work.

G. Emergency Contacts: The Contractor shall submit to the Owner and Architect a list including the names, addresses and telephone numbers of key members of their organization including Superintendent, Company Owner, and personnel at the site to be contacted in the event of emergencies at the building site which may occur during non-working hours.

END OF SECTION 01300

SECTION 01500 - CONSTRUCTION FACILITIES & TEMPORARY CONTROLS

PART 1 - GENERAL

1.01 RESPONSIBILITY AND COMPLIANCE

A. All requirements set forth under this Section are directed to the General Contractor except where otherwise noted.

B. The Contractor shall be responsible for facilities as specified herein and as required for proper and expeditious prosecution of the work.

C. The requirements of Section 01500 are in addition to, not in lieu of other protection and temporary controls contained elsewhere in these specifications.

D. Location of facilities to be approved by the City of Salem. Locate facilities where they will serve Project adequately and result in minimum interference with performance of the Work. Relocate and modify facilities as required.

E. Temporary facilities shall be maintained in good operating condition and clean until removal.

F. Remove each temporary facility when need for its service has ended, or no later than Substantial Completion. Repair damaged work, clean exposed surfaces, and replace any construction that cannot be satisfactorily repaired.

1.02 SECURITY AND PROTECTION

A. The building will be occupied during this contract.

B. Provide and maintain all security precautions and proper protective measures as may be required to adequately protect the building and Owner's personnel, the public, and other interests of the Owner from hazards resulting from or related to the work performed hereunder.

C. Repair any damage to the building or property that takes place during the contract period to the satisfaction of the Owner and Architect.

D. Construct safety barricades and protective facilities in accordance with local and State regulations. Furnish and install all signs, lights, reflectors, and all such protection facilities as may be required.

E. Keep all roads and walks clear of debris, materials and construction equipment during building operations. Repair streets, drives, curbs, sidewalks, fences, poles and the like where disturbed during the construction operations, and leave them in as good condition after completion of the Work as before operations started.

F. Protect all planting, landscaping, trees and site improvements to remain or to be relocated.

G. Remove all snow and ice that may impede the work, damage the finishes or materials or be detrimental to workmen.

H. Be responsible for all glass breakage.

1.03 WEATHER PROTECTION

A. It is the intent of these Specifications to require the Contractor to provide temporary weather protection throughout the project to protect all interior finishes from damage.

B. "Weather Protection" shall mean the temporary protection all existing interior finishes and protection of that work adversely affected by moisture, wind and cold, by covering and enclosing. This protection shall provide adequate working areas and be consistent with the approved construction schedule to permit the continuous progress of all work necessary to maintain an orderly and efficient sequence of construction operations. The Contractor shall furnish and install all "weather protection" material and be responsible for all costs. Weather protection shall also be maintained to protect interior finishes and structure. This provision does not supersede any specific requirements for methods of construction, curing of materials or to performance obligations of the Contractor.

C. Installation of weather protection and winter enclosures shall comply with all safety regulations including provisions for adequate ventilation and fire protection.

D. Determination of extent of work to be performed during winter months shall be by the Contractor, with Owner's approval provided that work shall proceed at such a rate as to insure Substantial Completion on or before the stipulated date in accordance with the Progress Schedule.

E. Be responsible for providing protection against damage to materials and work installed in freezing weather by providing special coverings to prevent damage by the elements, in a manner approved by the Owner. Protect the ground surfaces under footings, under pipelines, under masonry, under concrete and other work subject to damage, against freezing or ice formation. If low temperature makes it impossible to continue operations safely in spite of cold weather precautions, cease work, and so notify the Owner.

1.04 TEMPORARY ELECTRIC LIGHT AND POWER

A. Use of Owner's existing electrical power service will be permitted, as long as equipment is maintained in a condition acceptable to the Owner. Provide and install temporary light that fulfills security and protection requirements. Provide receptacle outlets adequate for connection of power tools and equipment. Furnish all temporary wiring, fixtures, and extension, and remove them upon completion. Provide waterproof connectors to connect separate lengths of electrical power cords if single lengths will not reach areas where construction activities are in progress. Do not exceed safe length-voltage ratio. The Owner shall pay electric utility costs.

1.05 WATER USAGE

A. Contractor shall have access to water, provided by existing hose bibs at the building. The Owner shall pay water and sewer charges. If sewers are available, provide temporary connections to remove effluent that can be discharged lawfully. If sewers are not available or cannot be used, provide drainage ditches, dry wells, stabilization ponds, and similar facilities. If neither

sewers nor drainage facilities can be lawfully used for discharge of effluent, provide containers to remove and dispose of effluent off-site in a lawful manner.

1.06 ON-SITE PARKING

See Section 1.18 PARKING POLICY

1.07 TEMPORARY TELEPHONE & FAX

Not Applicable

1.08 TEMPORARY TOILET FACILITIES

A. Sanitary Facilities: Portable toilets are not required.

1.09 PREVENTION OF FIRE

A. Before beginning any work on the site, the Contractor shall confer with the Owner's Project Representative and outline the precautions which the Contractor proposes to take against fire, including his methods of ensuring that the minimum fire prevention requirements listed herein will be complied with at all times.

B. The Contractor shall take all necessary precautions for the prevention of fire during construction. The Contractor shall be responsible that the area within contract limits is kept orderly and clean and that combustible rubbish is promptly removed from the site. The Contractor shall comply with all official recommendations of the local fire department.

C. The Contractor shall provide and maintain in good working order under all conditions, suitable, accessible, and adequate fire protection equipment and services.

D. Strict safety precautions shall be observed when burning with a torch or using other open flames. The Contractor shall provide adequate type and number of portable fire extinguishers so that wherever and whenever a torch or open flame is used a fire watch armed with an appropriate fire extinguisher shall be used.

E. In the field office, provide a Class A stored-pressure water-type extinguisher.

1.10 TEMPORARY HOISTING EQUIPMENT AND MACHINERY

A. The Contractor shall furnish, install, operate, and maintain in safe condition all hoisting equipment and machinery required to properly carry out and complete the Work.

B. All hoisting equipment and machinery, and operation shall comply in all respects to all applicable Federal (including OSHA), State and local laws, rules, regulations, codes and ordinances.

1.11 TEMPORARY STAGING AND SCAFFOLDING

A. The Contractor shall furnish, erect, and maintain in safe condition all exterior staging and scaffolding for his own use as required to properly carry out and complete the Work and for the use of all trades for execution of work over eight feet above ground level. The Contractor shall provide working platforms at the height required by each Sub-Contractor or trade.

B. Staging and scaffolding shall comply in all respects to all applicable Federal (including OSHA), State and local laws, rules, regulations, codes and ordinances.

C. The Owner and Owner's Representatives shall have access to the Work at all times.

1.12 TEMPORARY STAIRS, LADDERS, RAMPS, PLATFORMS, ETC.

A. The Contractor shall provide and maintain all necessary temporary stairs, ladders, ramps, platforms, bridging, and other temporary construction required for the proper execution of the Work, all of which shall comply with requirements of all applicable Federal (including OSHA), State and local laws, rules, regulations, codes, and ordinances.

1.13 SIGNAGE

A. Prepare informational, directional, and instructional signs as required throughout the project. Install signs where indicated to inform public and persons seeking entrance to Project. Do not permit installation of unauthorized signs. CONTRACTOR'S PROMOTIONAL SIGN SHALL NOT BE PERMITTED ON THIS PROJECT.

1.14 SNOW AND ICE REMOVAL

A. The Contractor shall remove all snow and ice which may interfere with the Work, damage the materials or finishes, adversely affect subsurfaces, impede workmen, the public or in any way interfere with the normal progress of the Work.

1.15 FIELD OFFICE

A. A field office is not required.

1.16 TEMPORARY CONTROLS

A. Dust, Noise and Pollution Control: Protect the public from dust, noise and pollution. All work shall comply with applicable Federal, State and local codes.

B. Debris Collection and Removal: The Contractor shall remove all debris daily from site through completion of project. Prevent the accumulation of rubbish or debris at the site. Schedule collection and legal off-site disposal of all dumpsters in order to keep the site clean.

1.17 OVERLOADING

A. Do not permit any section of the building, staging or scaffolding to be loaded beyond designed live loads.

1.18 PARKING POLICY

A. Street parking is available. Contractor shall comply with all city ordinances regarding street parking.

Construction Facilities and Temporary Controls 01500-6

END OF SECTION 01500

SECTION 01520 - STAGING, LIFTS & ACCESS

PART 1 - GENERAL

1.01 RELATED DOCUMENTS

The general provisions of the Contract, including General and Supplementary Conditions, and all Division 1 sections of the Specifications apply to the work specified in this section.

1.02 SCOPE

A. All staging, stairs, hoisting, rigging, lifts and access required to complete the work shall be the responsibility of the General Contractor.

B. The Contractor is responsible for obtaining and paying for permits, erecting and maintaining, in safe condition, all scaffolding, stairs and hoisting, and associated equipment required on the job. All work shall comply with OSHA requirements and the requirements of all applicable state and local laws, codes, regulations and ordinances. Specifically, the Contractor must designate a safety supervisor who is familiar with OSHA Publications 2202, 3077, and 3072, and those that deal with construction industry safety standards, personal protective equipment, and sling safety and labor. No swing staging shall be permitted without specific written approval of the Owner.

C. The Contractor shall control access to the work area and prevent unauthorized access to the work area and any area where there is danger from falling objects.

Adjoining windows, roof and building surfaces shall be protected by the Contractor.

The adjoining walkways must be protected from falling dust, overspray and general debris.

Provide protection of existing slate roof in area of staging prior to erection. Maintain protection throughout construction and remove following dismantling of staging. No staging shall be supported by the roof framing of the main or adjacent buildings. All staging shall bear on ground.

The Contractor shall allow access by the trades and coordinate scheduling and use.

D. Police details required for the work require prior authorization from the City of Salem. Approved Police details will be provided and paid for by the City of Salem.

Staging, Lifts & Access 01520-2

1.03 SUBMITTALS

A. The Contractor shall submit certification by a Massachusetts registered professional engineer certifying that the staging meets OSHA and applicable regulations and requirements.

B. The Contractor shall be responsible for grounding the staging in compliance with UL requirements.

C. The Contractor shall submit a written safety plan to the Owner with detail for full protection along with a list of onsite competent persons.

D. The Contractor shall submit a written schedule and work proposal identifying the proposed sequencing and coordination of the sub-trades' use of staging.

END OF SECTION 01520

SECTION 01700 - CONTRACT CLOSEOUT

PART 1 - GENERAL

1.01 SUMMARY

A. The following are prerequisites to substantial completion. Provide the following:

1. Punch list.
2. Supporting documentation.
3. Certifications.
4. Warranties

B. Provide the following requisites to final acceptance:

1. Final payment request with supporting affidavits.
2. Completed punch list.
3. Consent of Surety for Final Payment
4. Release of Liens

C. Provide the following close out procedures:

1. Final cleaning and touch-up.
2. Removal of temporary facilities, including all restoration and repair work required.

PART 2 – PRODUCTS (Not used)

PART 3 – EXECUTION (Not used)

END OF SECTION 01700

SECTION 02070 - SELECTIVE DEMOLITION

PART 1 – GENERAL

NOT APPLICABLE.

END OF SECTION 02070

MASONRY RESTORATION 04500-1

SECTION 04500 – MASONRY RESTORATION

NOT APPLICABLE.

END OF SECTION 04500

ROUGH CARPENTRY 06100

Repair and replacement of trim work and window installation.

1. Harvey' Tribute Vinyl Commercial Double Hung Windows.
2. Exterior trim to match existing.
3. Interior trim shall be remain and if removed shall be stored and reinstalled.

END OF SECTION 06100

SECTION 09900 – PAINTING

PART 1 – GENERAL

1.1 RELATED DOCUMENTS:

The general provisions of the Contract, including General and Supplementary Conditions, Division 1 Specification Sections and relevant sections of these Specifications, apply to the work specified in this Section.

1.2 GENERAL REQUIREMENTS

A. The General Conditions and Division 1, General Requirements, are a part of this Division.

B. Review all other Contract Documents for requirements and/or conditions affecting or relating to work described in this Section.

1.3 SCOPE

Provide all labor, materials, equipment, supervision and related services and items necessary to perform all PAINTING/STAINING work.

A. The work in this Section shall include but is not limited to the following:

1. Carefully inspect all existing surfaces that are to be painted/stained.
2. Preparatory work of materials and surfaces to receive paint beyond that specified to be done as work of other Sections, shall be included as work of this Section.
3. Containment of dust and legal disposal of any lead paint generated during the course of the project. The Contractor shall base his bid on the presence of lead paint.
4. Exterior painting includes:
 - a) Preparation, priming, and painting/staining of any surfaces.
5. Provide all access required for the work of this Section.
6. Protect all adjacent areas not to be painted with cloths or canvas at all times.
Clean paint from all surfaces not designated to be painted.

1.6 DELIVERY AND STORAGE

A. Deliver all materials to the job site in original, new and unopened packages and containers bearing manufacturers name and label.

1.7 JOB CONDITIONS

A. Do not apply paint materials when the temperature of surfaces to be painted and the surrounding air temperatures are below 50 degrees F, unless otherwise permitted by the paint manufacturers printed instructions.

B. Do not apply paint materials in snow, rain, fog, or mist, or when the relative humidity exceeds 85%, or to damp or wet surfaces. Test all surfaces to be painted with a moisture meter and do not apply paint to surfaces with a moisture content greater than 12%.

1.8 RELATED WORK

Not Applicable

PART 2 - PRODUCTS

2.1 COLORS AND FINISHES

- A. The new paint colors shall match existing colors. Submit samples, as specified herein, before proceeding with the work. The exact exterior window colors will be approved by the owner's representative, Michael Lutrzykowski in the Public Properties Department.

For purposes of bidding, assume that the body finish color product will include one (1)- finish color. Submit samples, as specified herein, before proceeding with the work.

2.2 MATERIAL QUALITY

A. Provide the best quality of the various types of coatings as regularly manufactured by approved paint materials manufacturers. Material not displaying the manufacturer's identifications as a standard, best-grade product will not be acceptable.

B. Provide undercoat paints that are compatible with the finish coats. Use only thinners approved by the paint manufacturer and use only within recommended limits.

2.3 MATERIALS (IF REQUIRED)

A. Paint Systems

The products listed are manufactured by Sherwin Williams. Equivalent products by other manufacturers may be submitted to the Owner for review and approval.

Provide the number of coats specified as a minimum, or as required to completely cover each substrate surface.

1. Exterior Woods

1st Coat: Sherwin-Williams Exterior Oil-Based Primer

2nd Coat: Sherwin-Williams Duration Exterior Coating K Series at 2.8 mils dft. Finish to be high-gloss.

3rd Coat: Sherwin-Williams Duration Exterior Coating K Series at 2.8

2. Exterior Metals (If Required)

1st Coat: S-W DTM Wash Primer B71Y1 (2.5-4 mils dry per coat)

2nd Coat: S-W DTM Acrylic Semi-Gloss Coating, B66-200 Series

3rd Coat: S-W DTM Acrylic Semi-Gloss Coating, B66-200 Series
(4 mils wet, 1.3 mils dry per coat)

PART 3 – EXECUTION

3.1 INSPECTION

PAINTING 09900-5

A. The Contractor must examine the areas and conditions under which painting work is to be applied. Notify Owner in writing of conditions detrimental to the proper and timely completion of the work. Do not proceed with the work until unsatisfactory conditions have been corrected in a manner acceptable to the Owner.

B. Starting of painting work will be construed as the Contractor's acceptance of the surfaces and conditions.

C. Do not paint over dirt, rust, scale, grease, moisture scuffed surfaces, or conditions otherwise detrimental to the formation of a durable paint film.

3.2 SURFACE PREPARATION

A. General: Perform preparation and cleaning procedures in strict accordance with the paint manufacturer's instructions and as herein specified, for each particular substrate condition.to provide

1. Clean surfaces to be painted before applying paint or surface treatments.

Remove oil and grease prior to mechanical cleaning. Program cleaning and painting so that contaminants from the cleaning process will not fall onto wet, newly painted surfaces.

2. Scrape with hand tools all surfaces exhibiting areas of loose paint or poor adhesion. Feather all rough edges with sandpaper smooth transition between paint layers of substrate. A sample of the desired quality level of scraping, sanding, and feathering shall be provided by the Contractor for approval by the Owner.

B. Metal Vents and Ventilators: (If Required)

1. Hand tool clean existing pieces to SSPC-SP2. Spot prime bare metal.
Apply finish coats via brush.

3.3 MATERIALS PREPARATION

A. Mix and prepare painting materials in accordance with manufacturer's directions.

B. Store materials not in actual use in tightly covered containers. Maintain containers used in storage, mixing and application of paint in a clean condition free of foreign materials and residue.

C. Stir materials before application to produce a mixture of uniform density, and stir as required during the application of the materials. Do not stir surface film into the material. Remove the film and, if necessary, strain the material before using.

3.4 APPLICATION

A. Apply paint materials in accordance with the manufacturer's directions. Use applicators and techniques best suited for the type of material being applied.

B. Apply paint materials so as to completely cover all surfaces with an opaque, smooth surface of uniform finish, color, appearance and coverage. Refinish and repaint work exhibiting holidays, cloudiness, spotting, alligatoring, lap marks, etc., in compliance with specified requirements.

C. Apply additional coats when undercoats, stains or other conditions show through the final coat of paint, until the paint film is of uniform finish, color and appearance.

D. Prime Coats: Apply a prime coat to those areas which are badly worn or where there is exposed bare substrate. Including approximately 250 sq. feet of new/replaced cracked, damaged, or rotted clapboards.

E. Exterior Latex Siding Coats: Apply two (2) - coats to entire building envelope including approximately 250 sq. feet of new/replaced cracked, damaged, or rotted clapboards.

E. Completed Work: Match approved samples for color, texture and coverage. Remove, refinish or repaint work not in compliance with specified requirements.

3.5 CLEAN-UP PROTECTION

A. During the progress of the work, remove from the project daily all discarded paint materials, rubbish, cans and rags. No paint materials will be allowed to be kept within the structure for any reason.

B. Protect all areas of the building and site, whether to be painted or not, against damage by painting and finishing work. Correct any damages by cleaning, repairing or replacing and repainting, as directed by the Architect.

C. Provide "Wet Paint" signs as required to protect newly painted finishes

D. Upon completion of painting work, clean all window glass and other paint spattered surfaces. Remove spattered paint by proper methods of washing and scraping, using care not to scratch or otherwise damage finished surfaces.

END OF SECTION 09900

PART 5. TERMS AND CONDITIONS

5.1 TERM OF CONTRACT

The performance period for any contract that results from this Invitation for Bids shall commence upon issuance of the "Notice to Proceed" and terminate upon completion of the work, which is expected to take approximately three weeks. If the Contractor cannot work on a given day due to weather, that must be reported to the Owner by 9 AM.

5.2 ASSIGNMENTS AND SUBCONTRACTING

The selected vendor shall not assign, sell, subcontract or otherwise transfer any interest in this contract without the prior written consent of the City. The successful bidder shall be fully responsible to the City for the acts and omissions of his subcontractor, and of persons either directly or indirectly employed by them, as he is for the acts and omissions of persons directly employed by him.

5.3 PAYMENT

The City shall make every effort to furnish payment within thirty (30) days of receipt of a reasonably detailed invoice. Any invoice received must reference the contract number. Nothing contained in the contract shall create any contractual relation between any subcontractor and the City of Salem. The Successful Bidder shall cause appropriate provision to be inserted in all subcontracts relative to the work to require compliance by each subcontractor with the application provisions of the Contract for the improvements embraced in the site preparation.

Invoicing for all work must be done weekly and must be accompanied by copies of original bills for material used. Billing must separate labor and itemize materials

Weekly payroll record forms and signed statement of compliance must be submitted with all billing.

5.4 INSURANCE REQUIREMENTS

General- The Vendor shall before commencing performance of the Contract be responsible for providing and maintaining insurance coverage in force for the life of the Contract of the kind and in adequate amounts to secure all of the obligations under the Contract and with insurance companies licensed to write insurance in the Commonwealth of Massachusetts. All such insurance carried shall not be less than the kinds and amounts designated herein, and the Vendor agrees that the stipulation herein of the kinds and limits of coverage shall in no way limit the liability of the Vendor to any such kinds and amounts of insurance coverage. All policies issued shall indemnify and save harmless the City of Salem, its agents and employees from any and all claims for damages to persons or property as may rise out of the performance of this Contract.

Vendor's Comprehensive General Public Liability and Property Damage Liability Insurance - The Vendor shall carry Comprehensive General Liability Insurance providing for a limit of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out of bodily injury to or death of one person, and subject to that limit for each person, a total limit of not less than One Million Dollars (\$1,000,000.00) for all damages arising out of bodily injuries or death of two or more persons in any one accident; and Vendor's Comprehensive Property Damage Liability Insurance providing for a limit of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out

of injury to or destruction of property in any one accident, and subject to that limit per accident, a total (or aggregate) limit or not less than One Million Dollars (\$1,000,000.00) for all damages arising out of injury to or destruction of property during the policy period.

Comprehensive Automotive and Property Damage Insurance - The Vendor shall carry Automobile Insurance covering all owned vehicles, hired vehicles or non-owned vehicles under the control of the Vendor while performing work under the Contract in the amount of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out of bodily injuries to or death of one person and subject to that limit for each person, a total of not less than One Million Dollars (\$1,000,000.00) for all damages arising out of bodily injuries to or death of two or more persons in any one accident; and Property Damage coverage in the amount of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages to or destruction of property.

The Vendor must carry Workman's Compensation Insurance in the amounts prescribed under Massachusetts State Law and meet all other City and State Laws and Regulations.

No cancellation(s) of such insurance, whether by the insurer or by the insured party shall be valid unless written notice thereof is given by the parties proposing cancellation to the other party and to the City of Salem at least fifteen (15) days prior to the intended effective date thereof, which date shall be expressed in said notice, which shall be sent by registered mail, return receipt requested. These provisions shall apply to the legal representative(s), trustee in bankruptcy, receiver, assignee, trustee, and successor(s) in interest of the Vendor.

All insurance coverage shall be at the sole expense of the Vendor and shall be placed with such company as may be acceptable to the City of Salem and shall constitute a material part of the contract documents.

Failure to provide written proof to City and continue in force such insurance as aforesaid shall be deemed a material breach of the contract, and may constitute sufficient grounds for immediate termination of the same.

5.5 CHANGE ORDERS AND ADJUSTMENTS

Any request for a change order or adjustment must be submitted in writing and contain, an explanation of the need for the change order, a statement of work including a cost breakdown of each addition, and a statement that the change order is in the best interest of the awarding authority. The City is not obligated to pay for change orders that are not approved in writing, by the original contract signatories. Three (3) copies of the change order shall be required.

5.6 INDEMNIFICATION

Unless otherwise provided by law, the Vendor will indemnify and hold harmless the City against any and all liability, loss, damages, costs or expenses for personal injury or damage to real or tangible personal property which the City may sustain, incur or be required to pay, arising out of or in connection with the performance of the Contract by reason of any negligent action/inaction or willful misconduct by the Contractor, its agents, servants or employees.

5.7 FEDERAL AND STATE LAW

The selected contractor shall comply with all applicable Federal, State and Local laws and ordinances.

5.8 STATEMENT OF WORK

Except as otherwise specifically stated in the bid and contract documents the selected contractor shall secure, at its own expense, all necessary permits and licenses and comply with all city and state codes and regulations. The selected contractor shall provide and pay for all materials, equipment, labor, tools, temporary construction of every nature, charges, levies, fees, or other expenses incurred and all other services and facilities of every nature whatsoever for his performance of the Contract within the specified time, and required for this project. The selected contractor must provide all materials and equipment free of any lien, claim or encumbrance.

5.9 WARRANTY

The Contractor warrants to the Owner that all materials and equipment furnished under this Contract will be new and of recent manufacture unless otherwise permitted in writing by the Owner and that all Work will be of good quality, free from faults and defects and in conformance with the Contract Documents. All Work not conforming to these requirements, including substitutions not properly approved and authorized, may be considered defective and, promptly after written notification of non-conformance, shall be repaired or replaced by the Contractor with Work conforming to such requirements. The Contractor shall be responsible for providing access to the repair or replacement Work, as well as the repair or replacement. If required by the Owner, the Contractor shall furnish satisfactory evidence as to the kind and quality of materials and equipment

5.10 SAMPLE CONTRACT

See 'Sample Contract' attached.

SAMPLE CONTRACT

CONTRACT NO. X-XX
XXXXXXXXXXXX
CITY OF SALEM
CONTRACT FOR SERVICES
Over \$10,000

This agreement is made and entered into by and between the City of Salem (hereinafter the CITY), a municipal corporation organized and existing under the laws of the Commonwealth of Massachusetts, and _____ (hereinafter the CONTRACTOR).

ARTICLE I. DEFINITION.

This CONTRACT as used herein shall mean these articles, and the "contract documents" which include but are not limited to the following identified items and all documents, and forms submitted therewith, or attached hereby.

- ☐ Attachment A: Scope of Services, and/or other bid package materials
- ☐ Attachment B: Additional Contract Terms and Conditions
- ☐ Attachment C: Statement of Corporate Authority
- ☐ Addenda: _____

ARTICLE II. AMOUNT AND DURATION.

This CONTRACT in an amount not to exceed \$_____ shall commence on or about _____ and shall terminate no later than _____, unless a written amendment to renew or extend this CONTRACT is executed in accordance with the provisions of this CONTRACT.

ARTICLE III. PERFORMANCE.

The Contractor agrees to provide all goods and/or services set forth in Invitation for Bids, Documents, Scope of Services, and the CONTRACTOR's bid _____ and/or as outlined in ATTACHMENT A - SCOPE OF SERVICES.

ARTICLE IV. TERMINATION.

Without Cause. The CITY may terminate this CONTRACT on sixty (60) calendar days notice, or may suspend this CONTRACT for up to sixty (60) calendar days upon receipt of notice, when in the best interests of the City by providing notice to the CONTRACTOR, which shall be in writing and shall be deemed delivered and received when given in person to the CONTRACTOR, or when received by fax, express mail, certified mail return receipt requested, regular mail postage prepaid or delivered by any other appropriate method evidencing actual receipt by the CONTRACTOR.

For Cause. If the CONTRACTOR is determined by the CITY to be in default of any term or condition of CONTRACT, the CITY may terminate this contract on thirty (30) days notice by providing notice to the CONTRACTOR, which shall be in writing and shall be deemed delivered and received when given in person to the CONTRACTOR, or when received by fax, express mail, certified mail return receipt requested, regular mail postage prepaid or delivered by any other appropriate method evidencing actual receipt by the CONTRACTOR. If the CITY is determined by the CONTRACTOR to be in default of any term or condition of this CONTRACT the CONTRACTOR may terminate this contract on thirty (30) days notice by providing notice to the CITY, which shall be in writing and shall be deemed delivered and received when given in person to the CITY, or when received by fax, express mail, certified mail return receipt requested, regular mail postage prepaid or delivered by any other appropriate method evidencing actual receipt by the CITY.

Default. The following shall constitute events of default under this CONTRACT: a) any material misrepresentation made by the CONTRACTOR to the CITY, b) any failure to perform any of its obligations under this CONTRACT including, but not limited to the following: (i) failure to commence performance of this CONTRACT at the time specified in this CONTRACT due to a reason or circumstance within the CONTRACTOR'S reasonable control, (ii) failure to perform this CONTRACT with sufficient personnel and equipment or with sufficient material to ensure the

completion of this CONTRACT within the specified time due to a reason or circumstance within the CONTRACTOR'S reasonable control, (iii) failure to performance this CONTRACT in a manner reasonably satisfactory to the CITY, (iv) failure to promptly re-perform with reasonable time the services that were rejected by the CITY as unsatisfactory, or erroneous, (v) discontinuance of the services for reasons not beyond the CONTRACTOR'S reasonable control, (vi) failure to comply with a material term of this CONTRACT, including, but not limited to, the provision of insurance and nondiscrimination, and (vii) any other acts specifically and expressly stated in this CONTRACT as constituting a basis for termination of this CONTRACT, and (viii) failure to comply with any and all requirements of state law, and/or regulations, and City ordinances, and/or regulations.

ARTICLE V. REMEDIES OF THE CITY.

The CITY may deduct the cost of any substitute contract or performance for expenses, losses, and all damages, including incidental and consequential damages as a result of any event of non-conformance or non-performance of the CONTRACTOR in complying with the terms of this CONTRACT, and shall withhold such expenses, losses, and damages from sums due, or to become due.

ARTICLE VI. REMEDIES OF THE CONTRACTOR.

If the damages, other than loss, non-conformance, or non-performance, are actually sustained by the CONTRACTOR due to any act or omission for which the CITY is legally responsible the CITY shall allow a sum equal to the amount of such damages sustained by the Contractor as determined by the CITY in writing, provided the Contractor shall have provided to all signatories of the contract a detailed written statement of such damages and cause thereof within 30 days of the act of omission by the CITY.

ARTICLE VII. ASSIGNABILITY.

The CONTRACTOR shall not assign, subcontract or in any way transfer any interest in this contract without the prior written consent of the Procurement Officer of said City. In the event of such occurrence the City reserves the right to deal with any assignee subcontractor or transferee directly and the contractor agrees to remain bound by all terms and conditions of this contract in accordance with its original tenor. The provisions of this CONTRACT shall be binding upon, and shall inure to the benefit of, the successors and assigns of the CONTRACTOR and any public body or bodies succeeding the interests of the CITY.

ARTICLE VIII. INDEMNIFICATION.

The CONTRACTOR shall assume the defense, indemnify and hold harmless the CITY, the CITY'S agents and employees, from and against all losses and all claims, demands, payments, suits, actions, recoveries and judgments of every nature and description brought or recovered against them by reason of acts, in actions, omissions, negligence, reckless or intentional misconduct of the said CONTRACTOR, its agent(s), officers, employees, or subcontractors; in the execution of the work or in guarding the same. Unless otherwise provided by law, the CITY may elect to indemnify the CONTRACTOR for claims arising in tort if it is determined that the CONTRACTOR performed its obligations under this CONTRACT pursuant to the direct supervision and control of the CITY or its designated agent(s).

ARTICLE IX. WORKER'S COMPENSATION AND OTHER INSURANCE.

The CONTRACTOR shall provide by insurance for the payment of compensation and the furnishing of other benefits under Chapter 152 of the General Laws of Massachusetts (The Worker's Compensation Act) to all employees of the CONTRACTOR who are subject to the provisions of Chapter 152 of the General Laws of Massachusetts.

Failure to provide and continue in force such insurance during the period of this contract shall be deemed a material breach of this contract, shall operate as an immediate termination thereof, and CONTRACTOR shall indemnify the CITY for all losses, claims, and actions resulting from the failure to provide the insurance required by this Article. Prior to commencement of any work and until completion of its work under this CONTRACT shall maintain the following insurance coverage, at its cost, from insurance acceptable to the CITY, giving evidence of such coverage to the CITY prior to execution of this CONTRACT, a copy of such insurance coverage to be attached herewith:

General - The Vendor shall before commencing performance of the Contract be responsible for providing and maintaining insurance coverage in force for the life of the Contract of the kind and in adequate amounts to secure all of the obligations under the Contract and with insurance companies licensed to write insurance in the Commonwealth of Massachusetts. All such insurance carried shall not be less than the kinds and amounts designated herein, and the Vendor agrees that the stipulation herein of the kinds and limits of coverage shall in no way limit the liability of the Vendor to any such kinds and amounts of insurance coverage. All policies issued shall indemnify and save harmless the

City of Salem, its agents and employees from any and all claims for damages to persons or property as may rise out of the performance of this Contract.

Vendor's Comprehensive General Public Liability and Property Damage Liability Insurance - The Vendor shall carry Comprehensive General Liability Insurance providing for a limit of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out of bodily injury to or death of one person, and subject to that limit for each person, a total limit of not less than One Million Dollars (\$1,000,000.00) for all damages arising out of bodily injuries or death of two or more persons in any one accident; and Vendor's Comprehensive Property Damage Liability Insurance providing for a limit of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out of injury to or destruction of property in any one accident, and subject to that limit per accident, a total (or aggregate) limit or not less than One Million Dollars (\$1,000,000.00) for all damages arising out of injury to or destruction of property during the policy period.

Comprehensive Automotive and Property Damage Insurance - The Vendor shall carry Automobile Insurance covering all owned vehicles, hired vehicles or non-owned vehicles under the control of the Vendor while performing work under the Contract in the amount of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages arising out of bodily injuries to or death of one person and subject to that limit for each person, a total of not less than One Million Dollars (\$1,000,000.00) for all damages arising out of bodily injuries to or death of two or more persons in any one accident; and Property Damage coverage in the amount of not less than Five Hundred Thousand Dollars (\$500,000.00) for all damages to or destruction of property.

The Vendor must carry Workman's Compensation Insurance in the amounts prescribed under Massachusetts State Law and meet all other City and State Laws and Regulations.

No cancellation(s) of such insurance, whether by the insurer or by the insured party shall be valid unless written notice thereof is given by the parties proposing cancellation to the other party and to the City of Salem at least fifteen (15) days prior to the intended effective date thereof, which date shall be expressed in said notice, which shall be sent by registered mail, return receipt requested. These provisions shall apply to the legal representative(s), trustee in bankruptcy, receiver, assignee, trustee, and successor(s) in interest of the Vendor.

All insurance coverage shall be at the sole expense of the Vendor and shall be placed with such company as may be acceptable to the City of Salem and shall constitute a material part of the contract documents.

Failure to provide written proof to City and continue in force such insurance as aforesaid shall be deemed a material breach of the contract, and may constitute sufficient grounds for immediate termination of the same.

All required insurance must be endorsed to name the CITY as Additional Insured. All required insurance shall be endorsed to waive the insurer's rights of subrogation against the City. All policies and certificate for insurance must contain language that the insurance shall not be canceled, materially changed or non-renewed without at least thirty (30) days advance written notice to the CITY. The CONTRACTOR under this CONTRACT shall not allow it subcontractors to begin work until similar insurance has been so obtained and certificates of insurance approved by the CONTRACTOR.

ARTICLE X. CORPORATE CONTRACTOR.

If CONTRACTOR is a corporation, CONTRACTOR shall endorse the Certificate of Corporate Authority for the CONTRACTORS' signatory (Attachment C), or shall otherwise provide a form similar in nature and substance acceptable to the CITY.

If CONTRACTOR is a non-profit corporation, CONTRACTOR shall provide satisfactory proof of present status as a non-profit corporation. Such proof shall be in the form of a certification from the Massachusetts Secretary of State's office and/or from the Internal Revenue Service and shall provide the Federal Tax Identification Number of the non-profit corporation. This agreement shall not be enforceable against the CITY unless and until the CONTRACTOR complies with this section. Failure to inform the CITY in writing of revocation, or other loss of non-profit status shall be deemed a material breach of this contract and operate as an immediate termination thereof.

ARTICLE XI. SUBJECT TO APPROPRIATION.

The obligations of the CITY under this CONTRACT shall be subject to appropriation. In the absence of appropriation this CONTRACT shall be immediately terminated without liability for damages, penalties, or other charges.

In the requisite circumstances, the obligations of the CITY under this CONTRACT shall be subject to the formal award of the state, federal grant.

ARTICLE XII. DOCUMENTS, MATERIALS, ETC.

Any materials, reports, information, data, etc. given to or prepared or assembled by the CONTRACTOR under this CONTRACT are to be kept confidential and shall not be made available to any individual or organization by the CONTRACTOR (except agents, servants, or employees of the CONTRACTOR) without the prior written approval of the CITY, except as otherwise required by law. The CONTRACTOR understands that he/she/it may acquire or have access to "personal data" otherwise kept by the CITY. The CONTRACTOR shall comply with the provisions Chapter 66A of the General Laws of Massachusetts as it relates to public documents, and all other state and federal laws and regulations relating to confidentiality, security privacy and use of confidential data.

Any materials produced in whole or in part under this CONTRACT shall not be subject to copyright, except by the CITY, in the United States or any other country. The CITY shall have unrestricted authority to, without payment of any royalty, commission, or additional fee of any type or nature, publicly disclose, reproduce, distribute and otherwise use, and authorize other to use, in whole or in part, any reports, data or other materials prepared under this CONTRACT.

All data, reports, programs, software, equipment, furnishings, and any other documentation or product paid for by the CITY shall vest in the CITY at the termination of this CONTRACT. The CONTRACTOR shall at all times, during or after termination of this CONTRACT, obtain the prior written approval of the CITY before making any statement bearing on the work performed or data collected under this CONTRACT to the press or issues any material for publication through any medium.

ARTICLE XIII. AUDIT, INSPECTION, RECORD KEEPING.

At any time during normal business hours, and as often as the CITY may deem it reasonably necessary, there shall be made available in the office of the CONTRACTOR for the purpose of audit, examination, and/or to make excerpts or transcripts, all records, contracts, invoices, materials, payrolls, records of personnel, conditions of employment and other data relating to all matters covered by this agreement.

Further the CONTRACTOR agrees to make its work papers, records and other evidence of audit available to the CITY for a period of three years after final payment under his CONTRACT. The CIT shall be entitled to reproduce any or all such documents at its own expense, for which provision shall be made at such time.

ARTICLE XIV. WEEKLY PAYROLL RECORDS REPORT.

In accordance with Massachusetts General Law c. 149, s. 27B, a true and accurate record must be kept of all individuals employed on a public works construction project for which prevailing wage rates are applicable.

In addition, every contractor and subcontractor is required to submit, on a weekly basis, a copy of their weekly payroll records to the awarding authority. Once collected, the awarding authority is also required to preserve those records for three years.

ARTICLE XV. CONFLICT OF INTEREST.

CITY. No officer, member or employee of the CITY and no members of its governing body who exercise any function or responsibility in review or approval of the undertaking or carrying out of this CONTRACT shall participate in any decision relating to the CONTRACT which affects his/her personal interests or the interest of any corporation, partnership, or association in which he/she has a direct or indirect pecuniary interest. None of the services to be provided by the CONTRACTOR shall be used for any partisan political activity or further the election or defeat of any candidate for political office in the CITY. Compliance with this section shall be material to the CONTRACT.

CONTRACTOR. CONTRACTOR agrees that his/her/its agents, servants, and employees have neither presently nor during the period of this CONTRACT any interest direct or indirect which would impair, detract, or conflict in any manner or degree with the performance of services required under this CONTRACT. The CONTRACTOR, his/her/its agents, servants or employees further stipulates that in the performance of this CONTRACT, no person having any such interest shall be employed. Conflicts of Interest include but are not limited to (a) immediate family relationships with officials of the CITY, (b) instances where the CONTRACTOR, his/her/it agents, servants or employees during the period of this CONTRACT was connected as an officer, employee or member

of the governing body of the CITY, and (c) instances where the CONTRACTOR has an interest in any CITY department, its agents, servants or employees or parcels of land within the CITY. Compliance with this section shall be material to the CONTRACT.

ARTICLE XVI. PAYMENT.

The CITY agrees to make all reasonable efforts to pay to the CONTRACTOR the sum set forth in the CONTRACTOR'S bid or proposal within thirty (30) days of receipt of an invoice at the Office of the City Auditor detailing the work completed.

Subject to pending statutory appeal rights, CONTRACTOR agrees that all sums otherwise due and payable to the CITY for outstanding taxes, fines, fees and or other municipal charges may be deducted from the sum(s) otherwise payable under this CONTRACT prior to disbursement to the CONTRACTOR.

ARTICLE XVII. CONFLICT.

In the event there is a conflict between these Articles and Attachment A. Attachment A shall supersede these Articles.

ARTICLE XVIII. WAIVER AND AMENDMENT.

The provisions contained in this CONTRACT may be modified only as specifically provided by ATTACHMENT B - ADDITIONAL TERMS AND CONDITIONS. Amendments, or waivers of any additional term, condition, covenant, duty or obligation contained in this CONTRACT may be made only by written amendment executed by all signatories to the original agreement, prior to the effective date of the amendment.

To the extent allowed by law, all conditions, duties, and obligations contained in this CONTRACT may be waived only by written agreement by both parties.

Forbearance or indulgence in any form or manner by a party shall not be construed as a waiver, nor in any manner limit the legal or equitable remedies available to that party. No waiver by either party of any default or breach shall constitute a waiver of any subsequent default or breach of a similar or different matter.

ARTICLE XIX. CERTIFICATION.

IN WITNESS WHEREOF, THE CONTRACTOR CERTIFIES, UNDER THE PAINS AND PENALTIES OF PERJURY, THAT THE CONTRACTOR IS IN COMPLIANCE WITH EACH OF THE FOLLOWING:

TAXES. PURSUANT to M.G.L. c. 62C, s. 49A, the CONTRACTOR has filed all state tax returns and complied with all laws of the Commonwealth relating to taxes.

DEBARMENT. The CONTRACTOR is not currently debarred or suspended by the Commonwealth of Massachusetts, or any of its entities or subdivisions.

AMERICANS WITH DISABILITIES ACT. The CONTRACTOR is aware of the recently enacted Americans with Disabilities Act which prohibits discrimination based upon disability and shall meet any relevant standards, and/or conditions set out in the bid/proposal documents, bid/proposal specifications, and/or ATTACHMENT A - SCOPE OF SERVICES.

ARTICLE XX. FORUM AND CHOICE OF LAW

This CONTRACT and any performance herein shall be governed by and be construed in accordance with the laws of Commonwealth. Any and all proceedings or actions relating to subject matter herein shall be brought and maintained in the courts of the Commonwealth or the federal district court sitting in the Commonwealth, which shall have exclusive jurisdiction thereof. This paragraph shall not be construed to limit any other legal rights of the parties.

IN WITNESS WHEREOF the parties have hereto and to three other identical instruments set forth their hands the day and year first above written.

THE CITY:

THE CONTRACTOR:

Kimberley Driscoll,
Mayor

Authorized Signature

Whitney Haskell,
Purchasing Agent

Print Name

Approved as to form:

Print Title

Elizabeth Rennard, Esq.,
City Solicitor

Company

Approved as Contract Manager:

Status (Corporate/Non- Corporate)

XXXXXXXXXXXXXXXXXXXX

Taxpayer Identification Number

I certify that funds have been encumbered
in the amount of : \$

Date

Sarah Stanton,
Finance Director

ATTACHMENT A

SCOPE OF SERVICES

INSTRUCTIONS FOR DEPARTMENT AND CONTRACTOR: Please attach for reference purposes a copy of all bid/proposal documents, including but not limited to (i) invitations/instructions for bidders (ii) invitation/instructions for proposers, (iii) general and specific conditions, and please provide a detailed description of all types of goods and/or services that will be provided pursuant to this CONTRACT, not otherwise provided in any bid/proposal instructions, specifications, conditions or other documents.

ATTACHMENT B

ADDITIONAL CONTRACT TERMS AND CONDITIONS

INSTRUCTIONS FOR DEPARTMENTS: Please specify any additions or modifications to the terms and conditions (not to conflict with the public procurement laws or City ordinances or regulations):

ATTACHMENT C

CERTIFICATE OF CORPORATE AUTHORITY

If the Contractor is a corporation, complete the following certification:

At a duly authorized meeting of the Board of Directors of the _____ (Name of the Corporation) held on _____ (Date), at which all the Directors were present or waived notice, it was voted that, _____ (Name), _____ (Officer) of this company, is authorized to execute Contracts and bonds in the name and behalf of said company, and affix its corporate seal thereto, and such execution of any Contract or obligation in this company's name on its behalf by such _____ (Officer) of the company, shall be valid and binding upon this company.

I hereby certify that I am the Clerk of the _____ (Name of the Corporation), that _____ (Name) is the duly elected _____ (Officer) of said company, and that the above vote has not been amended or rescinded and remains in full force and effect as of the date of the Contract.

A true copy,

Attest: _____
(Clerk)

Place of Business: _____

Corporate Seal:

PREVAILING WAGE RATES



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: City of Salem
Contract Number: S-18 **City/Town:** SALEM
Description of Work: Firehouse Window Replacement, Painting and Repairs
Job Location: 64 Loring Avenue

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>	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$88.29	\$9.80	\$19.23	\$0.00	\$117.32
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
	12/01/2016	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2016	\$32.90	\$11.50	\$7.10	\$0.00	\$51.50
	12/01/2016	\$33.90	\$11.50	\$7.10	\$0.00	\$52.50
	06/01/2017	\$34.90	\$11.50	\$7.10	\$0.00	\$53.50
	12/01/2017	\$35.90	\$11.50	\$7.10	\$0.00	\$54.50
	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$44.23	\$10.00	\$15.15	\$0.00	\$69.38
	12/01/2016	\$45.48	\$10.00	\$15.15	\$0.00	\$70.63
	06/01/2017	\$46.48	\$10.00	\$15.15	\$0.00	\$71.63
	12/01/2017	\$47.48	\$10.00	\$15.15	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$44.23	\$10.00	\$15.15	\$0.00	\$69.38
	12/01/2016	\$45.48	\$10.00	\$15.15	\$0.00	\$70.63
	06/01/2017	\$46.48	\$10.00	\$15.15	\$0.00	\$71.63
	12/01/2017	\$47.48	\$10.00	\$15.15	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
	12/01/2016	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29**Effective Date - 01/01/2016**

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

Effective Date - 01/01/2017

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

Notes:**Apprentice to Journeyworker Ratio:1:5**

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2016	\$50.76	\$10.18	\$19.22	\$0.00	\$80.16
BRICKLAYERS LOCAL 3 (LYNN)	02/01/2017	\$51.33	\$10.18	\$19.22	\$0.00	\$80.73

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lynn

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$10.18	\$19.22	\$0.00	\$54.78
2	60	\$30.46	\$10.18	\$19.22	\$0.00	\$59.86
3	70	\$35.53	\$10.18	\$19.22	\$0.00	\$64.93
4	80	\$40.61	\$10.18	\$19.22	\$0.00	\$70.01
5	90	\$45.68	\$10.18	\$19.22	\$0.00	\$75.08

Effective Date - 02/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.67	\$10.18	\$19.22	\$0.00	\$55.07
2	60	\$30.80	\$10.18	\$19.22	\$0.00	\$60.20
3	70	\$35.93	\$10.18	\$19.22	\$0.00	\$65.33
4	80	\$41.06	\$10.18	\$19.22	\$0.00	\$70.46
5	90	\$46.20	\$10.18	\$19.22	\$0.00	\$75.60

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
OPERATING ENGINEERS LOCAL 4	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2016	\$36.95	\$7.45	\$14.00	\$0.00	\$58.40
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$37.95	\$7.45	\$14.00	\$0.00	\$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	06/01/2016	\$35.80	\$7.45	\$14.00	\$0.00	\$57.25
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.80	\$7.45	\$14.00	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2016	\$35.80	\$7.45	\$14.00	\$0.00	\$57.25
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.80	\$7.45	\$14.00	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
LABORERS - ZONE 2	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/01/2016	\$38.08	\$9.80	\$16.82	\$0.00	\$64.70
CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2017	\$39.05	\$9.80	\$16.82	\$0.00	\$65.67
	09/01/2017	\$40.06	\$9.80	\$16.82	\$0.00	\$66.68
	03/01/2018	\$41.06	\$9.80	\$16.82	\$0.00	\$67.68
	09/01/2018	\$42.10	\$9.80	\$16.82	\$0.00	\$68.72
	03/01/2019	\$43.13	\$9.80	\$16.82	\$0.00	\$69.75

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER - Zone 2 Eastern MA
Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.04	\$9.80	\$1.63	\$0.00	\$30.47
2	60	\$22.85	\$9.80	\$1.63	\$0.00	\$34.28
3	70	\$26.66	\$9.80	\$11.93	\$0.00	\$48.39
4	75	\$28.56	\$9.80	\$11.93	\$0.00	\$50.29
5	80	\$30.46	\$9.80	\$13.56	\$0.00	\$53.82
6	80	\$30.46	\$9.80	\$13.56	\$0.00	\$53.82
7	90	\$34.27	\$9.80	\$15.19	\$0.00	\$59.26
8	90	\$34.27	\$9.80	\$15.19	\$0.00	\$59.26

Effective Date - 03/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.53	\$9.80	\$1.63	\$0.00	\$30.96
2	60	\$23.43	\$9.80	\$1.63	\$0.00	\$34.86
3	70	\$27.34	\$9.80	\$11.93	\$0.00	\$49.07
4	75	\$29.29	\$9.80	\$11.93	\$0.00	\$51.02
5	80	\$31.24	\$9.80	\$13.56	\$0.00	\$54.60
6	80	\$31.24	\$9.80	\$13.56	\$0.00	\$54.60
7	90	\$35.15	\$9.80	\$15.19	\$0.00	\$60.14
8	90	\$35.15	\$9.80	\$15.19	\$0.00	\$60.14

Notes:
Apprentice to Journeyworker Ratio:1:5
CEMENT MASONRY/PLASTERING
01/01/2016
\$46.44
\$10.90
\$18.71
\$1.30
\$77.35
BRICKLAYERS LOCAL 3 (LYNN)
Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Lynn)
Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.22	\$10.90	\$12.21	\$0.00	\$46.33
2	60	\$27.86	\$10.90	\$13.71	\$1.30	\$53.77
3	65	\$30.19	\$10.90	\$14.71	\$1.30	\$57.10
4	70	\$32.51	\$10.90	\$15.71	\$1.30	\$60.42
5	75	\$34.83	\$10.90	\$16.71	\$1.30	\$63.74
6	80	\$37.15	\$10.90	\$17.71	\$1.30	\$67.06
7	90	\$41.80	\$10.90	\$18.71	\$1.30	\$72.71

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$45.23	\$10.00	\$15.15	\$0.00	\$70.38
	12/01/2016	\$46.48	\$10.00	\$15.15	\$0.00	\$71.63
	06/01/2017	\$47.48	\$10.00	\$15.15	\$0.00	\$72.63
	12/01/2017	\$48.48	\$10.00	\$15.15	\$0.00	\$73.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$30.40	\$10.00	\$15.15	\$0.00	\$55.55
	12/01/2016	\$31.27	\$10.00	\$15.15	\$0.00	\$56.42
	06/01/2017	\$31.96	\$10.00	\$15.15	\$0.00	\$57.11
	12/01/2017	\$32.65	\$10.00	\$15.15	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2016

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

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 2</i>	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$58.86	\$9.80	\$19.23	\$0.00	\$87.89
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$63.06	\$9.80	\$19.23	\$0.00	\$92.09
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2015	\$88.23	\$9.80	\$19.23	\$0.00	\$117.26
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i>	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103
Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.47	\$13.00	\$0.55	\$0.00	\$32.02
2	40	\$18.47	\$13.00	\$0.55	\$0.00	\$32.02
3	45	\$20.78	\$13.00	\$12.34	\$0.00	\$46.12
4	45	\$20.78	\$13.00	\$12.34	\$0.00	\$46.12
5	50	\$23.09	\$13.00	\$12.71	\$0.00	\$48.80
6	55	\$25.39	\$13.00	\$13.07	\$0.00	\$51.46
7	60	\$27.70	\$13.00	\$13.44	\$0.00	\$54.14
8	65	\$30.01	\$13.00	\$13.81	\$0.00	\$56.82
9	70	\$32.32	\$13.00	\$14.18	\$0.00	\$59.50
10	75	\$34.63	\$13.00	\$14.55	\$0.00	\$62.18

Notes:

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

Apprentice to Journeyworker Ratio:2:3***

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

Apprentice - ELEVATOR CONSTRUCTOR - Local 4
Effective Date - 01/01/2016

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

Effective Date - 01/01/2017

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

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2016	\$38.17	\$14.43	\$14.96	\$0.00	\$67.56
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2017	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
LABORERS - ZONE 2	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	05/01/2016	\$41.03	\$10.00	\$14.90	\$0.00	\$65.93
OPERATING ENGINEERS LOCAL 4	11/01/2016	\$41.37	\$10.00	\$15.15	\$0.00	\$66.52
	05/01/2017	\$42.25	\$10.00	\$15.15	\$0.00	\$67.40
	11/01/2017	\$42.98	\$10.00	\$15.15	\$0.00	\$68.13
	05/01/2018	\$43.69	\$10.00	\$15.15	\$0.00	\$68.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	05/01/2016	\$42.47	\$10.00	\$14.90	\$0.00	\$67.37
OPERATING ENGINEERS LOCAL 4	11/01/2016	\$42.82	\$10.00	\$15.15	\$0.00	\$67.97
	05/01/2017	\$43.71	\$10.00	\$15.15	\$0.00	\$68.86
	11/01/2017	\$44.44	\$10.00	\$15.15	\$0.00	\$69.59
	05/01/2018	\$45.16	\$10.00	\$15.15	\$0.00	\$70.31
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2016	\$21.88	\$10.00	\$14.90	\$0.00	\$46.78
OPERATING ENGINEERS LOCAL 4	11/01/2016	\$21.98	\$10.00	\$15.15	\$0.00	\$47.13
	05/01/2017	\$22.51	\$10.00	\$15.15	\$0.00	\$47.66
	11/01/2017	\$22.93	\$10.00	\$15.15	\$0.00	\$48.08
	05/01/2018	\$23.36	\$10.00	\$15.15	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
ELECTRICIANS LOCAL 103						
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	03/01/2016	\$34.63	\$13.00	\$14.55	\$0.00	\$62.18
/ COMMISSIONINGELECTRICIANS						
LOCAL 103						
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	06/01/2016	\$36.71	\$10.00	\$15.15	\$0.00	\$61.86
OPERATING ENGINEERS LOCAL 4	12/01/2016	\$37.75	\$10.00	\$15.15	\$0.00	\$62.90
	06/01/2017	\$38.59	\$10.00	\$15.15	\$0.00	\$63.74
	12/01/2017	\$39.42	\$10.00	\$15.15	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	06/01/2016	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
LABORERS - ZONE 2	12/01/2016	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55
FLOORCOVERERS LOCAL 2168 ZONE 1						

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - FLOORCOVERER - Local 2168 Zone I
Effective Date - 03/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	06/01/2016	\$44.23	\$10.00	\$15.15	\$0.00	\$69.38
OPERATING ENGINEERS LOCAL 4	12/01/2016	\$45.48	\$10.00	\$15.15	\$0.00	\$70.63
	06/01/2017	\$46.48	\$10.00	\$15.15	\$0.00	\$71.63
	12/01/2017	\$47.48	\$10.00	\$15.15	\$0.00	\$72.63

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	06/01/2016	\$30.40	\$10.00	\$15.15	\$0.00	\$55.55
OPERATING ENGINEERS LOCAL 4	12/01/2016	\$31.27	\$10.00	\$15.15	\$0.00	\$56.42
	06/01/2017	\$31.96	\$10.00	\$15.15	\$0.00	\$57.11
	12/01/2017	\$32.65	\$10.00	\$15.15	\$0.00	\$57.80

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
GLAZIERS LOCAL 35 (ZONE 2)	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - GLAZIER - Local 35 Zone 2
Effective Date - 07/01/2016

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$7.85	\$0.00	\$0.00	\$28.31
2	55	\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60	\$24.55	\$7.85	\$3.99	\$0.00	\$36.39
4	65	\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70	\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75	\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80	\$32.73	\$7.85	\$14.77	\$0.00	\$55.35
8	90	\$36.82	\$7.85	\$15.44	\$0.00	\$60.11

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS

OPERATING ENGINEERS LOCAL 4

06/01/2016	\$44.23	\$10.00	\$15.15	\$0.00	\$69.38
12/01/2016	\$45.48	\$10.00	\$15.15	\$0.00	\$70.63
06/01/2017	\$46.48	\$10.00	\$15.15	\$0.00	\$71.63
12/01/2017	\$47.48	\$10.00	\$15.15	\$0.00	\$72.63

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - OPERATING ENGINEERS - Local 4
Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.33	\$10.00	\$0.00	\$0.00	\$34.33
2	60	\$26.54	\$10.00	\$15.15	\$0.00	\$51.69
3	65	\$28.75	\$10.00	\$15.15	\$0.00	\$53.90
4	70	\$30.96	\$10.00	\$15.15	\$0.00	\$56.11
5	75	\$33.17	\$10.00	\$15.15	\$0.00	\$58.32
6	80	\$35.38	\$10.00	\$15.15	\$0.00	\$60.53
7	85	\$37.60	\$10.00	\$15.15	\$0.00	\$62.75
8	90	\$39.81	\$10.00	\$15.15	\$0.00	\$64.96

Effective Date - 12/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.01	\$10.00	\$0.00	\$0.00	\$35.01
2	60	\$27.29	\$10.00	\$15.15	\$0.00	\$52.44
3	65	\$29.56	\$10.00	\$15.15	\$0.00	\$54.71
4	70	\$31.84	\$10.00	\$15.15	\$0.00	\$56.99
5	75	\$34.11	\$10.00	\$15.15	\$0.00	\$59.26
6	80	\$36.38	\$10.00	\$15.15	\$0.00	\$61.53
7	85	\$38.66	\$10.00	\$15.15	\$0.00	\$63.81
8	90	\$40.93	\$10.00	\$15.15	\$0.00	\$66.08

Notes:
Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2016	\$43.31	\$10.70	\$23.07	\$2.31	\$79.39
	11/01/2016	\$43.40	\$10.70	\$23.07	\$2.32	\$79.49
	02/01/2017	\$44.50	\$10.70	\$23.07	\$2.32	\$80.59
	08/01/2017	\$45.60	\$10.70	\$23.07	\$2.32	\$81.69
	02/01/2018	\$46.75	\$10.70	\$23.07	\$2.32	\$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i>	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2016	\$43.31	\$10.70	\$23.07	\$2.31	\$79.39
	11/01/2016	\$43.40	\$10.70	\$23.07	\$2.32	\$79.49
	02/01/2017	\$44.50	\$10.70	\$23.07	\$2.32	\$80.59
	08/01/2017	\$45.60	\$10.70	\$23.07	\$2.32	\$81.69
	02/01/2018	\$46.75	\$10.70	\$23.07	\$2.32	\$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PIPEFITTERS LOCAL 537 (Local 138)</i>	09/01/2016	\$47.86	\$9.70	\$16.14	\$0.00	\$73.70
	03/01/2017	\$48.86	\$9.70	\$16.14	\$0.00	\$74.70
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537 (Local 138)</i>	09/01/2016	\$47.86	\$9.70	\$16.14	\$0.00	\$73.70
	03/01/2017	\$48.86	\$9.70	\$16.14	\$0.00	\$74.70
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
	12/01/2016	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2016	\$45.09	\$11.75	\$14.20	\$0.00	\$71.04
	09/01/2017	\$47.09	\$11.75	\$14.20	\$0.00	\$73.04
	09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
	09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79

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

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.55	\$11.75	\$10.45	\$0.00	\$44.75
2	60	\$27.05	\$11.75	\$11.20	\$0.00	\$50.00
3	70	\$31.56	\$11.75	\$11.95	\$0.00	\$55.26
4	80	\$36.07	\$11.75	\$12.70	\$0.00	\$60.52

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.55	\$11.75	\$10.45	\$0.00	\$45.75
2	60	\$28.25	\$11.75	\$11.20	\$0.00	\$51.20
3	70	\$32.96	\$11.75	\$11.95	\$0.00	\$56.66
4	80	\$37.67	\$11.75	\$12.70	\$0.00	\$62.12

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2016	\$44.05	\$7.80	\$20.85	\$0.00	\$72.70
	03/16/2017	\$44.65	\$7.80	\$20.85	\$0.00	\$73.30

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston
Effective Date - 09/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$26.43	\$7.80	\$20.85	\$0.00	\$55.08
2	70	\$30.84	\$7.80	\$20.85	\$0.00	\$59.49
3	75	\$33.04	\$7.80	\$20.85	\$0.00	\$61.69
4	80	\$35.24	\$7.80	\$20.85	\$0.00	\$63.89
5	85	\$37.44	\$7.80	\$20.85	\$0.00	\$66.09
6	90	\$39.65	\$7.80	\$20.85	\$0.00	\$68.30

Effective Date - 03/16/2017

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

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
LABORERS - ZONE 2	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
LABORERS - ZONE 2	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 2

Effective Date - 06/01/2016

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

Effective Date - 12/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.44	\$7.45	\$12.65	\$0.00	\$39.54
2	70	\$22.68	\$7.45	\$12.65	\$0.00	\$42.78
3	80	\$25.92	\$7.45	\$12.65	\$0.00	\$46.02
4	90	\$29.16	\$7.45	\$12.65	\$0.00	\$49.26

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2015	\$31.35	\$7.45	\$12.60	\$0.00	\$51.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
LABORER: TREE REMOVER LABORERS - ZONE 2	06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
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"	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
LASER BEAM OPERATOR LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2016	\$38.78	\$10.18	\$17.78	\$0.00	\$66.74
	02/01/2017	\$39.24	\$10.18	\$17.78	\$0.00	\$67.20

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile**Effective Date -** 08/01/2016

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

Effective Date - 02/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.62	\$10.18	\$17.78	\$0.00	\$47.58
2	60	\$23.54	\$10.18	\$17.78	\$0.00	\$51.50
3	70	\$27.47	\$10.18	\$17.78	\$0.00	\$55.43
4	80	\$31.39	\$10.18	\$17.78	\$0.00	\$59.35
5	90	\$35.32	\$10.18	\$17.78	\$0.00	\$63.28

Notes:**Apprentice to Journeyworker Ratio:1:3**

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

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile**Effective Date -** 08/01/2016

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

Effective Date - 02/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.69	\$10.18	\$19.22	\$0.00	\$55.09
2	60	\$30.82	\$10.18	\$19.22	\$0.00	\$60.22
3	70	\$35.96	\$10.18	\$19.22	\$0.00	\$65.36
4	80	\$41.10	\$10.18	\$19.22	\$0.00	\$70.50
5	90	\$46.23	\$10.18	\$19.22	\$0.00	\$75.63

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 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	04/01/2015	\$37.64	\$9.80	\$16.21	\$0.00	\$63.65
Apprentice - <i>MILLWRIGHT - Local 1121 Zone 1</i> Effective Date - 04/01/2015						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.70	\$9.80	\$4.48	\$0.00	\$34.98
2	65	\$24.47	\$9.80	\$13.36	\$0.00	\$47.63
3	75	\$28.23	\$9.80	\$14.18	\$0.00	\$52.21
4	85	\$31.99	\$9.80	\$14.99	\$0.00	\$56.78
Notes: Steps are 2,000 hours Apprentice to Journeyworker Ratio:1:5						
MORTAR MIXER <i>LABORERS - ZONE 2</i>	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$22.41	\$10.00	\$15.15	\$0.00	\$47.56
	12/01/2016	\$23.06	\$10.00	\$15.15	\$0.00	\$48.21
	06/01/2017	\$23.57	\$10.00	\$15.15	\$0.00	\$48.72
	12/01/2017	\$24.09	\$10.00	\$15.15	\$0.00	\$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$26.29	\$10.00	\$15.15	\$0.00	\$51.44
	12/01/2016	\$27.04	\$10.00	\$15.15	\$0.00	\$52.19
	06/01/2017	\$27.64	\$10.00	\$15.15	\$0.00	\$52.79
	12/01/2017	\$28.25	\$10.00	\$15.15	\$0.00	\$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date - 07/01/2016**

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

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) *

07/01/2016

\$41.36

\$7.85

\$16.10

\$0.00

\$65.31

* If 30% or more of surfaces to be painted are new construction,

01/01/2017

\$42.31

\$7.85

\$16.10

\$0.00

\$66.26

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New**Effective Date - 07/01/2016**

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.16	\$7.85	\$0.00	\$0.00	\$29.01
2	55	\$23.27	\$7.85	\$3.66	\$0.00	\$34.78
3	60	\$25.39	\$7.85	\$3.99	\$0.00	\$37.23
4	65	\$27.50	\$7.85	\$4.32	\$0.00	\$39.67
5	70	\$29.62	\$7.85	\$14.11	\$0.00	\$51.58
6	75	\$31.73	\$7.85	\$14.44	\$0.00	\$54.02
7	80	\$33.85	\$7.85	\$14.77	\$0.00	\$56.47
8	90	\$38.08	\$7.85	\$15.44	\$0.00	\$61.37

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)

07/01/2016

\$39.42

\$7.85

\$16.10

\$0.00

\$63.37

PAINTERS LOCAL 35 - ZONE 2

01/01/2017

\$40.37

\$7.85

\$16.10

\$0.00

\$64.32

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**Effective Date - 07/01/2016**

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.19	\$7.85	\$0.00	\$0.00	\$28.04
2	55	\$22.20	\$7.85	\$3.66	\$0.00	\$33.71
3	60	\$24.22	\$7.85	\$3.99	\$0.00	\$36.06
4	65	\$26.24	\$7.85	\$4.32	\$0.00	\$38.41
5	70	\$28.26	\$7.85	\$14.11	\$0.00	\$50.22
6	75	\$30.28	\$7.85	\$14.44	\$0.00	\$52.57
7	80	\$32.30	\$7.85	\$14.77	\$0.00	\$54.92
8	90	\$36.33	\$7.85	\$15.44	\$0.00	\$59.62

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)

LABORERS - ZONE 2

06/01/2016

\$31.65

\$7.45

\$12.65

\$0.00

\$51.75

12/01/2016

\$32.40

\$7.45

\$12.65

\$0.00

\$52.50

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *

07/01/2016

\$39.96

\$7.85

\$16.10

\$0.00

\$63.91

* If 30% or more of surfaces to be painted are new construction,

01/01/2017

\$40.91

\$7.85

\$16.10

\$0.00

\$64.86

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW
Effective Date - 07/01/2016

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$7.85	\$0.00	\$0.00	\$28.31
2	55	\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60	\$24.55	\$7.85	\$3.99	\$0.00	\$36.39
4	65	\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70	\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75	\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80	\$32.73	\$7.85	\$14.77	\$0.00	\$55.35
8	90	\$36.82	\$7.85	\$15.44	\$0.00	\$60.11

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT**Effective Date - 07/01/2016**

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.49	\$7.85	\$0.00	\$0.00	\$27.34
2	55	\$21.43	\$7.85	\$3.66	\$0.00	\$32.94
3	60	\$23.38	\$7.85	\$3.99	\$0.00	\$35.22
4	65	\$25.33	\$7.85	\$4.32	\$0.00	\$37.50
5	70	\$27.28	\$7.85	\$14.11	\$0.00	\$49.24
6	75	\$29.23	\$7.85	\$14.44	\$0.00	\$51.52
7	80	\$31.18	\$7.85	\$14.77	\$0.00	\$53.80
8	90	\$35.07	\$7.85	\$15.44	\$0.00	\$58.36

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 1
Effective Date - 08/01/2015

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

Notes:
Apprentice to Journeyworker Ratio:1:3
PIPEFITTER & STEAMFITTER
PIPEFITTERS LOCAL 537 (Local 138)

09/01/2016

\$47.86

\$9.70

\$16.14

\$0.00

\$73.70

03/01/2017

\$48.86

\$9.70

\$16.14

\$0.00

\$74.70

Apprentice - PIPEFITTER Local 537 (Local 138)
Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.14	\$9.70	\$5.50	\$0.00	\$34.34
2	45	\$21.54	\$9.70	\$16.14	\$0.00	\$47.38
3	60	\$28.72	\$9.70	\$16.14	\$0.00	\$54.56
4	70	\$33.50	\$9.70	\$16.14	\$0.00	\$59.34
5	80	\$38.29	\$9.70	\$16.14	\$0.00	\$64.13

Effective Date - 03/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.54	\$9.70	\$5.50	\$0.00	\$34.74
2	45	\$21.99	\$9.70	\$16.14	\$0.00	\$47.83
3	60	\$29.32	\$9.70	\$16.14	\$0.00	\$55.16
4	70	\$34.20	\$9.70	\$16.14	\$0.00	\$60.04
5	80	\$39.09	\$9.70	\$16.14	\$0.00	\$64.93

Notes:

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

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

Apprentice to Journeyworker Ratio:**
PIPELAYER
LABORERS - ZONE 2

06/01/2016

\$31.90

\$7.45

\$12.65

\$0.00

\$52.00

12/01/2016

\$32.65

\$7.45

\$12.65

\$0.00

\$52.75

For apprentice rates see "Apprentice- LABORER"

PLUMBER
PLUMBERS & GASFITTERS LOCAL 12 (Local 138)

09/01/2016

\$47.61

\$11.32

\$15.46

\$0.00

\$74.39

03/01/2017

\$48.61

\$11.32

\$15.46

\$0.00

\$75.39

Issue Date: 10/31/2016

Wage Request Number: 20161031-025

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PLUMBER/GASFITTER - Local 12 (Local 138)

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$16.66	\$11.32	\$5.74	\$0.00	\$33.72
2	40	\$19.04	\$11.32	\$6.49	\$0.00	\$36.85
3	55	\$26.19	\$11.32	\$8.73	\$0.00	\$46.24
4	65	\$30.95	\$11.32	\$10.23	\$0.00	\$52.50
5	75	\$35.71	\$11.32	\$11.72	\$0.00	\$58.75

Effective Date - 03/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.01	\$11.32	\$5.74	\$0.00	\$34.07
2	40	\$19.44	\$11.32	\$6.49	\$0.00	\$37.25
3	55	\$26.74	\$11.32	\$8.73	\$0.00	\$46.79
4	65	\$31.60	\$11.32	\$10.23	\$0.00	\$53.15
5	75	\$36.46	\$11.32	\$11.72	\$0.00	\$59.50

Notes:

Steps are 1 yr
Step 4 with lic\$55.65 Step5 with lic\$61.89

Apprentice to Journeyworker Ratio:1:5

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537 (Local 138)</i>	09/01/2016	\$47.86	\$9.70	\$16.14	\$0.00	\$73.70
	03/01/2017	\$48.86	\$9.70	\$16.14	\$0.00	\$74.70
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
	12/01/2016	\$33.40	\$7.45	\$12.65	\$0.00	\$53.50
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$44.23	\$10.00	\$15.15	\$0.00	\$69.38
	12/01/2016	\$45.48	\$10.00	\$15.15	\$0.00	\$70.63
	06/01/2017	\$46.48	\$10.00	\$15.15	\$0.00	\$71.63
	12/01/2017	\$47.48	\$10.00	\$15.15	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$44.23	\$10.00	\$15.15	\$0.00	\$69.38
	12/01/2016	\$45.48	\$10.00	\$15.15	\$0.00	\$70.63
	06/01/2017	\$46.48	\$10.00	\$15.15	\$0.00	\$71.63
	12/01/2017	\$47.48	\$10.00	\$15.15	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$30.40	\$10.00	\$15.15	\$0.00	\$55.55
	12/01/2016	\$31.27	\$10.00	\$15.15	\$0.00	\$56.42
	06/01/2017	\$31.96	\$10.00	\$15.15	\$0.00	\$57.11
	12/01/2017	\$32.65	\$10.00	\$15.15	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 42</i>	05/01/2016	\$24.15	\$8.49	\$10.68	\$0.00	\$43.32
	04/30/2017	\$24.15	\$8.49	\$11.07	\$0.00	\$43.71
	05/01/2017	\$24.21	\$8.49	\$11.54	\$0.00	\$44.24
	04/30/2018	\$24.21	\$8.49	\$11.96	\$0.00	\$44.66
	05/01/2018	\$24.24	\$8.49	\$12.46	\$0.00	\$45.19
	04/30/2019	\$24.24	\$8.49	\$12.92	\$0.00	\$45.65
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i>	04/01/2015	\$25.25	\$9.80	\$16.82	\$0.00	\$51.87
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 -ZONE 2 (Residential Wood)</i> As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.	04/01/2015	\$25.30	\$7.00	\$6.31	\$0.00	\$38.61

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.18	\$7.00	\$0.00	\$0.00	\$22.18
2	60	\$15.18	\$7.00	\$0.00	\$0.00	\$22.18
3	65	\$16.45	\$7.00	\$6.31	\$0.00	\$29.76
4	70	\$17.71	\$7.00	\$6.31	\$0.00	\$31.02
5	75	\$18.98	\$7.00	\$6.31	\$0.00	\$32.29
6	80	\$20.24	\$7.00	\$6.31	\$0.00	\$33.55
7	85	\$21.51	\$7.00	\$6.31	\$0.00	\$34.82
8	90	\$22.77	\$7.00	\$6.31	\$0.00	\$36.08

Notes:

Apprentice to Journeyworker Ratio:1:5

RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofg) ROOFERS LOCAL 33	08/01/2016	\$41.11	\$11.00	\$13.00	\$0.00	\$65.11
	02/01/2017	\$42.26	\$11.00	\$13.00	\$0.00	\$66.26
	08/01/2017	\$43.36	\$11.00	\$13.00	\$0.00	\$67.36
	02/01/2018	\$44.51	\$11.00	\$13.00	\$0.00	\$68.51
	08/01/2018	\$45.61	\$11.00	\$13.00	\$0.00	\$69.61
	02/01/2019	\$46.76	\$11.00	\$13.00	\$0.00	\$70.76

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.56	\$11.00	\$3.44	\$0.00	\$35.00
2	60	\$24.67	\$11.00	\$13.00	\$0.00	\$48.67
3	65	\$26.72	\$11.00	\$13.00	\$0.00	\$50.72
4	75	\$30.83	\$11.00	\$13.00	\$0.00	\$54.83
5	85	\$34.94	\$11.00	\$13.00	\$0.00	\$58.94

Effective Date - 02/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.13	\$11.00	\$3.44	\$0.00	\$35.57
2	60	\$25.36	\$11.00	\$13.00	\$0.00	\$49.36
3	65	\$27.47	\$11.00	\$13.00	\$0.00	\$51.47
4	75	\$31.70	\$11.00	\$13.00	\$0.00	\$55.70
5	85	\$35.92	\$11.00	\$13.00	\$0.00	\$59.92

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	08/01/2016	\$41.36	\$11.00	\$13.00	\$0.00	\$65.36
	02/01/2017	\$42.51	\$11.00	\$13.00	\$0.00	\$66.51
	08/01/2017	\$43.61	\$11.00	\$13.00	\$0.00	\$67.61
	02/01/2018	\$44.76	\$11.00	\$13.00	\$0.00	\$68.76
	08/01/2018	\$45.86	\$11.00	\$13.00	\$0.00	\$69.86
	02/01/2019	\$47.01	\$11.00	\$13.00	\$0.00	\$71.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A	08/01/2016	\$43.31	\$10.70	\$23.07	\$2.31	\$79.39
	11/01/2016	\$43.40	\$10.70	\$23.07	\$2.32	\$79.49
	02/01/2017	\$44.50	\$10.70	\$23.07	\$2.32	\$80.59
	08/01/2017	\$45.60	\$10.70	\$23.07	\$2.32	\$81.69
	02/01/2018	\$46.75	\$10.70	\$23.07	\$2.32	\$82.84

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SHEET METAL WORKER - Local 17-A
Effective Date - 08/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.32	\$10.70	\$5.24	\$0.00	\$33.26
2	40	\$17.32	\$10.70	\$5.24	\$0.00	\$33.26
3	45	\$19.49	\$10.70	\$10.31	\$1.22	\$41.72
4	45	\$19.49	\$10.70	\$10.31	\$1.22	\$41.72
5	50	\$21.66	\$10.70	\$11.21	\$1.31	\$44.88
6	50	\$21.66	\$10.70	\$11.46	\$1.31	\$45.13
7	60	\$25.99	\$10.70	\$13.02	\$1.49	\$51.20
8	65	\$28.15	\$10.70	\$13.93	\$1.58	\$54.36
9	75	\$32.48	\$10.70	\$15.74	\$1.77	\$60.69
10	85	\$36.81	\$10.70	\$17.05	\$1.94	\$66.50

Effective Date - 11/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.36	\$10.70	\$5.24	\$0.00	\$33.30
2	40	\$17.36	\$10.70	\$5.24	\$0.00	\$33.30
3	45	\$19.53	\$10.70	\$10.31	\$1.22	\$41.76
4	45	\$19.53	\$10.70	\$10.31	\$1.22	\$41.76
5	50	\$21.70	\$10.70	\$11.21	\$1.31	\$44.92
6	50	\$21.70	\$10.70	\$11.46	\$1.32	\$45.18
7	60	\$26.04	\$10.70	\$13.02	\$1.49	\$51.25
8	65	\$28.21	\$10.70	\$13.93	\$1.59	\$54.43
9	75	\$32.55	\$10.70	\$15.74	\$1.77	\$60.76
10	85	\$36.89	\$10.70	\$17.05	\$1.94	\$66.58

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 2

06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - *SIGN ERECTOR - Local 35 Zone 2*

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2</i>	10/01/2016	\$49.93	\$8.52	\$17.05	\$0.00	\$75.50
	03/01/2017	\$50.83	\$8.52	\$17.05	\$0.00	\$76.40

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2
Effective Date - 10/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.48	\$8.52	\$8.55	\$0.00	\$34.55
2	40	\$19.97	\$8.52	\$8.55	\$0.00	\$37.04
3	45	\$22.47	\$8.52	\$8.55	\$0.00	\$39.54
4	50	\$24.97	\$8.52	\$8.55	\$0.00	\$42.04
5	55	\$27.46	\$8.52	\$8.55	\$0.00	\$44.53
6	60	\$29.96	\$8.52	\$10.05	\$0.00	\$48.53
7	65	\$32.45	\$8.52	\$10.05	\$0.00	\$51.02
8	70	\$34.95	\$8.52	\$10.05	\$0.00	\$53.52
9	75	\$37.45	\$8.52	\$10.05	\$0.00	\$56.02
10	80	\$39.94	\$8.52	\$10.05	\$0.00	\$58.51

Effective Date - 03/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.79	\$8.52	\$8.55	\$0.00	\$34.86
2	40	\$20.33	\$8.52	\$8.55	\$0.00	\$37.40
3	45	\$22.87	\$8.52	\$8.55	\$0.00	\$39.94
4	50	\$25.42	\$8.52	\$8.55	\$0.00	\$42.49
5	55	\$27.96	\$8.52	\$8.55	\$0.00	\$45.03
6	60	\$30.50	\$8.52	\$10.05	\$0.00	\$49.07
7	65	\$33.04	\$8.52	\$10.05	\$0.00	\$51.61
8	70	\$35.58	\$8.52	\$10.05	\$0.00	\$54.15
9	75	\$38.12	\$8.52	\$10.05	\$0.00	\$56.69
10	80	\$40.66	\$8.52	\$10.05	\$0.00	\$59.23

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

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2016	\$34.63	\$13.00	\$14.55	\$0.00	\$62.18

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103
Effective Date - 03/01/2016

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

Notes:
Apprentice to Journeyworker Ratio:1:1
TERRAZZO FINISHERS
BRICKLAYERS LOCAL 3 - MARBLE & TILE

08/01/2016

\$49.70

\$10.18

\$19.22

\$0.00

\$79.10

02/01/2017

\$50.27

\$10.18

\$19.22

\$0.00

\$79.67

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile
Effective Date - 08/01/2016

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

Effective Date - 02/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.14	\$10.18	\$19.22	\$0.00	\$54.54
2	60	\$30.16	\$10.18	\$19.22	\$0.00	\$59.56
3	70	\$35.19	\$10.18	\$19.22	\$0.00	\$64.59
4	80	\$40.22	\$10.18	\$19.22	\$0.00	\$69.62
5	90	\$45.24	\$10.18	\$19.22	\$0.00	\$74.64

Notes:
Apprentice to Journeyworker Ratio:1:3
TEST BORING DRILLER
LABORERS - FOUNDATION AND MARINE

06/01/2016

\$37.20

\$7.45

\$14.00

\$0.00

\$58.65

12/01/2016

\$38.20

\$7.45

\$14.00

\$0.00

\$59.65

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2016	\$35.92	\$7.45	\$14.00	\$0.00	\$57.37
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$36.92	\$7.45	\$14.00	\$0.00	\$58.37
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2016	\$35.80	\$7.45	\$14.00	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$36.80	\$7.45	\$14.00	\$0.00	\$58.25
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$43.81	\$10.00	\$15.15	\$0.00	\$68.96
	12/01/2016	\$45.04	\$10.00	\$15.15	\$0.00	\$70.19
	06/01/2017	\$46.03	\$10.00	\$15.15	\$0.00	\$71.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.02	\$10.00	\$15.15	\$0.00	\$72.17
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2016	\$48.08	\$7.45	\$14.40	\$0.00	\$69.93
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$49.08	\$7.45	\$14.40	\$0.00	\$70.93
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2016	\$50.08	\$7.45	\$14.40	\$0.00	\$71.93
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$51.08	\$7.45	\$14.40	\$0.00	\$72.93
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2016	\$40.15	\$7.45	\$14.40	\$0.00	\$62.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$41.15	\$7.45	\$14.40	\$0.00	\$63.00
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2016	\$42.15	\$7.45	\$14.40	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$43.15	\$7.45	\$14.40	\$0.00	\$65.00
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2016	\$44.23	\$10.00	\$15.15	\$0.00	\$69.38
	12/01/2016	\$45.48	\$10.00	\$15.15	\$0.00	\$70.63
	06/01/2017	\$46.48	\$10.00	\$15.15	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.48	\$10.00	\$15.15	\$0.00	\$72.63
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12 (Local 138)</i>	09/01/2016	\$47.61	\$11.32	\$15.46	\$0.00	\$74.39
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"	03/01/2017	\$48.61	\$11.32	\$15.46	\$0.00	\$75.39
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$26.61	\$7.50	\$1.80	\$0.00	\$35.91
For apprentice rates see "Apprentice- LINEMAN"	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$37.70	\$7.50	\$8.87	\$0.00	\$54.07
For apprentice rates see "Apprentice- LINEMAN"	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$31.05	\$7.50	\$8.89	\$0.00	\$47.44
For apprentice rates see "Apprentice- LINEMAN"	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$37.70	\$7.50	\$12.95	\$0.00	\$58.15
	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$33.26	\$7.50	\$9.63	\$0.00	\$50.39
	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$19.96	\$7.50	\$1.60	\$0.00	\$29.06
	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/28/2016	\$44.35	\$7.50	\$15.83	\$0.00	\$67.68
	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/28/2016

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

Effective Date - 09/03/2017

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

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</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 - EAST LOCAL 104</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 Apprentices 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.